



SUSTAINABILITYREPORT

VSME-REPORT – Reporting year 2024

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Document No.: SCE-25-0001-EN-Rev-A
Date: 24. August 2025

Stand EFRAG Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME) – DECEMBER 2024

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1. Introduction

With this report, aconnic AG presents a structured and consolidated sustainability report in accordance with the VSME Standard (Voluntary Sustainability Reporting Standard for non-listed, small- and medium-sized enterprises), based on the voluntary sustainability reporting standard for small and medium-sized enterprises (SMEs) developed by the European Financial Reporting Advisory Group (EFRAG, as of December 2024).

As an international, medium-sized system and technology supplier for telecommunications infrastructure and network management, aconnic is currently not subject to the legal obligation of CSRD reporting. aconnic applies the VSME Standard within the framework of a voluntary commitment to ESG transparency.

Requirements from customers, business partners, investors, and authorities regarding sustainability information along the value chain are continuously increasing. At the same time, we see it as our entrepreneurial responsibility to make our impacts on the environment, society, and good corporate governance measurably - thus creating a solid foundation for improvements, innovation, and trustworthy business relationships.

The VSME Standard provides structured guidance for identifying, prioritizing, and presenting important sustainability topics. Both the Basic Module and selected parts of the Comprehensive Module were considered — particularly where stakeholder requirements from investors, banks, and customers already necessitate more in-depth ESG reporting.

As a supplier of components, systems, and services for the development and operation of secure, high-performance, and energy-efficient communication networks—primarily for critical infrastructure in Europe, Africa, and Central and South America—we consider sustainability to be an integral part of our corporate strategy. Our goal is to achieve climate-neutral operations by 2030—across the entire life cycle of our products: from development and production to operation, maintenance, and disposal.

The information contained in this report is based on the consolidated business scope of aconnic AG and includes all subsidiaries. The underlying ESG data was collected in accordance with recognized standards (including the GHG Protocol) and evaluated in line with operational and strategic sustainability goals. At the same time, we reserve the right to exclude certain information in justified cases to protect company-specific know-how, as provided in the VSME Standard.

This report highlights our journey on transparency, responsibility, and future-oriented business practices—for our customers, for our employees, for our business partners, and, not least, for a resilient and sustainable digital infrastructure.

2. Relevant VSME-Modules

As part of this sustainability report in accordance with the VSME Standard (as of December 2024), aconnic AG has conducted a systematic assessment of the relevance of all topic areas. The following overview illustrates which modules and topics have been identified as relevant and accordingly addressed in the report. The assessment is based both on internal company analyses and on the expectations of relevant stakeholders. Topics classified as non-material were not examined in greater depth.

General Information

MODULE	PERTINENCE
B1 – Basic Information	YES
B2 – Practices, Strategies and Future Initiatives for the Transition to a More Sustainable Economy	YES
C1 – Strategy: Business Model and Sustainability – Related Initiatives	YES
C2 – Description of Practices, Strategies and Future Initiatives for the Transition to a More Sustainable Economy	YES

Environment

MODULE	PERTINENCE
B3 – Energy and Greenhouse Gas Emissions	YES
C3 – Greenhouse Gas Reduction Targets and Climate Change	YES
C4 – Climate Risks	YES
B4 – Pollution of Air, Water and Soil	YES
B5 – Biodiversity	YES
B6 – Water	YES
B7 – Resource Use, Circular Economy and Waste Management	YES
Basic Module – Social Metrics	YES

Social

MODULE	PERTINENCE
B8 – Workforce – General Characteristics	YES
C5 – Additional (General) Workforce Characteristics	YES
B9 – Workforce – Health and Safety	YES
B10 – Workforce – Compensation, Collective Bargaining and Training	YES
C6 – Additional Information on the Company's Own Workforce – Human Rights Policies and Processes	YES
C7 – Severe Negative Human Rights Incidents	YES

Corporate Governance

MODULE	PERTINENCE
B11 – Convictions and Fines Related to Corruption and Bribery	YES
C8 – Revenues from Certain Sectors and Exclusion from EU Benchmark Indices	YES
C9 – Gender Diversity in Governing Bodies	YES

3. Company Introduction

aconnic AG, headquartered in Munich, is an internationally active technology supplier and network equipment provider. The company enables the development and operation of high-performance gigabit networks with a focus on energy efficiency, sustainability, and network security — complemented by technologies for carbon capture as well as the development of bioenergetic, climate-neutral fuels to actively support the goal of climate neutrality.

Systems and services from aconnic AG are deployed by leading telecommunications providers such as Deutsche Telekom, Orange, Telecom Italia, A1 Telekom Austria, and América Móvil.

As the only international system supplier for critical communications infrastructure with European research, development, production, and supply chain operations — and with its headquarters in Germany — aconnic AG makes a significant contribution to Europe's technological sovereignty. The company, formerly UET AG, has been listed on the German Stock Exchange since 2006 and achieved total revenue of approximately EUR 47.2 million in 2024.

The COMMUNICATION NETWORKS business segment encompasses the development of hardware and software solutions, as well as an integrated in-house supply chain including procurement, manufacturing, testing, and logistics of electronic components, modules, and systems. This is complemented by comprehensive services for planning, installation, maintenance, and repair of networks for national and international clients.

In the CARBON CAPTURING & BIO-ENERGY business segment, aconnic AG operates near-natural and commercially organized carbon capture through biomass cultivation within a forestry-managed plantation. Management is carried out in a progressively digitalized manner—via a private 5G and WiFi network connected to satellite communications, sensors, and drone technology. The objective is the full digital recording, control, and certification of ecological performance in the field of nature-based carbon capture.



GENERAL INFORMATION

This chapter provides an overview of the organizational, economic, and structural framework conditions of aconnic AG. This includes fundamental information on the legal form, business area, locations, markets, and key corporate figures.

The information presented here serves as a contextual basis for interpreting the subsequent sustainability data. It enables readers to better understand the company's size, structure, and economic environment, and facilitates comparability with other companies both within and outside the industry.

In addition, this section outlines key methodological notes on reporting in accordance with the VSME Standard, as well as the consolidation scope of the sustainability reporting.

4. CO₂-Balance – Corporate Carbon Footprint

4.1. Source and System for Calculating the Corporate Carbon Footprint (CCF)

The calculation of the Corporate Carbon Footprint (CCF) for aconnic AG and all affiliated companies (note: legal entities) is performed digitally via the aconnic "Sustainability ERP" system. This system is based on the Salesforce Net Zero Cloud (NZC) framework, which serves as the central platform for data collection, analysis, and evaluation.

The calculation follows the internationally recognized standards of the Greenhouse Gas Protocol (GHG Protocol) and considers all three emission categories:

- Scope 1 (direct emissions),
- Scope 2 (indirect energy-related emissions),
- as well as material Scope 3 emissions from upstream and downstream processes.

Activity-based data (e.g., kWh, km, liters, kg) are used for emissions calculation and are converted into CO₂ equivalents (t CO₂e) using standardized emission factors. Preference is given to recognized, publicly available sources, including:

- BAFA (Federal Office for Economic Affairs and Export Control, *Bundesamt für Wirtschaft und Ausfuhrkontrolle*)
- ProBas-database of the German Environment Agency (UBA)
- and, where required, supplementary sources such as **DEFRA**, **Ecolinvent**, or country-specific electricity mix factors.

The Net Zero Cloud differentiates between two methods for calculating electricity emissions (Scope 2):

- based on the average electricity mix in the country (**location-based**), and
- based on the actual electricity purchased, e.g., certified green electricity (**market-based**).

This approach allows us to transparently reflect both the actual electricity supply at the site and our deliberate procurement decisions.

Through this systematic methodology, we ensure that the CCF is prepared according to current standards, consistently documented, and communicated reliably to both internal and external stakeholders.

4.2. Consolidated CO₂e-Emissions (Scope 1 – 3) aconnic

aconnic AG follows a consistent and comparable approach to accounting for greenhouse gas emissions. All emissions from Scopes 1 to 3 are reported uniformly in kilotons of CO₂ equivalents (CO₂e). In addition to carbon dioxide (CO₂), methane (CH₄) and nitrous oxide (N₂O) are also included to provide the most comprehensive climate impact assessment possible.

The emissions data are evaluated both on a consolidated group level and separately by individual entities (legal entities). In 2024, for the first time, aconnic AG, aconnic system Switzerland AG, aconnic Service GmbH, and aconnic engineering AG were fully included in the consolidated Corporate Carbon Footprint (CCF) balance. This year therefore serves as the base year for CO₂e accounting and will provide a reference point for future emissions comparisons and progress tracking.

This sustainability report of aconnic AG has been prepared on a consolidated basis and includes all material subsidiaries in Europe that carry out operational activities with a significant impact on sustainability metrics.

aconnic sistemas de telecomunicaciones S.A. de C.V., headquartered in Mexico, was not yet included in the 2024 report. The Mexican entity has no production or development activities and operates only in sales and service. The contribution of this site to the consolidated sustainability metrics is currently considered non-material and will be included in future reporting.

This delineation is in line with the materiality principle according to the VSME Standard and serves to focus on relevant emission sources and activities within the group.

For the accounting of Scope 2 emissions, a distinction is made between the "location-based" and "market-based" methods in accordance with the GHG Protocol. While both methods are expressed in CO₂e, the company-wide total assessment is based on location-based values, as the purchase of certified green electricity reduces market-based emissions to nearly zero. The Net Zero Cloud (Salesforce) enables transparent comparison of both methods, enhancing comparability - including in relation to external requirements, such as those from the Science Based Targets Initiative (SBTi).

Since 2023, aconnic AG has additionally applied performance-related emissions metrics by relating CO₂e emissions to revenue and gross profit. In particular, the ratio to gross profit has proven to be a meaningful indicator, as it highlights the value-added-related climate impact and establishes a direct connection between business performance and environmental impact.

To actively avoid greenhouse gas emissions, aconnic AG relies on the use of renewable energy and continuous optimization of energy consumption through technological efficiency measures. Despite these advances, not all emissions can yet be fully avoided.

Therefore, the company invests strategically in carbon capture measures, including nature-based solutions, to achieve the long-term goal of climate neutrality by the end of 2030 (Net Zero). This target encompasses the full reduction and offsetting of all direct (Scope 1) and energy-related (Scope 2) emissions, as well as the gradual inclusion and reduction of relevant Scope 3 emissions along the entire value chain.

5. General Company Information

Company Name	aconnic AG
Legal Form	Public Limited Company (Aktiengesellschaft, AG)
NACE-Code	61.10 – Telecommunications via Fixed Networks
Revenue	EUR 47.23 million
Employees (FTE)	263
Country % Locations	Germany – Munich, Hartmannsdorf, Kornwestheim; Switzerland – Zurich
Geodata	Geographic coordinates: WGS 84 48.178601° N, 11.536711° E
Certifications	ISO 9001, ISO14001
Currency	EURO
Reporting Period	01/01/2024 to 31/12/2024

aconnic AG is an international technology company in the information and communication sector (NACE J) with a focus on the development, operation, and optimization of secure, energy-efficient, and sustainable telecommunications networks. In addition, the company provides services in the planning and expansion of telecommunications infrastructure as well as IT consulting.

6. VSME REPORT - General

6.1. B1 / Fundamentals for Preparation

B1 (24) – The company must provide the following information:

(a) Which of the following options it has chosen:

- i. *OPTION A: Basic Module (only); or*
- ii. *OPTION B: Basic Module and Comprehensive Module;*

(b) *If the company has omitted any information because it is considered confidential or sensitive (see item 19), the company must indicate which information was omitted.*

(c) *Whether the sustainability report was prepared on an individual basis (i.e., the report is limited to the company's own information) or on a consolidated basis (i.e., the report includes information on the company and its subsidiaries);*

(d) *In the case of a consolidated sustainability report, the list of subsidiaries, including their registered addresses, that are covered by the report; and*

(e) *The following information:*

- i. *The legal form of the company;*
- ii. *NACE classification code(s);*
- iii. *Scope of the balance sheet (in euros);*
- iv. *Revenue (in euros);*
- v. *Number of employees, in headcount or full-time equivalents (FTE);*
- vi. *The country in which the company primarily operates and the location of significant assets; and*
- vii. *Geolocation of owned, leased, or managed sites.*

B1 (25) – If the company has obtained a sustainability certification or quality label, a brief description of these certifications or labels must be provided, including, where applicable, the issuing body, the date, and the assessment.

24(a) – Basis for Preparation	ii. OPTION B: Basic Module and Comprehensive Module
24 (b) - Has the company omitted any disclosures because they are considered confidential or sensitive information;	No information was omitted due to confidential or sensitive considerations.
24 (c) - Was the sustainability report prepared on an individual basis (i.e., limited to the company's own information) or on a consolidated basis (i.e., including information on the company and its subsidiaries);	The sustainability report was prepared on a consolidated basis and includes information for both aconnic AG and its subsidiaries.
24 (d) - In the case of a consolidated sustainability report, the list of subsidiaries, including their registered addresses, that are covered by the report;	<ul style="list-style-type: none"> • aconnic AG Riesstraße 9, 80992 Munich, Germany • aconnic system Germany GmbH Obere Hauptstraße 10, 09232 Hartmannsdorf, Germany • aconnic Service GmbH Stammheimer Straße 10, 70806 Kornwestheim, Germany • aconnic system Switzerland AG Albisriederstraße 199, 8047 Zurich, Switzerland
24 (d)(i) - Legal form of the company;	Public Limited Company (Aktiengesellschaft, AG) under German law
24(d)(ii) – NACE sector classification code(s);	61.10 – Telecommunications via Fixed Network
24(d)(iii) – Balance sheet total (in euros);	EUR 50,45 million
24(d)(iv) – Revenue (in euros);	EUR 47,23 million
24(d)(v) – Number of employees (headcount or full-time equivalents);	263
24(d)(vi) – Country of main operations and location of significant assets;	Germany

<p>24(d)(vii) – Geolocation of owned, leased, or managed sites;</p>	<ul style="list-style-type: none"> • aconnic AG Geographic coordinates: WGS 84 48.178601° N, 11.536711° E • aconnic system Germany GmbH Geographic coordinates: WGS 84 50.884886° N, 12.799720° E • aconnic Service GmbH Geographic coordinates: WGS 84 48.861173° N, 9.178127° E • aconnic system Switzerland AG Geographic coordinates: WGS 84 47.378005° N, 8.496607° E
<p>25 - If the company has obtained a sustainability certification or quality label, a brief description of these certifications or labels must be provided, including, where applicable, the issuing body, the date, and the assessment.</p>	<p>aconnic AG holds the following sustainability and quality certifications:</p> <ul style="list-style-type: none"> • ISO 9001 (Quality Management System), issued by DEKRA. • ISO 14001 (Environmental Management System), also issued by DEKRA. <p>Both certifications are valid and regularly audited. They demonstrate the company's commitment to sustainable, quality-assured processes and continuous improvement in environmental and quality management.</p> <p>aconnic AG has also received multiple external recognitions for its sustainability efforts in recent years. The following externally awarded sustainability ratings and certificates confirm the company's continuous progress in Environmental, Social, and Governance (ESG) areas:</p> <ul style="list-style-type: none"> • EcoVadis (2024): aconnic scored 62 out of 100 points and was awarded the bronze medal. The company exceeded the industry average in all four evaluation categories and ranked among the top 35% of all assessed companies worldwide. • EcoVadis (2025): In the following year, aconnic was reassessed and received 58 out of 100 points, earning the "Committed" badge, which highlights the ongoing commitment to sustainable business practices. • CDP (2024): In the Carbon Disclosure Project evaluation, aconnic received a B rating (previous year: C). This result reflects increased transparency and engagement in climate change, water protection, and forestry. • The Climate Choice (2024): In an independent climate assessment by The Climate Choice, aconnic scored 67 out of 100 points, achieving silver status (previous year: Bronze). Evaluation criteria included climate strategy, governance, CO₂ management, and supply chain integration.

6.2.B2 – Practices, Strategies, and Future Initiatives for the Transition to a More Sustainable Economy

aconnic AG has established a range of practices, internal policies, and forward-looking initiatives to actively support the transition to a more sustainable economy.

26 (a) Practices. Examples of practices in this context include efforts to reduce the company's water and electricity consumption, decrease greenhouse gas emissions, prevent environmental pollution, improve product safety, enhance working conditions and workplace equality, provide sustainability training for employees, and engage in partnerships related to sustainability projects.

- Energy and Resource Efficiency: aconnic AG and its subsidiaries implement energy-saving measures, such as the use of energy-efficient hardware, server consolidation, and the optimization of heating, ventilation, and lighting systems in office spaces.
- Reduction of greenhouse gas emissions: The company promotes low-emission construction methods in the expansion of fibre optic infrastructure and works to reduce the carbon footprint of its operations.
- Avoidance of environmental pollution: Processes in construction and logistics are continuously adapted.
- Sustainability in the workplace: aconnic AG focuses on equal opportunities, flexible working models (e.g. home office / hybrid working) and comprehensive occupational health and safety in accordance with the basic principles of ISO 45001.
- Employee training: Sustainability topics are taught through internal workshops and as part of onboarding. By creating a Sustainability Hub, the one-stop shop for all things sustainability, our employees will find a wealth of information and resources to start or drive their own sustainability journey. Our goal is to support our employees at various levels – from the basics of climate protection to in-depth expertise. Key people participate in industry-specific initiatives and working groups (e.g. OFAA sustainability team).
- Partnerships: aconnic AG is involved in industry initiatives and working groups to develop common sustainability standards, such as CO₂ balancing in fibre-optic expansion.

26 (b) strategies on sustainability issues, whether they are publicly available, and any separate environmental, social or corporate governance strategies to address sustainability issues.

- aconnic AG has internal quality and environmental management guidelines in accordance with ISO 9001 and ISO 14001 (certified by DEKRA), which also take sustainability aspects into account.
- There are internal documents and instructions for action on topics such as environmental protection, ethical business conduct and the well-being of employees.
- A formal sustainability policy is currently under development and is expected to be finalized and published by 2025 at the latest.

26 (c) future initiatives or forward-looking plans to be implemented on sustainability issues

Planned measures of aconnic AG include, among others:

- Development of a CO₂ baseline and reduction strategy.
- Increasing the proportion of circular and recyclable materials in operations and construction.
- Introduction of a supplier code of conduct with environmental and social standards.
- Regular participation in sustainability assessments such as CDP, EcoVadis and The Climate Choice.
- Expansion of employee training on sustainability and its integration into onboarding.

26 (d) Objectives to monitor the implementation of the policies and progress towards achieving them.

- The objectives of the ISO 14001 system are to monitor environmental aspects such as energy consumption, emissions and waste.
- Currently, CO₂ key figures per km of fibre optic expansion are being developed as part of the OFAA team.

- Other internal goals are:
 - Reducing emissions from business travel
 - 100% green electricity at all office locations by 2026
 - >80% ESG-tested-suppliers by 2027
 - Investments in sustainable infrastructure.
 - Measures to reduce emissions in the fleet and business travel.
 - Life cycle analysis (LCA) for products and supply chains.
 - Engage external experts on ESRS E1 to develop a sound reduction path for Net Zero.

27 - These practices, strategies and future initiatives include what the company is doing to reduce its negative impact and increase its positive impact on people and the environment, thus contributing to a more sustainable economy. Appendix B contains a list of possible sustainability topics that could be addressed in this disclosure. The Company may use the template in Section 78 to report on this information.

The practices, policies and initiatives of aconnic AG described in point 26 aim to reduce the company's negative impact on the environment and society while promoting positive effects.

These include measures to reduce greenhouse gas emissions, energy and resource efficiency, promote fair working conditions, and involve employees in sustainability issues.

aconnic AG sees sustainability as an integral part of its corporate development and wants to actively contribute to a more sustainable economy through its activities.

28 - If the company also reports on the comprehensive module, it supplements the information provided under B2 with the data points listed under C2.

aconnic AG reports exclusively according to the VSME standard. There will be no supplementary reporting according to the Comprehensive Module (C module)."

6.3.C1 – Strategy: Business Model and Sustainability - Related Initiatives

The following information on strategy and business models helps to put the sustainability strategy in context of the operating business.

The company must disclose the key elements of its business model and strategy, including

(a) a description of the main groups of products and/or services offered.

aconnic AG supplies components, systems as well as hardware and software solutions and services for the construction and operation of large, public communication networks – both in the mobile and fixed-network sectors.

The portfolio includes:

- Embedded hardware and software systems for telecommunications networks
- Software Network Management System
- The uSphir software suite for the control and operation of open network architectures
- Services for the planning, installation, maintenance and repair of network infrastructures
- Procurement, production, testing and logistics of electronic components and systems

The focus is on solutions with high energy efficiency, system reliability and sustainability over the entire life cycle.

(b) a description of the material markets in which the company operates (e.g. B2B, wholesale, retail, countries);

aconnic AG operates internationally, especially in Europe, Africa and Central and South America. The company delivers to approximately 60 customers in the B2B sector, including network operators, public infrastructure companies and communications service providers. Customers use aconnic products to build gigabit data networks in the mobile and fixed-network sectors.

aconnic AG positions itself as a provider of critical infrastructure with a special focus on open, modular network architectures and sustainable system solutions.

(c) a description of key business relationships (e.g., key suppliers, customers, distribution channels, and consumers);

Important business relationships exist with:

- Customers: B2B communications companies, network operators, public clients
- Suppliers: Manufacturers of electronic components, software service providers, production and logistics partners
- Sales channels: direct sales, partner networks, project business
- Cooperation partners: industry initiatives, technology alliances, research projects on grid infrastructure and sustainability

(d) if the strategy contains key elements that relate to or influence sustainability issues, a brief description of those key elements.

Sustainability has been a separate business area of aconnic since 2023. AG

Key strategic elements are:

- Climate neutrality by 2030, with a focus on emission avoidance, reduction and targeted offsetting
- Development of energy-efficient network components and software-based control solutions
- Promoting circularity through material choice, reuse and durable design
- Integration of sustainability into the entire value chain (research, production, operation, disposal)

6.4.C2 – Description of practices, strategies and future initiatives for the transition to a more sustainable economy

C2 (48) If the company has put in place specific practices, strategies or future initiatives for the transition to a more sustainable economy, which it has already reported on in reference B2 in the basic module, it must briefly describe them. For this purpose, the company can use the template in paragraph 213.

aconnic AG has implemented or initiated several concrete measures, guidelines and future initiatives to actively shape the transition to a more sustainable economy. These have already been described in more detail in section B2.

Sustainability topic	Practices / Policies / Initiatives	Objectives (if any)	Responsible management level
Climate change	Development of climate-neutral products, lifecycle-oriented CO ₂ assessment, climate-neutral operation by 2030, focus on avoidance before offsetting.	climate neutrality by 2030; annual carbon footprint in development	Management / Sustainability Team
Pollution	Environmentally friendly logistics and construction processes, low-emission component production.	Waste and emission reduction in production and projects	Production / Projects
Water and marine resources	No water-intensive processes, compliance with local water protection requirements during project implementation.	-	-
Biodiversity and ecosystems	Site review and consideration for infrastructure projects.	-	-
Circular economy	Durable design, modular hardware, reusability, supplier selection according to environmental criteria.	80% ESG-tested suppliers by 2027	Purchasing / Sustainability Team
Own workforce	Flexible working, equality, occupational health and safety, training in sustainability in onboarding and further education.	Sustainability as an integral part of the P&C development concept from 2025	Head of P&C
Employees in the value chain	Development of a Supplier Code of Conduct, planned supplier evaluations, focus on fair working conditions at partners.	Introduction of a sustainability assessment system for suppliers from 2026	Purchasing / Legal
Affected communities	Infrastructure for digital participation, regional expansion regarding environmental and social aspects.	Establishment of a feedback process with municipalities by 2025	Management / Project Development
Consumers and end-users	providing reliable, energy-efficient systems for communication services; open grid infrastructures for more choice and sustainability.	Sustainability criteria for all new product developments from 2025 onwards	R&D / Product Management
Business conduct	Integrated management systems (ISO 9001, ISO 14001), internal code of conduct, development of an ESG management system.	Anchoring sustainability in the central management system (including target agreements) by the end of 2025	Management / ESG Officers

C2 (49) The company may, where appropriate, indicate the highest level of the company responsible for the implementation of the measures.

The responsibility for the implementation of these measures lies at the management level (CEO/Board), supported by the sustainability team of aconnic, AG, which acts across divisions. Individual operational measures are implemented by the respective departments (e.g. project management, purchasing, P&C).



ENVIRONMENT

This chapter presents the main environmental aspects of aconnic's business activities. The content is based on the requirements of the VSME standard and includes information on greenhouse gas emissions (Scope 1–3), energy consumption, resource use, water withdrawal and consumption, waste management and the application of circular economy principles.

The aim of this chapter is to make the company's ecological impacts transparent as well as to show which measures are already being implemented or are being planned to avoid, reduce and compensate for these environmental impacts. In addition, initial performance-related environmental indicators and relevant targets on the way to climate neutrality by 2030 will be presented.

This chapter helps to present aconnic's responsibility for climate and environmental protection in a comprehensible way and to document the continuous improvement of environmental performance in terms of sustainable corporate development.

7. VSME Report – Environment

The following information is based on the GHG Protocol Corporate Standard, an internationally established framework for recording and disclosing greenhouse gas emissions. Greenhouse gases (GHG) are climate-impacting gases that contribute to global warming. Their effects are made comparable by converting them into a common reference value – so-called CO₂ equivalents (CO₂e).

In the context of reporting, a distinction is made between different emission sources:

- Scope 1 includes direct emissions from sources controlled by the company itself (e.g. vehicle fleet, plant operation).
- Scope 2 refers to indirect emissions from purchased energy such as electricity or heat. These are reported on a site-by-site basis in accordance with the requirements of the VSME standard; market-based values can be given in addition.
- Scope 3 emissions, i.e. upstream and downstream emissions along the value chain, can also be considered in the Comprehensive Module.

The emission determination follows the five central principles of the GHG Protocol: relevance, completeness, consistency, transparency and accuracy. These principles ensure a comprehensible and reliable database – both for internal company management and for external reporting obligations and comparisons.

7.1. B3 – Energy and greenhouse gas emissions

B3 (29) The company shall report its total energy consumption in MWh with a breakdown in accordance with the table below if it can obtain the necessary information for such a breakdown:

7.1.1. Energy consumption

Energy carrier	Renewable [MWh]	Non-renewable [MWh]	Total [MWh]
Electricity	783,38	344,88	1128,26
Fuels	-	1862,34	1862,34
Total	785,38	2207,22	2990,60

7.1.2. Scope 1 & Scope 2

B3 (30)(a)(b) The Company discloses its estimated gross greenhouse gas (GHG) emissions in tons of CO₂ equivalents (tCO₂ eq) considering the content of the GHG Protocol Corporate Standard (2004 version), including:

*(a) Scope 1 GHG emissions in tCO₂ eq (from own or controlled sources); and
(b) the location-based Scope 2 emissions in tCO₂ eq (i.e. emissions generated during electricity generation of purchased energy such as electricity, heat, steam or cooling).*

Scope	Emissions [tCO ₂ e]
Scope 1	268,10
Scope 2 (location-based)	181,25
Scope 2 (market-based)	264,57
Total	713,92

7.1.3. Greenhouse Gas Intensity

B3 (31) The company shall declare its greenhouse gas intensity, which shall be calculated by dividing the 'gross greenhouse gas emissions' reported in accordance with paragraph 30 by the 'turnover (in euro)' reported in accordance with paragraph 24(e)(iv) (5).

To improve the comparability of emissions in relation to economic performance, aconnic AG calculates the greenhouse gas intensity based on annual sales. In 2024, the company generated a total of 1,046 tons of CO₂ equivalents (Scope 1–3) with sales of 47.95 million euros.

This results in a greenhouse gas intensity of around 21.82 tons of CO₂e per million euros in sales. In relation to the individual sales unit, this corresponds to an emission value of approx. 21.82 grams of CO₂e per euro of sales.

7.1.4. Additional information

The data on energy consumption and greenhouse gas emissions presented in section B3 are based on a comprehensive analysis as part of aconnic AG's Corporate Carbon Footprint (CCF). All relevant emission sources within the operational processes and along the entire value chain – both upstream and downstream – were systematically recorded and evaluated.

The structuring follows the categories of the Scope 3 standard of the GHG Protocol.

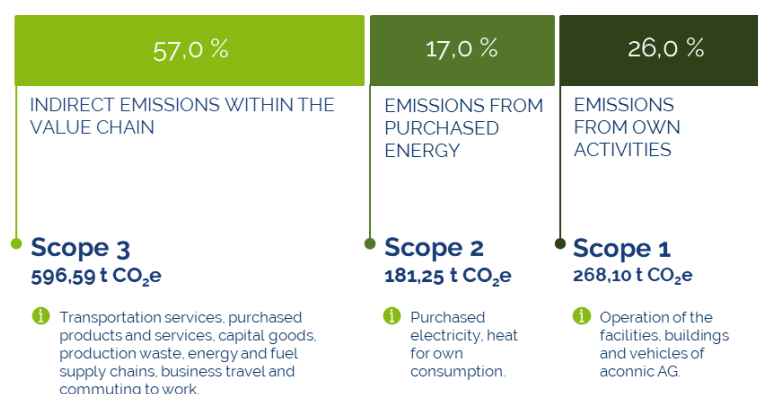
All results, methodological assumptions and calculation bases are summarized in a separate CO₂ report, which is attached to this sustainability report. This supplementary document allows a detailed consideration of the emission distribution and forms the basis for strategic objectives, the development of concrete climate protection measures and the prioritization of fields of action.

This two-tier reporting structure – with the compact VSME main report and the in-depth CO₂ appendix – ensures the highest level of transparency, data clarity and traceability without compromising the readability and clarity of the main document.

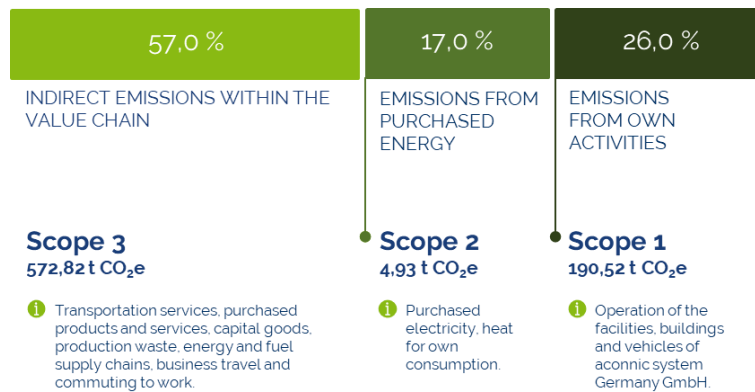
7.1.5. CCF: aconnic AG

Consolidated emissions of the aconnic Group, including all activities consistent with Group financial reporting

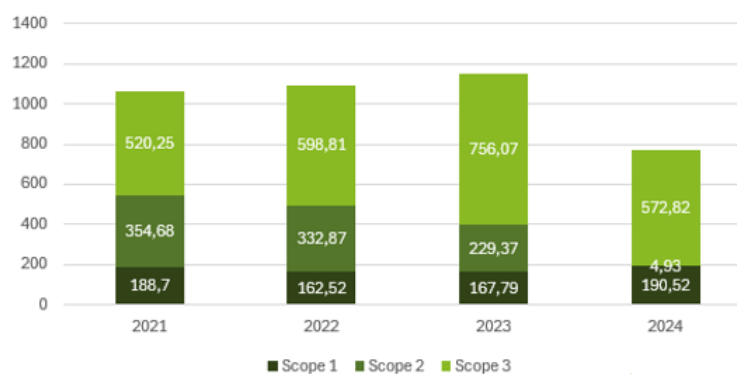
2024: Absolute CO₂ emissions (Scope 1 – 3)



aconnic AG	2024
Emissions	[tCO ₂ e]
GHG emissions, Scope 1	268,10
GHG emissions, Scope 2, purchased energy (market-based)	181,25
GHG emissions, Scope 2, purchased energy (location-based)	264,57
GHG emissions, Scope 3	596,59
Total GHG emissions	1045,94
GHG emissions, total Scope 1 & 2 emissions (market-based)	532,57
Greenhouse gas intensity, total Scope 1 & 2 emissions (market-based) per employee (FTE)	2,02
GHG emissions, total Scope 3 emissions	596,59
GHG emissions, Scope 3 operating emissions	268,2
Scope 3, Cat. 3, Activities related to fuels and energy	0
Scope 3, Cat. 5, Waste generated during operation	2,2
Scope 3, Category 6, Business Travel	82
Scope 3, Category 7, Employee Commuting	184
GHG emissions, Scope 3 Other (non-operational) emissions	328,3
Scope 3, Cat. 1, Purchased goods and services	263,3
Scope 3, Cat. 2, Capital goods	0
Scope 3, Cat. 4, Upstream transportation and distribution	51,04
Scope 3, Cat. 13, Downstream Transportation and Distribution	12,96

2024: Legal Entity: aconnic system Germany GmbH (Locations Hartmannsdorf, Dresden, München, Wien)


aconnic system Germany GmbH	2024
Emissions	[tCO ₂ e]
GHG emissions, Scope 1	190,52
GHG emissions, Scope 2 (location-based)	4,93
GHG emissions, Scope 2 (market-based)	86,37
GHG emissions, Scope 3	572,82
Total GHG emissions	768,27


 Figure: Total tCO₂e emissions (Scope 1-3)

aconnic system Germany GmbH	2021	2022	2023	2024
Emissions	[tCO ₂ e]	[tCO ₂ e]	[tCO ₂ e]	[tCO ₂ e]
GHG emissions, Scope 1	188,7	162,52	167,79	190,52
GHG emissions, Scope 2 (location-based)	354,68	332,87	229,37	4,93
GHG emissions, Scope 2 (market-based)	-	-	-	86,37
GHG emissions, Scope 3	520,25	598,81	756,07	572,82
Total GHG emissions	1063,63	1094,20	1153,23	768,27

In 2024, aconnic system Germany GmbH (Hartmannsdorf production site) achieved several significant results in terms of emissions caused by business activities.

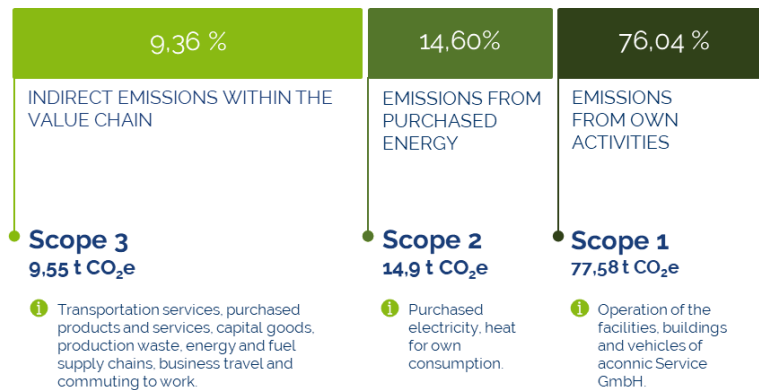
Absolute emissions in the supply chain – including production and all other activities at the Hartmannsdorf site – were reduced to 768 t CO₂e (tons of CO₂ equivalent), which corresponds to a reduction of 33% compared to 2023.

Scope 1 and Scope 2 emissions, which relate to direct emissions as well as those from energy consumption, have been reduced by 51%. Scope 3 emissions – including emissions from the purchase of components and logistics processes – fell by 24%.

Current situation and challenges:

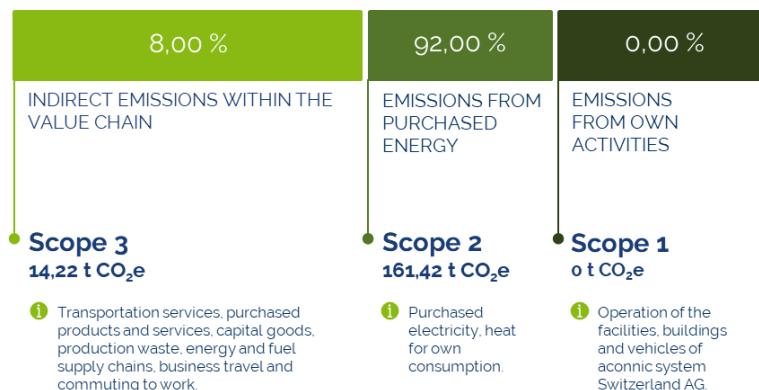
- Vehicle fleet and travel: Emissions increased due to more intensive use of company cars and continued air travel (increase of 55%).
- Upstream (supply chain-related) Scope 3 emissions: These were significantly reduced – from 756 t CO₂e (2023) to 572 t CO₂e in 2024, which corresponds to a reduction of around 24%. The main reasons were reduction in purchase-quantities of materials (especially metals and plastics), fewer transports and shorter commutes for employees. However, emissions from the production and supply of components remain the biggest challenge and could increase again as hardware production increases.

2024: Legal Entity: aconnic Service GmbH



aconnic Service GmbH	2024
Emissions	[tCo2e]
GHG emissions, Scope 1	77,58
GHG emissions, Scope 2 (location-based)	14,9
GHG emissions, Scope 2 (market-based)	16,79
GHG emissions, Scope 3	9,55
Total GHG emissions	102.03

2024: Legal Entity: aconnic system Switzerland AG



aconnic system Switzerland AG	2024
Emissions	[tCo2e]
GHG emissions, Scope 1	0
GHG emissions, Scope 2 (location-based)	161,42
GHG emissions, Scope 2 (market-based)	161,42
GHG emissions, Scope 3	14,22
Total GHG emissions	175.64

7.2.C3 – Greenhouse Gas Reduction Targets and Climate Change

C3 (54) - Once the company has set GHG emission reduction targets, it discloses its targets in absolute terms for Scope 1 and Scope 2 emissions. If the company has set reduction targets for Scope 3 emissions, it will also set targets for material Scope 3 emissions in accordance with paragraphs 50 to 53. Specifically, it must state:

(a) the target year and the target year value;

(b) the base year and the base year value;

(c) the units used for the targets;

(d) the portion of Scope 1, Scope 2 and, if disclosed, Scope 3 to which the target relates; and

(e) a list of major measures to be taken to achieve the targets.

aconnic AG has set itself the goal of achieving net zero emissions by 2030 at the latest. This target applies to all relevant emissions according to Scope 1, Scope 2 and the main Scope 3 categories. The base year for the target is 2024.

C3 (54) (a) the target year and the target year value

Target year: 2030

Target value (Scope 1 + 2): 0 t CO₂e (Net Zero)

Target value (Scope 3): 0 t CO₂e (after avoidance, reduction and compensation of unavoidable emissions)

C3 (54) (b) the base year and the base year value

Base year: 2024

Base value Scope 1: 268,10 t CO₂e

Base value Scope 2: 181,25 t CO₂e

Base value Scope 3: 596,59 t CO₂e

Sum (Scope 1–3): 1.045,94 t CO₂e

C3 (54) (c) the units used for the targets;

tons of CO₂e per year (t CO₂e/a)

C3 (54) (d) the portion of Scope 1, Scope 2 and, if disclosed, Scope 3 to which the target relates;

Scope 1: 100% of direct emissions

Scope 2: 100% of indirect emissions from purchased energy (location-based approach according to VSME)

Scope 3: All material categories (upstream goods and services, business travel, commuting, waste, use of products sold, etc.) according to materiality analysis

C3 (54) (e) a list of major measures to be taken to achieve the targets.

See also: B2 & C2, Climate Change Section

- Conversion to 100% renewable energies at all office and operating locations (electricity & heat if necessary)
- Energy efficiency measures in production, logistics and IT systems (e.g. server-side optimization, LED, heating control)
- Decarbonization of the vehicle fleet through the gradual switch to e-mobility or alternatives
- Reduction of business trips and promotion of climate-friendly mobility (e.g. rail travel, remote work, public transport)
- Optimization of the supply chain (e.g. through ESG criteria in supplier selection, low-emission transport routes)
- Ecological product design & life cycle optimization (e.g. lower energy consumption of systems, durable design)
- Offsetting of unavoidable emissions through audited offset projects from 2027 onwards
- Annual monitoring and target tracking as part of a company-wide sustainability management system

C3 (55) - If the company, which operates in sectors with severe climate impact, has adopted a transition plan for climate action, it can provide information about it, including an explanation of how it contributes to the reduction of greenhouse gas emissions.

Not required: aconnic AG is not active in sectors with a severe climate impact

C3 (56) - If the company operates in sectors with severe impact on the climate and does not have a transition plan for climate action, it indicates whether and when it will adopt such a transition plan.

Not required: aconnic AG is not active in sectors with a severe climate impact

7.3.C4 – Climate risks

This section presents climate-related risks that may have a potential impact on aconnic AG's business activities.

Both physical risks – such as extreme weather events such as heavy rainfall, heat waves or floods – and risks of the transition to a more climate-friendly economy are considered. The latter include, for example, changes in the legal framework, CO₂ pricing, increasing demands on supply chains or market shifts because of new technologies.

It explains the extent to which the company, its activities and upstream and downstream processes are exposed to these risks, what concrete consequences could arise from them and which strategic or operational measures to minimise risk have already been implemented or planned.

The aim of this section is to transparently present the climate robustness of the business model and to show how aconnic AG addresses climate-related challenges with foresight.

C4 (54) - If the company has identified climate-related hazards and climate-related transition events that pose gross climate-related risks to the company, it must:

(a) a brief description of these climate-related hazards and climate-related transition events;

(b) disclose how it has assessed the exposure and sensitivity of its assets, operations and value chain to these hazards and transition events;

(c) disclose the time horizons of all identified climate-related hazards and transition events; and

(d) disclose whether it has taken climate change adaptation measures for all climate-related hazards and transition events.

Risk	Time horizon	Possible effects	Planned or implemented measures
Dependence on emission-intensive suppliers	Medium-term (by 2030)	Reputational risks, indirect Scope 3 emissions, potential constraints on achieving net zero targets	Introduction of a Supplier Code of Conduct, selection of climate-friendly partners, supplier evaluation and qualification
Market changes due to sustainability trends	Medium to long term	Decline in demand for non-sustainable solutions, reputational risks, competitive disadvantages	Development of climate-friendly products (e.g. uSphir), positioning as a sustainability partner, participation in ESG ratings
New legal requirements (e.g. EU CSRD, Supply Chain Act)	Short-term (ongoing)	Data collection and reporting effort, legal risks of non-compliance, loss of reputation	Development of ESG reporting structure, supplier management with sustainability criteria, employee training
Transitory risks: CO ₂ pricing / climate taxes	Short to medium term (from 2025)	Increase in operating costs, especially for energy-intensive components or transport services	Procurement of energy-efficient components, conversion to green electricity, introduction of internal CO ₂ cost accounting
Physical risks	Medium to long-term (by 2040)	Supply chain disruption Damage to warehouse and production site	Alternative suppliers in the EU Securing critical infrastructure

C54 (58) - The entity may disclose the potential adverse impacts of climate risks that may affect its financial performance or operations in the short, medium or long term, and indicate whether it considers the risks to be high, medium or low.

aconnic AG assesses the potential impact of climate-related risks on its financial performance and operating activities as follows:

Short-term (1-3 years):

- The risks posed by new regulatory requirements (e.g. CO₂ pricing, ESG reporting obligations) and energy price increases are considered moderate to high.
- These can lead to increased operating costs – especially in the areas of energy supply, material procurement and logistics.
- aconnic AG counters these risks through targeted measures for energy efficiency, the switch to renewable energies and the expansion of internal sustainability management.

Medium-term (4–6 years):

- Market changes and the expectation of sustainable products by customers and investors will become more important.
- Companies without a credible climate strategy could lose market share – this risk is classified as medium by aconnic AG, as investments are already being made in sustainable innovation and climate strategies.

Long-term (until 2030 and beyond):

- Physical risks (e.g. climate-related damage to supply chains or infrastructure) depend on the location and are currently to be assessed as low to moderate.
- However, increasing relevance is expected, which is why aconnic AG develops adaptation strategies at an early stage (e.g. location analyses, supplier monitoring, risk prevention).

Overall assessment:

Climate-related risks are currently classified as medium – with potential financial implications, especially in the areas of procurement, energy and regulatory compliance. However, through forward-looking planning and strategic investments, aconnic AG sees itself in a position to effectively counter these risks and reduce them in the long term.

7.4.B4 – Pollution of air, water and soil

B4 (32) - Where the company is already required by law or other national regulation to report its pollutant emissions to the competent authorities, or if it voluntarily reports on them as part of an environmental management system, it shall disclose the pollutants it emits in air, water and soil during its own activities, together with the corresponding quantity for each pollutant. Alternatively, if this information is already in the public domain, the Company may refer to the document in which the information is provided, e.g. by providing the relevant URL link or by embedding a hyperlink.

aconnic AG is currently not subject to any legal obligation to report pollutant emissions in the air, water or soil to the competent authorities.

However, as part of the environmental management according to ISO 14001, internal surveys are carried out on energy-related emissions and environmentally relevant aspects – especially in connection with energy consumption, logistics, material use and waste management.

The activities of aconnic AG are mainly non-emission-intensive processes (e.g. research & development, software development, system integration). The resulting direct emissions (e.g. from vehicle fleets or building operations) are recorded in the Corporate Carbon Footprint, which also includes Scope 1 emissions.

Separate reporting on specific pollutants (e.g. nitrogen oxides, heavy metals, solvents) is currently not necessary, as there are no relevant emissions to air, water or soil.

7.5.B5 – Biodiversity

B5 (33) - The company must disclose the number and area (in hectares) of land it owns, leases or manages in or near a sensitive biodiversity area.

aconnic AG does not own or use any land in or in the immediate vicinity of areas that are classified as particularly sensitive to biodiversity according to national or international criteria (e.g. Natura 2000 sites, nature reserves, Ramsar sites).

The existing locations are mainly located in urban locations (inner city areas, commercial areas) and do not have any special features relevant to nature conservation.

B5 (34) - The company can disclose space utilization metrics:

(a) total land use (in hectares);

(b) the entire sealed area;

(c) the entire semi-natural area at the site; and

(d) all near-natural area outside the site.

Due to the urban location and the low ecological relevance of the areas used, no specific land use metrics such as total area, sealed area or near-natural areas are currently systematically recorded.

However, it is planned that during environmental management, greater consideration will also be given to aspects of land use (e.g. greening, unsealing of land or energy efficiency in the building environment) in the future – especially in the context of new locations or investments.

7.6.B6 – Water

B6 (35) - The company must disclose its total water withdrawal, i.e. the amount of water withdrawn within the boundaries of the organization (or facility); in addition, the company must separately report the amount of water withdrawn from locations in areas with high water stress.

In the 2024 reporting year, aconnic AG consumed a total of 893 m³ of drinking water. Water is withdrawn exclusively via the municipal supply network at urban locations in Germany.

There are currently no sites in areas with high water stress according to internationally recognized criteria (e.g. WRI Aqueduct, Water Risk Atlas).

Water consumption mainly refers to sanitary use and office operations. There is no industrial process use or water-intensive production.

B6 (36) - If the company has production processes that consume a significant amount of water (e.g. thermal energy processes such as drying or electricity production, production of goods, agricultural irrigation, etc.), it must disclose its water consumption, which is the difference between the water withdrawal and the water output from its production processes.

aconnic AG does not operate any water-intensive production processes. Water consumption is attributable exclusively to office operations, sanitary facilities and general building use.

No significant amounts of water are consumed in processes or bound in the form of products, so that the water output is essentially the same as the water withdrawal.

There is therefore no water consumption relevant to the balance sheet within the meaning of the VSME standard (difference between withdrawal and discharge in the production process).

7.7.B7 – Resource Use, Circular Economy and Waste Management

B7 (37) - The company indicates whether it applies the principles of the circular economy and, if so, how it applies these principles.

aconnic AG is guided by the principles of the circular economy, especially in product development, material selection and value chain. The aim is to minimise the ecological footprint over the entire life cycle and to use resources as efficiently as possible.

Specifically, aconnic AG pursues the following approaches:

- Modular product design: The systems used (e.g. for communication networks) are made of interchangeable components, which allows for longer service life and easy maintenance and repair.
- Reuse & reparability: Take-back and refurbishment concepts are under development, especially for electronic system components.
- Material efficiency: When selecting mechanical and electronic components, attention is paid to durability, reusability and – where possible – recyclability.
- Integrated supply chain: Through our own development and production processes, there is the possibility of implementing sustainable material and packaging concepts at an early stage.

The application of the circular economy principles is closely linked to the strategic goals of climate neutrality by 2030 and is to be further expanded in the coming years through targeted measures in purchasing, production and product management.

B7 (38) - The company must provide the following information

(a) total annual waste generation, broken down by type (non-hazardous and hazardous waste);

(b) the total annual amount of waste sent for recycling or reuse; and

(c) if the company is active in a sector where there are significant material flows (e.g. manufacturing, construction, packaging or other areas), the annual mass flow of materials used.

(a) Total annual waste generation (2024), broken down by type of waste:

Non-hazardous waste:

Type of waste	Quantity (t)
Mixed municipal waste	23,70
Paper	16,20
Foils	3,10
Mixed metals	4,10
Aluminium	0,20
Iron and steel	0,20
Tin waste	0,20
Shredding	5,10
Total non-hazardous waste	72.80 t

Hazardous waste (according to AVV/waste code):

Type of waste	Quantity (t)
Used electrical equipment	0,55
Fluorescent tubes and mercury-containing waste	1,36
Alkaline	0,16
Plastics with oil adhesions	0,00
Adhesives / sealants with hazardous substances	0,09
Paint and varnish waste with organic solvents	0,08
Organic solvents	0,08
Reaction and distillation residues	0,018
Total hazardous waste	2.34 t

Total amount of all waste in 2024: 75.14 tons

(b) Annual amount of waste sent for recycling or reuse:

For all recyclable fractions (paper, metals, electronic waste, films, batteries, selected hazardous waste), recovery through recycling or return to specialised disposal routes was ensured in 2024.

Currently, aconnic AG assumes that at least 90% of the waste has been recycled – by legally compliant waste management service providers with proof of recycling.

Estimate of the amount recycled or reused in 2024: approx. 67.6 t

(This corresponds to 90% of 75.14 t)

The amount of waste recycled or reused in 2024 (**approx. 67.6 t**) is based on an internal estimate. An exact quantity determination was not possible at the time of preparation of the report due to a lack of external evidence. The collection systems for the exact separation and recycling of waste are to be further improved in the future.

(c) Material flows (only relevant for high material intensity)

aconnic AG is a manufacturing company in the classic sense (e.g. manufacturing, packaging, construction), but also a provider of technology and network systems with a focus on research, development, system integration and service.

Therefore, there are no significant mass flows of primary materials in the sense of industrial production.

Materials used (e.g. electronic components, cables, housings, packaging) are procured through the in-house supply chain, but their mass is not dominant for business activity and is recorded as part of the environmental balance sheet but is not reported as a material flow by tons.

Summary:

In 2024, aconnic AG generated a total of 75.14 tons of waste, of which around 2.34 tons were hazardous waste. The majority has been recycled or reused, with an estimated recovery rate of around 90%. Due to the company's specific orientation as a technology service provider, there are no significant industrial material flows that would have to be reported in accordance with the standard.



SOCIAL AFFAIRS

This chapter examines the social aspects of aconnic's corporate responsibility along central ESG criteria. It includes both the company's own workforce and effects on people along the value chain, in affected communities, and in dealing with customers and end users.

The focus is on information on the structure of employees, working conditions, occupational safety and health, continuing education, gender equality and collective bargaining. It also explains the extent to which human rights, labour standards and minimum social requirements are anchored in corporate policy and how corresponding risks are identified and addressed.

With this reporting, aconnic demonstrates its commitment to fair, inclusive and safe working conditions as well as its responsibility towards external stakeholders and contributes to transparency about its social impact.

8. VSME Report – Social

8.1. B8 – Labour force – General characteristics

B8 (39) - The company discloses the number of employees in head numbers or full-time equivalents for the following measures:

(a) the type of employment contract (fixed-term or indefinite);

(b) gender; and

(c) Country of employment contract if the company operates in more than one country.

(a) the type of employment contract (fixed-term or indefinite);

Contract	Number of employees	Share
Fixed-term contract	17	6%
Permanent contract	246	94%
Total	263	100%

(b) By gender

Sex	Number of employees	Share
Female	90	34 %
Male	173	66 %
Miscellaneous / Other	0	0%
Not specified	0	0%
Total	263	100%

(c) Country of employment contract

Country of employment contract	Number of employees	Share
Germany	201	76,43%
Switzerland	30	11,40%
Austria	1	0,38%
France	1	0,38%
Italy	1	0,38%
Mexico	29	11,02%
Total	263	100%

B8 (40) - If the company employs 50 or more people, it must declare the turnover rate for the reporting period.

The turnover rate describes the percentage of employees who have left a company within a defined period of time – usually a calendar year. It is considered a relevant key figure in personnel management because it allows conclusions to be drawn about factors such as employee satisfaction, management culture, job retention or external changes in the labor market.

This metric is used to assess employee retention and allows comparisons to be made over time and in an industry context. A conspicuously high or increasing fluctuation rate can indicate structural challenges or necessary adjustments in the personnel strategy.

The fluctuation rate in 2024 in percent: 14 %

8.2.C5 – Additional (general) characteristics of the workforce

C5 (59) - If the company employs 50 or more people, it may indicate the ratio of women to men at management level for the reference period.

Gender ratio in management

Sex	Share
Female	17%
Male	83%

C5 (60) - If the company employs 50 or more workers, it can indicate the number of self-employed without staff who work exclusively for the company, as well as the number of temporary agency workers made available by companies that mainly carry out "employment activities".

Category	Number (persons)	Comment
Permanent employees	237	Full-time equivalents
Self-employed without staff	7	Exclusively working for aconnic AG (e.g. IT freelancer, consultant)
Temporary workers (temporary work)	45	Used e.g. production, logistics, warehouse

8.3.B9 - Labour force - Health and safety

B9 (41) - The company discloses the following information about its employees:

(a) the number and rate of reportable accidents at work, and

(b) the number of deaths resulting from work-related injuries and work-related illnesses.

In the 2024 reporting year, a total of 0 reportable occupational accidents were registered at aconnic AG.

This corresponds to an accident rate of 0% in relation to the total number of employees.

8.4.B10 - Labour force - Remuneration, collective bargaining and training

B10 (42) - The company must provide the following information

(a) whether workers receive pay equal to or higher than the minimum wage applicable to the country in which it reports, as determined directly by the national minimum wage law or by a collective agreement;

(b) the percentage pay gap between its female and male employees. The company may waive this indication if its number of employees is less than 150, although it should be noted that this threshold will be lowered to 100 employees from 7 June 2031;

(c) the percentage of employees covered by collective agreements, and

(d) the average number of annual training hours per employee, broken down by gender.

(a)

aconnic AG ensures that all employees receive remuneration that at least corresponds to the applicable statutory minimum wage in Germany or the applicable collective bargaining provisions. In practice, the remuneration of almost all employees (e.g. above the statutory minimum wage).

Wage below minimum wage: 0%

(b)

The number of employees in the year under review was 263. This means that aconnic AG meets the criteria for the disclosure of the gender-specific pay gap. This amounts to 35.6% of the average gross annual earnings of women in relation to men.

Gender Pay Gap: 35,6%

(c)

The proportion of employees who are covered by a collective agreement or are based on collective bargaining regulations is 0%.

Collective bargaining coverage: 0%

(d)

In 2024, the average number of training hours completed per employee was 12.5 hours. Female employees accounted for an average of 2 hours and male employees 17.9 hours. The training content included technical training, IT training, soft skills as well as sustainability and ESG topics.

Training: 12.5 hours

8.5.C6 - Additional information about its own workforce - Human rights policy and processes

C6 (61) - The company must provide an answer to the following questions.

(a) Does the company have a code of conduct or human rights policy in place for its own workforce? (YES/NO)

(b) If so, this covers:

- i. Child labour (YES/NO);*
- ii. Forced labour (YES/NO);*
- iii. Human trafficking (YES/NO);*
- iv. discrimination (YES/NO);*
- v. Accident prevention (YES/NO); or*
- vi. Miscellaneous? (YES – if yes, please specify).*

(c) Does the company have a procedure in place to deal with complaints from its own staff? (YES/NO)

(a) aconnic AG has a Code of Conduct that also includes human rights-related principles for its own workforce. The Code is part of the internal management and corporate culture and is binding for all employees.

Answer: YES

(b) The Code of Conduct covers, explicitly or implicitly, the following topics:

Subject area	Covered?
i. Child labour	YES
ii. Forced labor	YES
iii. Trafficking in human beings	YES
iv. Discrimination	YES
v. Accident prevention / occupational health and safety	YES
vi. Miscellaneous (e.g. equal treatment, fair treatment in the working environment)	YES

The principles mentioned are based on international standards such as the ILO core labour standards as well as national labour law regulations.

(c) Yes, there is an internal procedure for handling complaints and reports. Employees can confidentially contact their manager, the HR department or via internal communication channels. It is currently being examined whether this mechanism should be transferred to a more systematic whistleblower system.

Answer: YES

8.6. C7 - Serious negative incidents in the field of human rights

C7 (62) - The company must provide an answer to the following questions:

(a) If the Company has confirmed incidents in its own workforce in relation to:

- i. Child labour (YES/NO);*
- ii. Forced labour (YES/NO);*
- iii. Human trafficking (YES/NO);*
- iv. discrimination (YES/NO); or*
- v. Miscellaneous? (YES/NO - if yes, please specify).*

(b) If so, the Company may describe the measures taken to remedy the incidents described above.

(c) Is the company aware of any confirmed incidents involving workers in the value chain, affected communities, consumers and end-users? If so, please specify.

(a) In the reporting period, aconnic AG was not aware of any confirmed incidents regarding human rights violations within its own workforce. This applies to the following areas:

Subject area	Incidents reported/confirmed?
i. Child labour	NO
ii. Forced labor	NO
iii. Trafficking in human beings	NO
iv. Discrimination	NO
v. Miscellaneous	NO

Compliance with fundamental labour and human rights is ensured by internal guidelines, legal requirements and our corporate culture.

(b) In the absence of any confirmed incidents, no specific corrective action was required. In general, however, aconnic AG intends to initiate internal clarification processes immediately upon reporting or becoming aware of a potential violation, with the aim of reappraisal, remediation and prevention.

(c) With regard to our value chain, affected communities, consumers or end users, aconnic AG also has no confirmed incidents of human rights-related violations in the reporting period.

However, as part of the further development of our ESG management and the planned supplier code, it is planned to monitor and document these aspects more systematically in the future.

BUSINESS POLICY

This chapter presents the company-wide principles, guidelines and measures that ensure aconnic's responsible and honest actions. The focus is on governance issues such as compliance, the fight against corruption and bribery, codes of conduct, transparency in corporate governance and the handling of human rights due diligence.

In addition, it discloses whether violations of applicable law, especially in the area of business ethics, were detected during the reporting period and what measures, if any, were taken. The composition of the management bodies is also examined – including with regard to gender diversity, responsibilities and decision-making structures.

With this chapter, aconnic underlines its self-image as a value-oriented technology company that is committed to complying with legal, ethical and social standards and fulfils its corporate responsibility at all levels.

9. VSME Report – Corporate Policy

9.1. B11 – Convictions and fines for corruption and bribery

B11 (43) - In the case of convictions and fines in the reporting period, the company reports the number of convictions and the total amount of fines for violations of anti-corruption and anti-bribery laws.

In the reporting period, no legally binding convictions and no officially imposed fines were detected or known at aconnic AG in connection with violations of corruption or bribery prohibitions.

aconnic AG pursues a clear zero-tolerance policy towards corruption, bribery and dishonest behaviour. Internal principles of integrity, fair competition and compliance with legal requirements are part of the Code of Conduct and apply to all employees and business partners. Training and raising awareness on compliance issues are demand oriented.

9.2. C8 – Revenues from certain sectors and exclusion from EU benchmarks

C8 (63) - If the company is active in one or more of the following sectors, it shall declare its corresponding revenues in the sector(s):

- (a) controversial weapons (anti-personnel mines, cluster munitions, chemical and biological weapons);*
- (b) the cultivation and production of tobacco.*
- (c) fossil fuel (coal, oil and gas) sector (i.e. the entity derives income from the exploration, extraction, production, processing, storage, refining or distribution, including transport, storage and trading, of fossil fuels as defined in Article 2(62) of Regulation (EU) 2018/1999 of the European Parliament and of the Council¹⁷; including a breakdown of coal, oil and gas revenues; or*
- (d) Production of chemicals, if the company is a producer of pesticides and other agrochemical products.*

aconnic AG is not active in any of the following sectors and does not generate any income from them:

- Controversial weapons (e.g. anti-personnel mines, cluster munitions, chemical or biological weapons)
- Cultivation and production of tobacco
- Fossil fuels (coal, oil, gas) sector, including exploration, extraction, processing, trade or transportation
- Production of pesticides or other agrochemical products

The business activities of aconnic AG focus on the development, production and provision of energy-efficient and sustainable telecommunications solutions for the construction of critical digital infrastructure – with a focus on environmental compatibility and resource efficiency over the entire life cycle.

C8 (64) - The company discloses whether it is excluded from EU benchmarks aligned with the Paris Agreement, as described in paragraph 241 of the Guidelines.

aconnic AG is listed on the stock exchange. However, according to current knowledge, the company has not been explicitly excluded from EU reference benchmarks that are aligned with the Paris Agreement – such as the EU Paris-Aligned Benchmark (PAB) or the EU Climate Transition Benchmark (CTB).

Should such an exclusion arise in the future, it will be disclosed and analysed accordingly as part of sustainability reporting.

Exclusion of EU reference benchmarks regarding the Paris Climate Agreement: NO

9.3.C9 - Gender diversity on boards

C9 (65) - If the company has a management body, it discloses the corresponding proportion of gender diversity.

aconnic AG has a management body within the meaning of the VSME standard, which consists of two male members: the Chief Executive Officer (CEO) and the Head of CCC&BE.

The operational decision-making responsibility lies predominantly with the CEO.

At the time of reporting, this results in a female representation of 0% and a male representation of 100% within the management body.

aconnic AG recognises the importance of gender diversity in management positions and strives to promote it in the long term – for example through equal development opportunities, transparent selection processes and an open corporate culture.

10. Conclusion & Outlook

This sustainability report of aconnic AG has been prepared on a consolidated basis in accordance with the requirements of the VSME standard. The scope of consolidation is fully in line with that of financial reporting, and all relevant subsidiaries have been included. All significant ecological and social impacts were also recorded and assessed along the upstream and downstream value chain. The underlying methods are based on international standards such as the GHG Protocol and already considering future regulatory requirements.

As a provider of critical communications infrastructure with an international reach, aconnic AG is aware of its special responsibility. Our company pursues the clear goal of operating in a climate-neutral manner by 2030 – through a combination of emission avoidance, increased efficiency and compensation for unavoidable emissions. Initial measures to reduce Scope -1-, -2- and -3-emissions have already been initiated, target values have been defined and anchored in the organization.

At the heart of our ESG strategy is an integrative approach that considers environmental, social and ethical aspects along the entire life cycle of our products and services – from development and production to operation and recycling. Our activities are based on the principles of the circular economy, technological innovation and fair working conditions.

Certain commercially sensitive information, particularly that relating to proprietary technologies or strategic innovations, has been kept confidential under the permitted exemption from the VSME standard.

aconnic AG strives to continuously develop its sustainability reporting. This includes both the optimization of data collection and processing and the targeted use of digital tools to increase reporting efficiency. An interdisciplinary team works together with external partners to make the monitoring and management of ESG-relevant topics future-proof and impact-oriented.

With this report, we are laying the foundation for systematic and transparent communication regarding sustainability and creating trust among our stakeholders – for a powerful, secure and sustainable communication infrastructure of the next generation.

11. Disclaimer

This sustainability report has been prepared by aconnic AG with the greatest care and is based on the data available at the time of publication as well as current plans and assessments. It contains some forward-looking statements, regarding sustainability goals, strategic measures and expected developments. Such statements are based on current assumptions and projections made by management and are inherently subject to risks, uncertainties and external factors that could cause actual results to differ materially from those made herein.

aconnic AG does not assume any liability for the topicality, correctness and completeness of the information provided. There is no obligation to update the forward-looking statements contained in the report, except as required by law.

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