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**OUR PATH  
TO A  
SUSTAINABLE  
FUTURE**

# FOREWORD

GRI 2-22

DEAR READERS,

The view of sustainability and climate protection in the public sphere has changed significantly over the past three years. At the beginning of the 2020s, there was a certain euphoria and the “Green Deal” was set to usher in a new era across Europe. Today, more questions are being asked, and doubts are growing about small-scale regulations and the subsidization of decarbonization measures. This new sobriety means that more and more companies are reviewing which elements of their sustainability strategy have a positive impact on the environment and society on the one hand and a payoff on the other. The emphasis is on the effect, the consequence of the measures, the impact.

At A-HEAT, we have been focusing on the impact of all our sustainability activities from the very beginning. For years, we have been increasingly zeroing in on developing efficient and environmentally friendly technologies and solutions, primarily to reduce our customers’ carbon footprint. Around 90 percent of emissions from refrigeration and air-conditioning equipment are produced during the use phase. This is where our main impact lies.

To make it easier for our customers to choose environmentally friendly products, we introduced the Impact° label at our subsidiary Güntner in 2024. Impact products combine maximum energy efficiency and reliability in operation with minimal impact on the planet. Natural refrigerants and our new efficiency-optimized defrosting technologies are among the products that currently bear this label.

To kick things off, we hosted the first “Güntner Impact Summit” last September. The enormous interest generated shows how intensively companies in very different sectors continue to grapple with the topic of sustainability. Over three days, close to 200 customers learned about innovations in refrigeration and air-conditioning technology and discussed future developments. The spectrum ranged from improved efficiency in the operation of data centers to revolutionary approaches for cooling and heating technologies.

The impact of innovations such as these on the economy and the environment is always our top priority. Innovations in our industry only offer

added value if they increase efficiency and reduce the consumption of resources at the same time. This is precisely the hallmark of our portfolio. And this is exactly what makes me optimistic that sobriety in terms of sustainability will open up new opportunities for our group of companies on the market. After all, one thing is certain: in light of climate change, the process of decarbonization will—indeed must—continue.

This sustainability report will not only inform you about the impact we have on products but also about other topics such as our employee development measures and the consumption of resources at our locations worldwide. I wish you an informative read and look forward to hearing your thoughts.

*Christian Weiser*  
A-HEAT CEO



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## ACTING TOGETHER

**In the A-HEAT Group, we are bound together by shared values.**

Sustainability is a key element of our strategy. It is deeply embedded in our daily business, investment decisions and corporate governance. Only together can we move towards a sustainable future.

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# HIGHLIGHTS IN 2024

## INTRODUCTION OF THE IMPACT° LABEL FOR PARTICULARLY ENVIRONMENTALLY FRIENDLY PRODUCTS

With the new Impact° label, A-HEAT subsidiary Güntner has been making it easier for its customers to choose resource- and energy-saving products and solutions since 2024 and thereby reduce their carbon footprint, among other things. As envisaged by the sustainability strategy, the company is thus integrating a user-friendly decision-making aid for product selection. To kick things off, the company hosted the first “Güntner Impact Summit” last September. The enormous interest generated shows how intensively companies in very different sectors are grappling with the topic of sustainability at the moment; nearly 190 customers from 36 countries participated.

## USE OF NATURAL REFRIGERANTS POSSIBLE FOR ALMOST ALL PRODUCTS

At the beginning of 2023, A-HEAT set itself the goal of operating its entire product portfolio at 100% capacity using environmentally friendly substances such as natural refrigerants by 2030. Almost two years later, we are already very close to our goal. The development departments are working flat out to provide environmentally friendly solutions for the last remaining product families as well. This underscores A-HEAT’s pioneering role when it comes to innovation and sustainability.

## EXPANSION OF PHOTOVOLTAIC CAPACITIES IN EUROPE AND AMERICA

Solar power is enabling A-HEAT to cover a growing proportion of the electricity requirements at its production sites in an emission-free and environmentally friendly way. The 3.2 MW PV system at the Sibiu site in Romania was already producing a third of the electricity consumed there last year. The rapidly growing site in Mexico is also investing in solar power; two factories there already have systems of this kind. However, their output is limited by law to 500 kW.

## EFFICIENCY IN WATER CONSUMPTION INCREASES SIGNIFICANTLY AND APPROACHES AMBITIOUS TARGET

Since 2021, A-HEAT has managed to reduce its fresh water extraction by almost 20 percent. The company is therefore well on the way to increasing how efficiently it uses this valuable resource by up to 30 percent by 2030. Measures allowing water to be both used more sparingly and reused, thereby gradually reducing the need for groundwater, have played a significant role in this progress.

## GLOBAL EMPLOYEE SURVEY STRENGTHENS TEAM COHESION

More than 90 percent of our employees worldwide took part in the first comprehensive employee survey last year. The results show how interested our employees are in further development and in regular dialogue, regardless of their level of qualification. A-HEAT will continue to build on this—not only to strengthen the loyalty of existing employees but also to boost motivation, thus increasing productivity.



**GLOBAL  
COLLABORATION**

THE MAIN LOCATIONS WITHIN THE A-HEAT GROUP

GRI 2-1



# 1

## A-HEAT

### A GLOBAL PLAYER IN THE REFRIGERATION AND AIR-CONDITIONING INDUSTRY

A-HEAT IS ONE OF THE  
WORLD'S LEADING COMPANIES IN  
HEAT TRANSFER TECHNOLOGY.



Güntner, Flat VARIO

A-HEAT's energy- and resource-efficient solutions are already making important contributions to decarbonizing the economy and society. The company is aiming to significantly reduce its own resource consumption and emissions further by 2030 and has set itself ambitious targets to achieve this.

# 1.1 BUSINESS MODEL

## EXTENSIVE EXPERTISE IN REFRIGERATION AND AIR-CONDITIONING

GRI 2-1, GRI 2-6

A-HEAT Allied Heat Exchange Technology AG headquartered in Fürstfeldbruck, Germany (hereinafter referred to as A-HEAT or the Group) is an internationally active technology group specializing in refrigeration, air-conditioning, and process technology. With its key product brands Güntner, JAEGGI Hybrid Technologie, and basetec, A-HEAT is one of the world's leading companies in the field of heat transfer technologies. The brands epitomize high-quality, service-oriented product and application solutions based on more than 90 years of company tradition. These solutions are used in a wide range of industries. The spectrum of customers ranges from the automotive, food, pharmaceutical, IT, and renewable energy sectors.

A-HEAT's service spectrum includes research, purchasing, production, logistics, product management, distribution, and service. In addition to heat exchangers, A-HEAT is increasingly pro-

ducing electronic components such as controllers and interfaces. The concept of the circular economy is becoming increasingly important in all business areas. Against this background, a new company was founded this past financial year: Ubique bundles repairs and services, making it easier for customers to use high-quality A-HEAT products efficiently and reliably over the long term.

The organizational structure is based on regions. The Group manufactures at sites in Europe, Asia, and America, and it has a global distribution and service network. The manufacturing network includes production sites in Germany, Hungary, Romania, Indonesia, Brazil, and Mexico. These sites are operationally self-sufficient, but their process organization is coordinated between sites. This lets the Group leverage synergies and react flexibly to the individual market requirements at the same time.



# 1.2 INDUSTRY

## SIGNIFICANT RESPONSIBILITY FOR SUCCESSFUL DECARBONIZATION

GRI 2-6

A-HEAT operates in the refrigeration, air-conditioning, and process technology sector, which bears a significant responsibility in the ongoing decarbonization of the economy and society. Refrigeration and air-conditioning currently account for 16% of global energy demand. Electricity consumption is expected to increase by one-third to 6,000 TWh by 2030. If we extrapolate the current state of technology and take into account rising prosperity across all continents, consumption might increase by another 58% to 9,500 TWh by 2050.<sup>1</sup> This in itself would require considerable action.

Yet the refrigeration and air-conditioning industry is already grappling with a second issue: the use of natural refrigerants to replace synthetic ones. Synthetic refrigerants have a significant impact on the atmosphere, with estimates suggesting that they have contributed to 10%<sup>2</sup> of global warming.

A-HEAT has been focusing on these issues for years. The Group is constantly working to increase the efficiency of its equipment to reduce their energy consumption. At the same time, more and more equipment is able to use natural refrigerants. A-HEAT will be leading the way and setting standards for the entire sector in the years ahead. The goal is to develop resource-efficient and environmentally friendly products for a world that is increasingly dependent on functional cooling and state-of-the-art heat exchangers. This is essential to cope with the consequences of global warming and extreme weather events and to operate the growing number of refrigeration, hydrogen, and biogas plants and heat pumps. Another important aspect must not be overlooked either: functional and continuous cold chains are crucial for reducing waste in the food production sector. Viewed globally, an average of 14% of food becomes inedible before reaching the consumer.<sup>3</sup>

<sup>1</sup> Source: Toby Peters: A cool world – defining the energy conundrum of cooling for all; University of Birmingham; 2018  
<sup>2</sup> Source: Sustaining the Future – Inspiring a Generation, Graeme Maidment, IOR, January 2014  
<sup>3</sup> Source: Keisha Rukikaire: Amid food and climate crises, investing in sustainable food cold chains crucial; UN environment programme; 2022

# 1.3 SUSTAINABILITY GOALS

## TARGETS FOR THE MOST IMPORTANT SUSTAINABILITY ISSUES

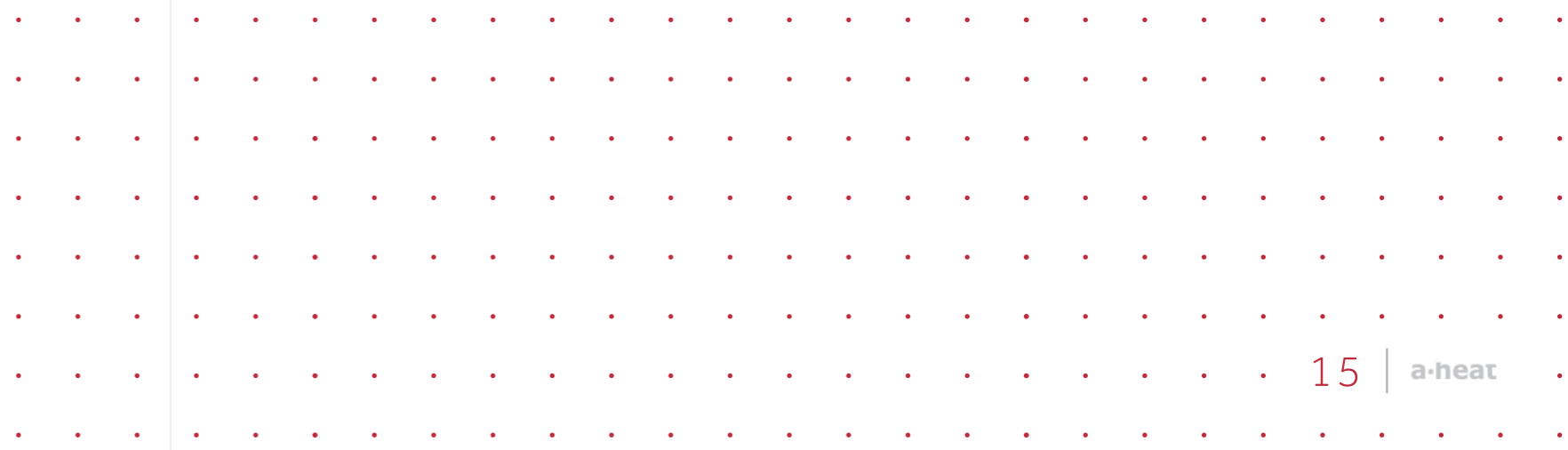
GRI 2-22, GRI 3-1, GRI 3-2

In 2022, A-HEAT carried out a materiality analysis for the first time, identifying the environmental, social, and governance issues that are most relevant to the Group and its business model. These issues are climate change, energy, water, and demographic change. This first materiality analysis contributed significantly to the systematization of all sustainability activities and forms the basis for this report.

In preparation for the stricter regulation of sustainability reporting based on the EU's CSRD (Corporate Sustainability Reporting Directive), A-HEAT conducted a double materiality analysis in accordance with the European Sustainability Reporting Standards (ESRS) last year. To do this, companies must examine the impact of their activities on the environment and society as well as the impact of ecological and social issues on their own actions. The analysis confirmed the

core issues of A-HEAT and even added to them in part. However, it will still take time to implement all the results in a legally secure manner, especially as the CSRD had not yet been implemented in German law in the winter of 2024/2025.

A-HEAT also remains committed to the goals relating to the four key sustainability issues of climate, energy, water, and demographic change. Moreover, the company has also set itself two targets in the area of waste and recycling management. The following sections explain the progress made on the individual issues in the past year.

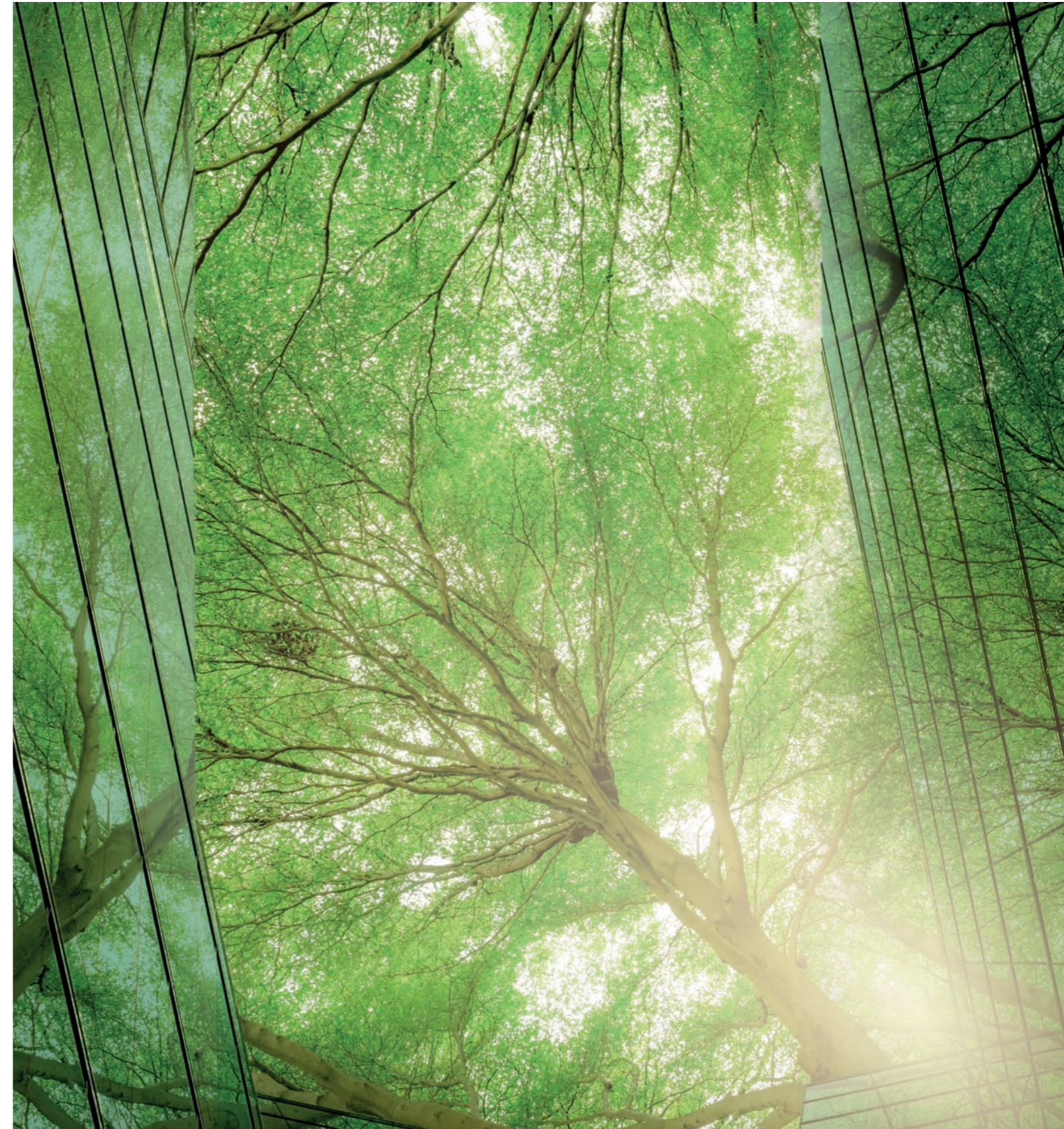




Core Issue	Target (Base Year 2021)	Section
Climate change	Reduction in Scope 1 and Scope 2 emission intensity at the production sites by 40%*	3.4
	100% of the product portfolio can be operated using environmentally friendly substances	2.1
	Integration of sustainability criteria to help with decision-making in product selection.	2.2
Energy consumption and production	Increase in energy efficiency at the production sites by 10%	3.2
	Generation of 15% of total energy needs with the Group's own facilities.	3.2
Water consumption and pollution	Increase in water efficiency at the production sites by 30%	3.3
Demographic change and lack of specialized staff	Provision of transparency on the impact of demographic change on a global scale	4.1
Waste and circular economy	Introduction of the industry's first product manufactured according to circular economy principles	3.5
	Use of exclusively sustainable packaging	3.5

Tables and Figures 1: Core Issues and Targets

\* The calculation of emission intensity does not take into account the purchase of green electricity (site-specific calculation method)



# 1.4 ORGANIZATION

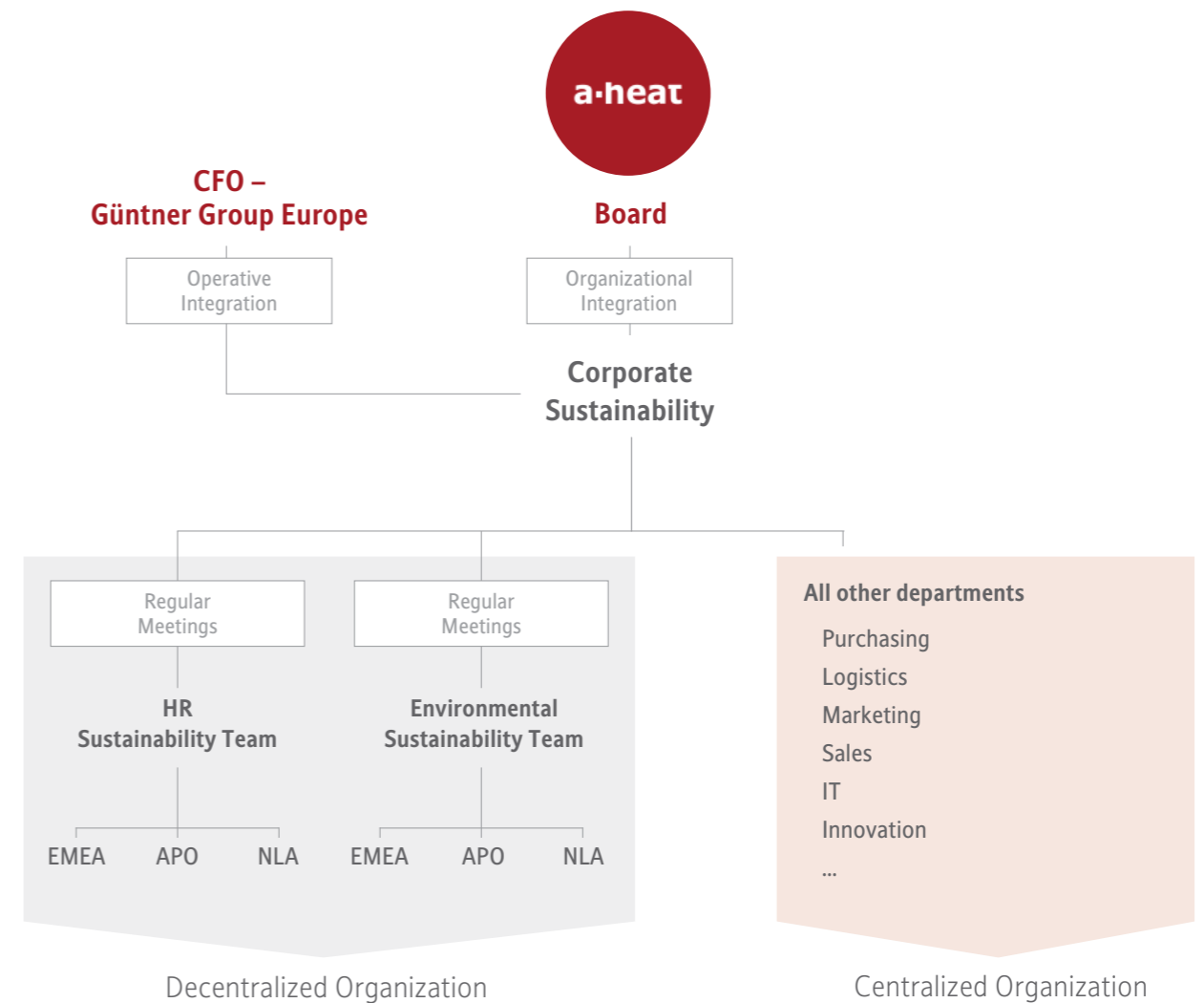
## SUSTAINABILITY AS A STAFF FUNCTION

GRI 2-9, GRI 2-13, GRI 2-22

The importance A-HEAT attaches to the issue of sustainability is demonstrated by the organizational positioning of the newly created Department for Corporate Sustainability. It reports directly to the Executive Board. Regular virtual and face-to-face meetings are held to discuss the sustainability strategy, current developments, challenges, and future measures.

In line with the organization of the Group, the operational integration of the Sustainability Department is partly decentralized and partly centralized. It works closely with sustainability teams organized at the various sites. The “environment team” with representatives from production sites in all regions works on measures to mitigate the environmental impact of the production processes. The HR Sustainability Team deals with employee-related and social issues across all locations.

Sustainability is directly integrated into the centrally organized business units such as Purchasing, Innovation, IT, Logistics, and Legal. Until now, regular dialogue has taken place primarily with the Purchasing and Innovation Departments, as they have the greatest impact on the sustainable development of A-HEAT. It is still the company’s declared goal to extend this dialogue to other departments and to further raise awareness for environmental and social issues within the organization.



Tables and Figures 2: Sustainability Organization

### RISK MANAGEMENT: NEW REQUIREMENTS DUE TO CSRD DIRECTIVE

GRI 201-2

Risk management is an integral part of A-HEAT's corporate strategy and aims to identify and categorize strategic and operational risks at an early stage to initiate and implement countermeasures. Where economically feasible, insurance and financial transactions are undertaken to reduce or mitigate risks.

The identification, assessment, and management of opportunities and risks are the responsibility of each subsidiary. There is a regular exchange of information with the Executive Board, and immediate information is provided in the case of risks threatening the going concern of the company. All material risks of the A-HEAT Group are monitored on an ongoing basis and are part of the Group Management Report.

The individual risks are grouped into categories such as market risks, technological risks, purchasing risks, and legal risks. These categories also include sustainability-related risks such as per-

sonnel risks that may arise from demographic changes, lack of specialized staff, fluctuation of knowledge carriers, and qualifications. A-HEAT tries to counteract these risks through various personnel policy measures such as increasing employee commitment and providing training and professional development for specialists (see also section 4. The Team).

The Group is currently working on expanding its risk management in order to meet the requirements of the CSRD Directive. According to the current status of the associated ESRS standards, for example, it is mandatory to integrate climate scenarios into the climate risk analysis and to conduct a transition risk analysis. However, these EU requirements have yet to be implemented in German law.



# 2 PRODUCTS

## USE PHASE IS DECISIVE

A-HEAT'S PRIORITY IS THE DEVELOPMENT OF DURABLE EQUIPMENT, OPERATED WITH ENVIRONMENTAL FRIENDLY SUBSTANCES SUCH AS NATURAL REFRIGERANTS PAIRED WITH THE HIGHEST ENERGY EFFICIENCY.

## 2.1 INNOVATIONS

### FOR GREATER ENVIRONMENTAL SUSTAINABILITY IN THE USE PHASE

*GRI 302-5, GRI 305-5*

A-HEAT has defined two clear objectives for its product portfolio: first, the energy efficiency of its equipment is to be increased in the coming years, such as through innovative defrosting processes and IoT solutions. Second, by 2030, the entire product portfolio is to operate at 100% capacity using environmentally friendly substances such as natural refrigerants.

To achieve these objectives, A-HEAT is working closely with customers all over the world. For example, the more they use natural refrigerants and operate heat exchangers in an energy-efficient manner, the greater the opportunity there is to reduce emissions from the Group's equipment throughout its entire life cycle. The Group takes a holistic approach to this responsibility, advising customers on the selection of suitable equipment, its installation, and proper operation, with a focus on the most efficient use of resources. Comprehensive services ensure the longevity of equipment in the field, and the provision of spare parts prevents the premature disposal of heat exchangers that are still in good working order.

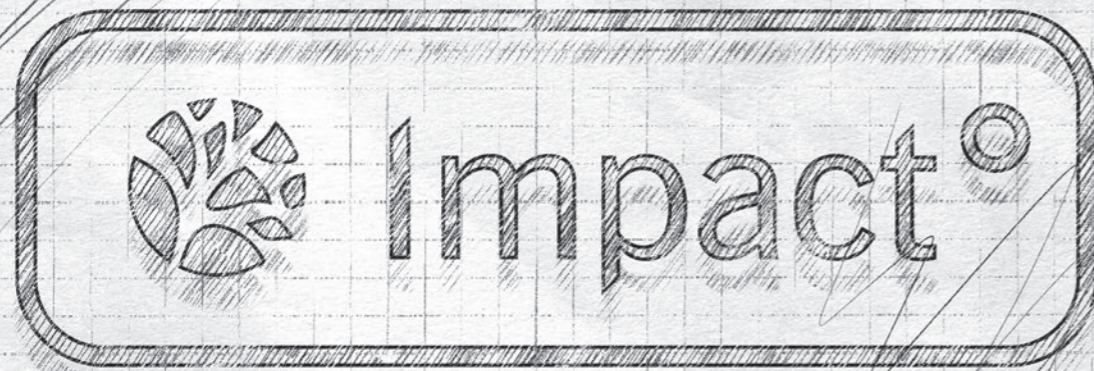
At the same time, the company's own laboratories and test benches continuously simulate various real-life scenarios. The knowledge gained from these simulations is used by the Group to continuously develop equipment, introduce in-

novative technologies and products, and make the resulting know-how available to customers.

The main focus is on the issues that are crucial for the efficient use of A-HEAT products. With heat exchangers, this is their design and configuration for the respective application; with air coolers, it is their efficient defrosting. An innovation in this area was achieved in the reporting year: a more homogeneous distribution of defrost heating in the heat exchanger will improve the future efficiency of electric defrosting. Other discoveries from this project could lead to even greater savings in resources in the near future.

Moreover, in specific applications, a cooling unit with an adiabatic system—i.e., a water-wetted mat for pre-cooling the air—can increase the efficiency of the system enormously. The “Adiabatic Efficiency Calculator” was developed to evaluate whether such a solution would bring added value. The software for this uses local weather data as well as current electricity and water prices for the planned location of the system to thereby calculate the potential savings compared to dry cooling alone. This provides transparency about the efficiency of the equipment in the use phase and makes it easier for customers to choose the more sustainable alternative with the lower life cycle costs.

Since 2024, A-HEAT subsidiary Güntner has been using the Impact° label to gradually identify the components in its portfolio that are demonstrably sustainable and therefore environmentally friendly or that save resources and energy, making it easier for customers to reduce their carbon footprint. According to our own Product Carbon Footprint (PCF) study, well over 90 percent of emissions from equipment result from its use.



Internally, one focus of the developers' efforts last year was on reducing the thickness of the sheet metal and fins in other equipment series. This project had already reduced material consumption at the Asian and European sites in 2023 while maintaining the same output for initial products.

In 2024, the established ThinkIt innovation program was another way that A-HEAT pursued its sustainability goals. The level of interest among employees at the various locations was high. A few excellent ideas, such as providing more sustainable packaging solutions and increasing the efficiency of washing processes, will continue to be promoted in 2025 and may well help A-HEAT to meet its targets for 2030.

### IOT CONTROLS SOLUTION: EVEN MORE EFFICIENCY THROUGH DIGITALIZATION

Refrigeration and air-conditioning equipment, too, will increasingly be using data-driven technologies in the coming years to increase its efficiency. The IoT Controls Solution division achieved a breakthrough in this area in the past financial year, developing two central building blocks for the future management of products: the innovative IoT gateway "aicore™ link," including a software extension for the controllers, and the "aicore™ cloud." These solutions make it possible to record system data continuously and transfer it to a cloud in a structured manner via the gateway. In the future, the "aicore™ cloud" will serve as an IoT platform that processes data to make it usable for analyses. However, the field of application is not limited to just new equipment. It is also

possible to enhance existing systems by updating the software or simply replacing the controller.

Thanks to this innovation, A-HEAT and its customers will be able to quickly attain data-driven optimization of these systems in the future. Moreover, the findings of the analyses can be used to improve the systems' settings to enable their highly efficient operation. Information on potential improvements and maintenance instructions is conveyed in real time.

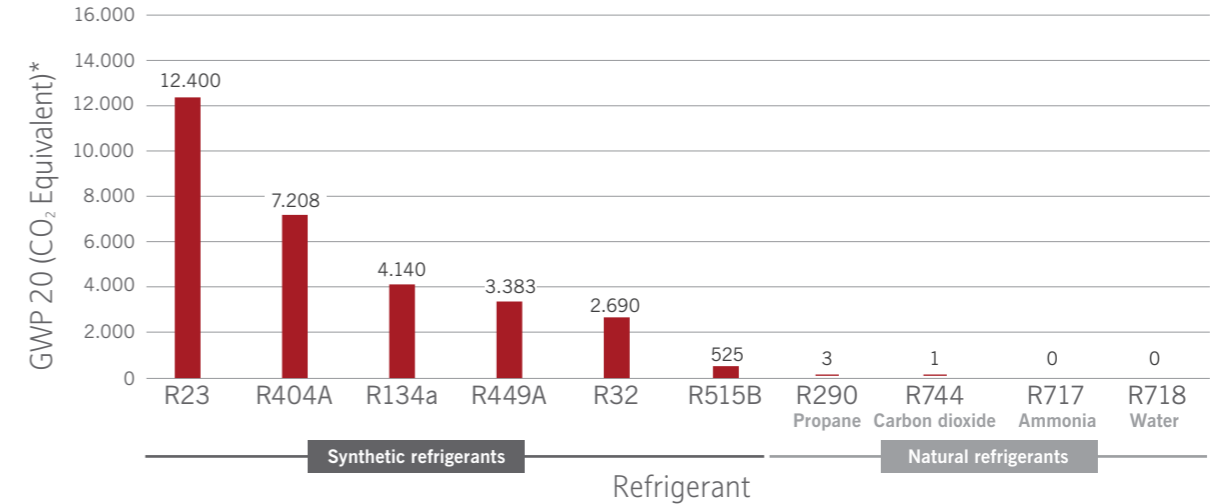
### NATURAL REFRIGERANTS – EQUIPPING ALMOST THE ENTIRE PRODUCT PORTFOLIO

GRI 305-5, GRI 2-28

The use of natural refrigerants is another important control lever for increasing the sustainability of A-HEAT products. Traditionally, heat exchangers use synthetic refrigerants.

When they are released, they significantly promote the greenhouse effect. Their global warming potential over a 20-year timeframe is a great deal higher than that of CO<sub>2</sub>, as evidenced in Table 3. In addition, most of them contain PFAS (per- and polyfluorinated alkyl compounds, called "forever chemicals"), which react in the atmosphere and can lead to the formation of the highly polluting trifluoroacetic acids (TFA).

A-HEAT is pursuing the goal of operating its entire product portfolio at 100% capacity using environmentally friendly substances such as natural refrigerants by 2030. A dedicated test lab for CO<sub>2</sub> and ammonia solutions is driving innovation accordingly. Thanks to this work, we have already



Tables and Figures 3: Comparison of Refrigerants and Their Global Warming Potential (GWP)

\* Source: IPCC: Climate Change 2021: The Physical Science Basis. Contribution of Working Group I to the Sixth Assessment Report of the Intergovernmental Panel on Climate Change; Cambridge University Press, Cambridge, United Kingdom and New York, NY, USA; 2021

come very close to achieving our goal. With the introduction of a CO<sub>2</sub> solution for the Güntner GADV product in mid-2025, yet another product family will have an alternative with natural refrigerants. The development departments are working flat out to close the remaining gap in the near future.

A-HEAT is collaborating with organizations such as "eurammon" and "ATMOsphere" to raise awareness among customers, consumers, and the wider public about the opportunities and benefits of sustainable refrigeration.

"ATMOsphere" also recognizes companies that are especially committed to the use of natural refrigerants. A-HEAT's subsidiary Güntner received this award again last year.



Presentation of the "Atmosphere Label" by ATMOsphere founder and CEO Marc Chasserot and the Güntner colleagues (Image source: ATMOsphere Europe Summit 2024 | Güntner)

# 2.2 NEW IMPACT° LABEL IDENTIFIES PARTICULARLY SUSTAINABLE TECHNOLOGIES IN THE PORTFOLIO

GRI 417-1

A-HEAT is constantly developing more efficient and environmentally friendly technologies and solutions. A-HEAT subsidiary Güntner has developed the Impact° label to make it easier for customers to choose sustainable and technologically advanced solutions. It enables customers to configure a cooling solution that offers maximum energy efficiency and reliability in operation while at the same time minimizing negative impact on the planet.

The label is used throughout the subsidiary’s portfolio for every technology, fluid, refrigerant, accessory, service, and solution that is sustainable, environmentally friendly, non-polluting, or conserves resources and energy.



The Impact° label is awarded for a particularly progressive solution, and it can also be withdrawn if a new innovation proves to be even more sustainable. This gives customers the assurance that they are always purchasing the best possible solution.

In the course of 2025, further best-practice technologies will be awarded the Impact° label, until the entire range of heat exchanger applications is covered.

From September 5 to 7, A-HEAT’s subsidiary Güntner hosted the first Impact Summit in Budapest with more than 270 participants—including almost 190 customers from 36 countries. This three-day event demonstrated how cutting-edge technologies and customer-oriented solutions can achieve positive environmental change. This requires cross-industry cooperation. 14 experts explained new approaches, such as for sustainable solutions for AI data centers and increasing efficiency in cold storage.



Inside “Eiffel Art Studios – Budapest” during the Güntner Impact° Summit

# 3 ENVIRONMENT

## UTILIZE VALUABLE RESOURCES EFFICIENTLY

A-HEAT APPLIES A DIVERSITY OF MEASURES TO REDUCE ITS ENERGY AND WATER CONSUMPTION AS WELL AS ITS EMISSIONS, LEADING TO MEASURABLE PROGRESS ON THE ROAD TO GREATER SUSTAINABILITY



Güntner, Sibiu

Using a wide range of measures, A-HEAT is working on reducing its energy and water consumption as well as its emissions in order to achieve the sustainability targets for 2030. For economic and ecological reasons, A-HEAT is paying close attention to ensure the efficient use of resources throughout the entire life cycle of its products and solutions. This starts with how materials are used in production and extends to innovative concepts for closed cycles.

## 3.1 MATERIALS

### RISING DEMAND INFLUENCES CONSUMPTION

GRI 301-1

The main materials used in the production of heat exchangers are aluminum, copper, stainless steel, and steel. Supplied parts such as fans, electrical components, and plastic components are also required. On average, these four metals account for 70% of the weight of heat exchangers and are therefore the focus of this report.

#### Trend in the Volume of Processed Metals

	Compared to 2021	Compared to the Previous Year
Change in the volume of processed metals	-16,2%	+1,2%
Change in consumption per manufactured device	+6,9%	+2,6%

Tables and Figures 4: Trend in the Volume of Processed Metals

In view of rising demand, an increase in material consumption at the production sites was unavoidable in the reporting year. Consumption per device produced also rose, particularly as the growing business in data center cooling is increasing demand for larger devices.

Such fluctuations spur A-HEAT to intensify its efforts to reduce material consumption in the medium and long term. The circular economy in particular offers considerable potential, as described in section 3.5.

#### HAZARDOUS SUBSTANCES

GRI 403-7

Chemical substances are also used in production. Health and safety training is provided at all production sites to ensure proper handling and reduce the risk of occupational accidents and diseases. All employees who come into contact with hazardous substances are required to attend this training. These training courses are usually held quarterly or whenever a new team member is hired or a new substance is introduced. A-HEAT is committed to continuously reducing the use of hazardous substances to improve employee safety and minimize the environmental impact of our manufacturing processes.

## 3.2 ENERGY FOCUS ON REDUCING FOSSIL FUELS

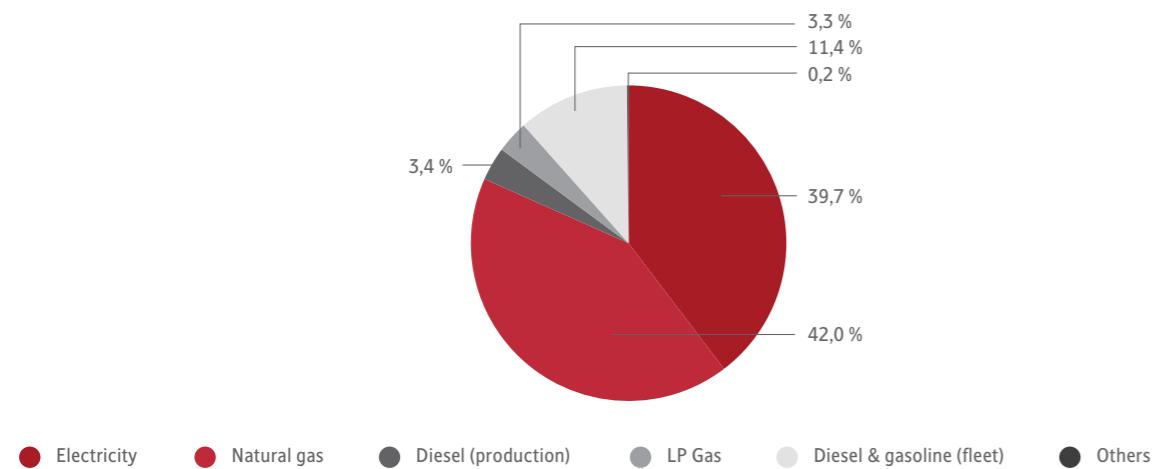
GRI 302-4

One of A-HEAT’s key sustainability goals is to increase the efficiency of its energy use and thus reduce its carbon footprint. When it comes to reducing energy consumption, the focus is on the two main energy sources: natural gas and electricity. These account for more than 80% of total consumption (see figure “Distribution of Energy Consumption by Source”).

Depending on the local conditions, maintenance, plant, or production management is respon-

sible for increasing energy efficiency, working hand in hand with the ISO 14001-certified environmental management team. Communication between sites is facilitated by a dedicated Environment and Sustainability Team, which presents planned measures and their implementation. The responsible parties at each factory can then assess the feasibility of adopting these approaches for their site.

### DISTRIBUTION OF ENERGY CONSUMPTION BY SOURCE



Tables and Figures 5: Distribution of Energy Consumption by Source

### ENERGY CONSUMPTION: DROP PRIMARILY IN EUROPE

GRI 302-1

Energy consumption, measured in megawatt hours (MWh), increased globally last year following the successful reduction in previous years. This is due to expansion of capacity at the Mexican site in order to ensure future growth. A modern powder coating line was set up there in 2023 to reduce the proportion of outsourcing. In addition, elaborate test facilities for newly developed equipment were installed. These factors led to greater heating requirements.

Despite this increase, energy intensity remained below the level of the base year. The efficiency of energy use has gone up significantly, particularly at the European sites. A-HEAT will utilize the experience gained to achieve savings in Mexico as well. At the same time, the company is investing in photovoltaic systems at this sunny location in order to increase the proportion of renewable energies. However, only PV systems with an output of up to 500 kW are permitted in Mexico. For this reason, their contribution to overall energy consumption has so far remained limited. The Brazilian site also consistently relies on renewable energies and has been using 100% green electricity since mid-2024.

### Energy Consumption in the 2024 Financial Year

	Absolute Numbers in MWh	Year-on-Year	Development since 2021
Energy consumption in MWh	56.184	+8,9%	-15,2%

Tables and Figures 6: Energy Consumption

### Energy Intensity<sup>1</sup> GRI 302-3

	2021	2023	2024
MWh per t of processed metal	2,12	1,99	2,09

<sup>1</sup> Data from previous years has been adjusted. Refer to section 8 for explanations.

Tables and Figures 7: Energy Intensity

# 3.3 WATER

## CAREFUL MANAGEMENT OF A SCARCE RESOURCE

GRI 303-1

Water consumption and water quality are core issues in A-HEAT’s sustainability strategy. The company’s own “A-HEAT Water Policy,” which is based on the key messages of the National Water Dialogue of the Federal Ministry for the Environment, Nature Conservation, Nuclear Safety and Consumer Protection, defines priorities for dealing with this scarce resource. This includes not only investing in infrastructure to reduce consumption but also avoiding and reducing the input of substances and taking drought periods into account during extraction.

### WATER EXTRACTION: EFFICIENT USE OF GROUNDWATER

GRI 303-3

Almost 99% of the water used by A-HEAT comes from groundwater sources as we have our own wells in most factories. The Group extracted 6% less fresh water in a year-on-year comparison. The initiated recycling projects are bearing fruit and have resulted in A-HEAT reducing water intensity in its production processes in the past year – measured in cubic meters per ton of processed metal. Particularly in the Monterrey region of Mexico, which is plagued by water shortages, many optimizations were made last year, thereby reducing the quantity of water extracted. The company is thus gradually approaching its goal of increasing water efficiency by up to 30%.

#### Water Extraction in the 2024 Financial Year

	Absolute Numbers in m <sup>3</sup>	Year-on-Year	Development since 2021
Total extraction	196.890	-6,1%	-18,1%
Extraction from water-stressed regions	71.098	-18,2%	-19,8%

Tables and Figures 8: Water Extraction

#### Water Intensity<sup>1</sup>

	2021	2023	2024
m <sup>3</sup> per t of processed metal	9,12	8,12	7,35

<sup>1</sup> Data from previous years has been adjusted. Refer to section 8 for explanations.

Tables and Figures 9: Water Intensity

### WATER QUALITY: EXTERNAL AUDIT OF PROCESSES

GRI 303-2

The water used in A-HEAT’s production facilities is mainly contaminated with slag and oils. Water treatment plants are used to improve wastewater quality. Regular inspections by external companies ensure consistent water quality. If threshold values are exceeded, the auditors inform A-HEAT so that appropriate measures can be taken to ensure the best possible wastewater quality.



# 3.4 EMISSIONS

## AVOIDING, REDUCING, OFFSETTING

As emphasized in section 2, A-HEAT sees its greatest leverage for contributing to the mitigation of climate change in the provision of highly efficient heat exchangers powered by natural refrigerants. Nevertheless, the company is aware of its responsibility to minimize the greenhouse gases generated by its internal processes as well.

A-HEAT is striving to reduce the Scope 1 and Scope 2 emission intensity in its facilities by 40%.

Due to the higher energy requirements discussed in section 3.2, Scope 1 emissions have also increased compared to the previous year. In particular, the Scope 1 emissions at the Mexico site

### DEVELOPMENT OF CO<sub>2</sub> EMISSIONS<sup>1,2</sup>

GRI 305-1, GRI 305-2

in t CO <sub>2</sub> e	2024	Year-on-Year	Development since 2021
Scope 1	9.803	+6,6%	-17,7%
Scope 2 (location based)	8.641	-0,4%	-14,3%
Scope 2 (market based)	5.750	+3,5%	-25,1%

Tables and Figures 10: Trends in CO<sub>2</sub> Emissions

### Emission Intensity GRI 305-4

	2021	2023	2024
kgCO <sub>2</sub> e per t of processed metal	707	730	689

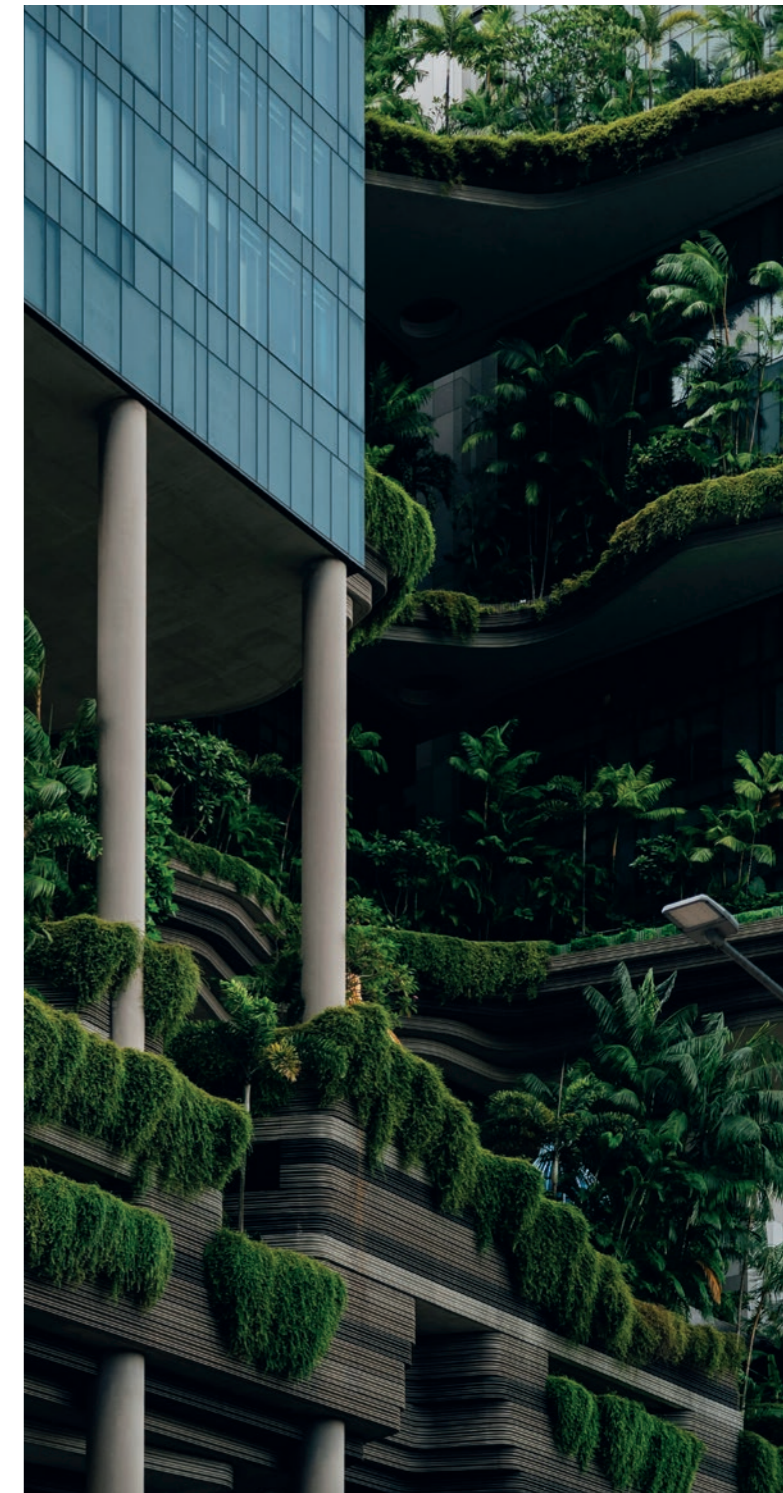
Tables and Figures 11: Emission Intensity

<sup>1</sup> Greenhouse gas emissions were calculated according to the principles of the GHG protocol for Scope 1 and Scope 2 emissions. The calculations were made without external validation.

<sup>2</sup> Data from previous years has been adjusted. Refer to section 8 for explanations.

increased because of the additional consumption of natural gas to cover the heating requirements there. The other locations also consumed more electricity due to rising demands. Even so, year-round operation of the PV system at the site in Romania meant that the higher consumption did not lead to higher emissions, as can be seen from the slight decrease in site-based Scope 2 emissions. The fact that PV systems are being installed in Mexico, albeit to a limited extent because of legal requirements, contributed to the result as well. Due to the strong growth in Mexico, market-based Scope 2 emissions are also increasing.

Compared to the base year 2021, however, A-HEAT has succeeded in significantly reducing both Scope 1 and location- and market-based Scope 2 emissions. The emission intensity also fell again in 2024, as the increase in material consumption was slightly higher than emissions.



## 3.5 WASTE MANAGEMENT

### MOVING TOWARDS CLOSED-LOOP SYSTEMS

GRI 306-2

With the “Circular Economy Action Plan,” the European Union is pursuing the goal of decoupling economic growth from resource consumption. A-HEAT also sees great opportunities to significantly increase the efficiency of the use of resources in refrigeration and air-conditioning technology with closed circuits and to thus achieve economic and ecological progress. The Group is therefore already working on concepts for recycling and reuse of used raw materials, consumables, and supplies, intelligent recycling, maintenance of products and machinery, and where possible, the reprocessing of systems.

A-HEAT has set itself the goal of launching the industry’s first product manufactured according to circular economy principles. To achieve this goal, the subsidiaries Güntner and Jaeggi have been working together with Circular Republic since the beginning of 2024. The initiative is embedded in the ecosystem of the non-profit start-up platform UnternehmerTUM GmbH in order to make an implementation-oriented contribution to the transformation to a circular economy. In specific projects, Circular Republic supports the initiation and orchestration of the necessary multi-stakeholder collaboration with the aim of closing product, substance, and material cycles.

Another of A-HEAT’s aims is to use only sustainable and thus recyclable packaging materials. Innovative concepts have already been developed in various areas of the company, such as the reuse of packaging and load carriers.

Yet the idea of the circular economy goes even further than this. Services such as maintenance and repair can extend the lifecycles of equipment, while retrofit orders and the resulting upgrade of existing systems with new components can increase their efficiency. In the reporting year, A-HEAT founded its own company—Ubi-que—to provide such services from a single source in the future. It is also able to repair and maintain equipment and systems from other manufacturers. This not only reflects the concept of the circular economy, but also opens up new market opportunities for A-HEAT.



# 4 THE TEAM

## SHAPERS OF CHANGE AND A KEY RESOURCE

WITH THEIR DAILY COMMITMENT, THE APPROXIMATELY 5,000 EMPLOYEES AT A-HEAT LAY THE FOUNDATION FOR OUR ECONOMIC SUCCESS.



With their daily efforts, around 5,000 employees are laying the foundation for the economic success of the A-HEAT Group. At the same time, they are the driving force behind progress, using their innovation and ideas to improve products and processes. The A-HEAT Group therefore does all it can to provide a good working environment for them.

In light of the rampant shortage of specialized staff, the challenge of recruiting enough employees with the right education and expertise is growing. Dealing with demographic change and attracting skilled professionals and managers are core issues in A-HEAT's sustainability strategy.

## 4.1 EMPLOYEES ADDRESSING THE LACK OF SPECIALIZED STAFF

GRI 2-7

4,913 people were employed at A-HEAT's production sites at the end of the 2024 financial year. This is an increase of almost 10% year-on-year. The increase is primarily due to the expansion of production capacities on the Americas. The figures refer to the end of the reporting period and are based on the head count.

der employees. This will pose special challenges to the Group in the years to come in view of demographic change. A-HEAT is addressing these challenges at its main sites in Germany and Hungary through systematic succession planning, thereby ensuring that important expertise from long-standing employees will not be lost.

### Number of Employees by Region

	Europe	APO	NLA	Overall
Number of employees	2.563	403	1.947	4.933
Year-on-year change in %	+3,2%	-1,7%	+20,4%	+3,4%
Change compared to 2021 in %	-8,7%	-2,2%	+25,5%	+9,4%

Tables and Figures 12: Number of Employees by Region

In all three regions, nearly 70% of employees work in production and perform predominantly manual tasks. This explains why A-HEAT employs relatively few women. More information can be found in the "Diversity" section below.

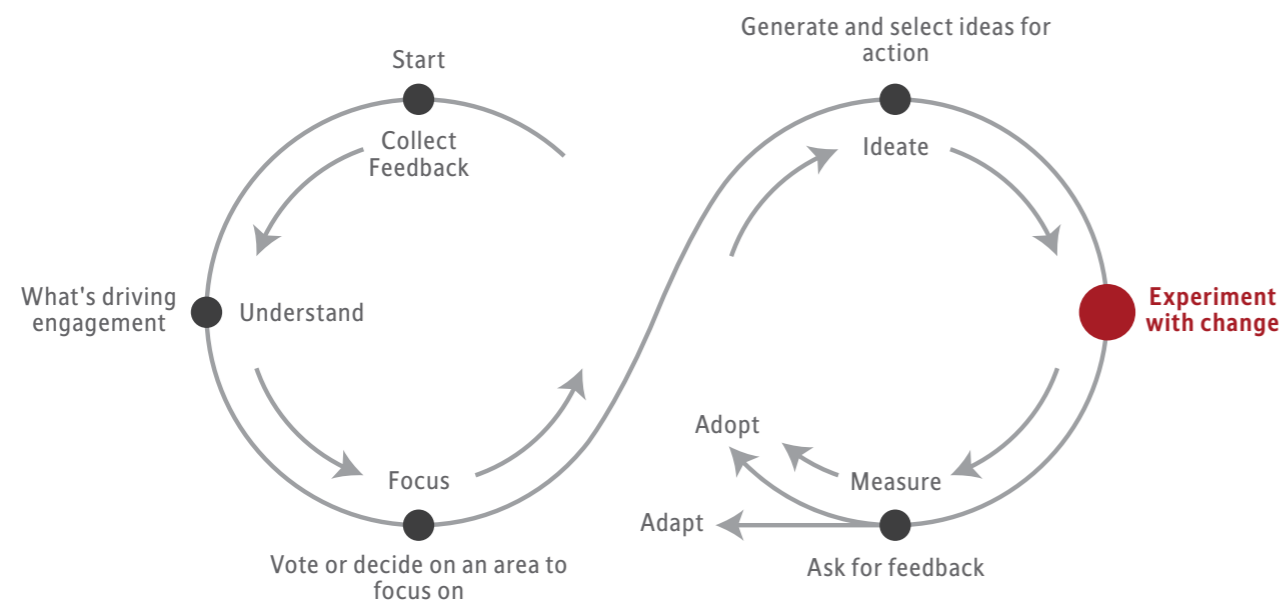
A-HEAT employs a large number of young specialists at its American locations, which have recently experienced strong growth, whereas elsewhere—mainly in Europe—the workforce is made up of a comparatively high number of ol-

In addition, A-HEAT has set up a task force that is already being deployed whenever there are short-term capacity bottlenecks. It is able to draw on resources from other sites and usually succeeds in overcoming bottlenecks very quickly. Cross-location collaboration is another instrument for countering a shortage of specialized staff at individual locations, at least temporarily.

### GLOBAL EMPLOYEE SURVEY

In the past financial year, A-HEAT also conducted a comprehensive employee survey across all Group locations. The better the Group understands the needs and values of its employees, the more it can align its HR policy and recruitment strategy accordingly. This survey serves as a prelude to an ongoing improvement process by engaging in dialogue with employees, as the following diagram illustrates.

Involving employees does more than just bind the existing workforce more closely to the company and increase the latter's attractiveness as an employer. External studies show that such measures also help to increase motivation within the team, reduce absenteeism, and ultimately boost productivity.



Tables and Figures 13: Ongoing Employee Survey Process



## 4.2 PROMOTING DIVERSITY, EQUITY, AND INCLUSION

GRI 405-1

A-HEAT is a global company with employees from all over the world. The company values this diversity and believes that different cultural backgrounds, experiences, and perspectives add value.

The binding Code of Conduct for all employees includes tolerance and respect for human dignity, privacy, and personal rights of each individual irrespective of ethnic origin, culture, religion, age, disability, skin color, sexual identity, ideology, and gender. For more information, see section 5.2.

The percentage of women in the company as a whole is growing steadily and reached a new high of 18.3% in 2024. The trend of an increasing percentage of female managers is also continuing at the top management level.

In order to counter the gender pay gap and treat all employees equally, all Group companies have a pay scale or compensation framework that determines compensation levels for positions regardless of any diversity dimensions. A-HEAT is also striving to create equal opportunities and thus promote equality and diversity.

### Percentage of Women in the Total Workforce

	Europe	APO	NLA	Overall
2024	16,9%	7,7%	22,5%	18,3%
2023	16,3%	7,6%	23,0%	17,9%
2021	15,1%	7,5%	15,3%	14,5%

Tables and Figures 14: Percentage of Women in the Total Workforce

### Percentage of Women in Top Management at Group Companies

	Europe	APO	NLA	Overall
2024	22,7%	16,7%	25,5%	22,9%
2023	24,5%	14,3%	23,9%	22,4%
2021	31,3%	11,8%	15,4%	22,1%

Tables and Figures 15: Percentage of Women in Top Management



# 4.3 OCCUPATIONAL HEALTH AND SAFETY

## A TOP PRIORITY

GRI 403-1, GRI 403-5

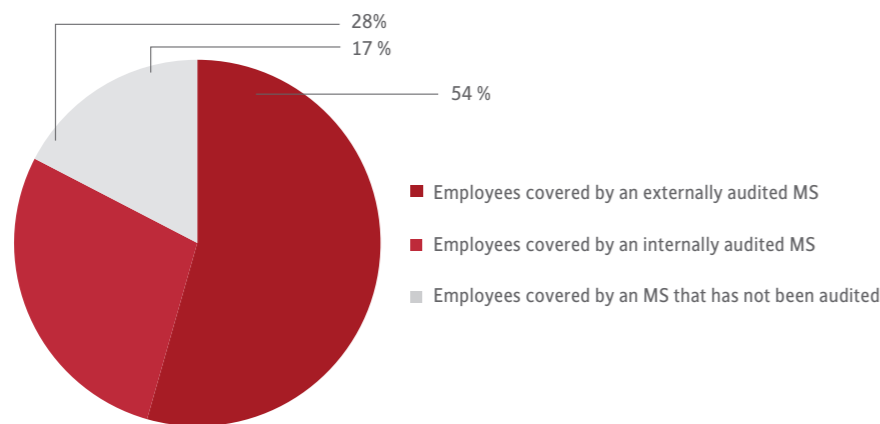
A-HEAT does not compromise when it comes to occupational health and safety. Occupational health and safety policies and regulations are consistently implemented and reinforced through regular mandatory training for all employees.

All work instructions contain the relevant information regarding protective clothing, hazard warnings, and hazardous substances. Protective equipment such as head protection, safety glasses, safety shoes, noise protection, and arm protectors must be worn in all production facilities worldwide and are defined in all operating ins-

tructions. Regular reviews of the work instructions and, if necessary, adaptations to new legal requirements, such as in the handling of hazardous substances, are defined as a process and subject to regular audits. Constant inspections of production facilities identify potential safety risks, document and define measures to minimize them.

Three of the four largest production sites have DIN ISO 45001 certification, which means that 54% of employees and workers are covered by an externally audited occupational health and safety management system (OHS MS). As

### EMPLOYEES COVERED BY AN OHS MS IN 2024



Tables and Figures 16: Coverage Rate of the Occupational Safety Management System

A-HEAT has recently been growing primarily at smaller sites and at a larger plant that has not yet been externally audited, there has been a slight decline in coverage. This indicator covers all employees in our factories. Workers who are not employees were only included if they are directly involved in the value creation process. For example, that means that external security or cleaning personnel are left out in these figures even though they are covered by the OHS MS in most cases. *GRI 403-8*

Despite all protective measures and training, work-related injuries and illnesses cannot be ent-

irely prevented. Nevertheless, the measures implemented have been effective and have led to a further reduction in the number of injuries that occur. The most common incidents in the manufacturing facilities are cuts, bruises, and fractures. The number of serious injuries that result in loss of working time is much lower. A-HEAT is doing everything it can to make employees aware of these hazards through regular training and safety discussions in order to minimize the number of occupational accidents.

### WORK-RELATED INJURIES

GRI 403-9

	Europe	APO	NLA	Total
2024	3,57	0,96	1,63	2,46
2023	3,56	0,91	2,83	2,89
2021	5,83	0,90	2,22	3,77

Tables and Figures 17: Work-Related Injuries per 200,000 Hours Worked

## 4.4 EMPLOYEE DEVELOPMENT

### DEFINED EXPERTISE PROVIDES THE FRAMEWORK

GRI 404

Employees are A-HEAT's most valuable resource, and their regular training and professional development is a guarantee for success. The company has traditionally offered a wide range of training programs, and in recent years it has begun to coordinate these activities across different countries. The global employee survey presented in section 4.1 provided valuable information on how the offering can be further improved and individualized. For example, employees also want to discuss their development opportunities at regular feedback meetings in order to expand their skills.

A global Competence Center defines the competencies required for each function in the company to achieve the company's goals. Currently, there are 20 competencies aligned with A-HEAT's values, which are already being used in various areas such as succession planning and performance evaluation.

The goal for the future is to identify the discrepancy between the actual expertise of employees and the required competencies in order to derive the necessary training program so that the employees can make the best possible contribution to the company's goals.

In addition to internal seminars, employees also have the opportunity to take part in external training courses on a range of topics, for which they require approval from their line manager. Each department manages its own budget and content.



# 5 ETHICAL BUSINESS PRACTICES

COMMITTED TO HIGH STANDARDS

THE CODE OF CONDUCT FORMS THE BASIS FOR ETHICALLY IMPECCABLE PRACTICES ALONG THE ENTIRE VALUE CHAIN.



For A-HEAT, it is a matter of course to act responsibly towards all stakeholders, such as suppliers, customers, and employees, and to comply with all legal regulations. The Group has a zero-tolerance policy in this regard and will penalize any potential violations. All employees are bound by a Code of Conduct.

## 5.1 STAKEHOLDERS FOCUS ON THE SUPPLY CHAIN

GRI 204

A-HEAT has been involving key stakeholders in its sustainability activities for years. More detailed information on collaboration with its customers can be found in chapter 2 of this report, while employees are the main topic of chapter 4. The relationship with suppliers takes sustainability aspects into account as well. A multiple sourcing strategy is pursued across all sites, which does more than just ensure a high level of supply security. The involvement of local suppliers reduces transportation distances and minimizes risks in the purchasing process. Suppliers are therefore qualified for production facilities located in all regions.

Since geopolitical tensions leading to temporarily fragile global supply chains cannot be ruled out in the future, the company has decided not to set targets for the percentage of its local or regional procurement. The primary objective of purchasing remains to ensure an optimal flow of materials to all facilities and to guarantee smooth delivery to customers.

At the same time, more and more sustainability regulations, such as the German Supply Chain Sustainability Act (LkSG) and the EU's Carbon Border Adjustment Mechanism (CBAM) introduced in 2023, are influencing A-HEAT's procu-

rement activities. The introduction of software to monitor risks along the supply chain and A-HEAT's efforts to purchase from regional suppliers as much as possible minimize the extent to which these laws impact the Group.

### CODE OF CONDUCT BINDING SUPPLIERS

A Code of Conduct (CoC) is an integral part of the framework agreements with all suppliers. The Code of Conduct requires suppliers to comply with the law, uphold human rights, respect labor and safety standards, and protect the environment. A-HEAT has the right to conduct audits of suppliers, either independently or with the assistance of third parties, in order to ensure compliance with the Code. Alternatively, suppliers have the option to submit their own Code of Conduct, which is reviewed and approved by the Purchasing Department if it is in line with the A-HEAT Code of Conduct.

## 5.2 COMPLIANCE MANAGEMENT CODE OF CONDUCT PROVIDES THE FRAMEWORK

GRI 2-23, GRI 2-24, GRI 2-27, GRI 205-2, GRI 205-3

The task of Central Compliance Management is to ensure compliance with applicable laws within the Group, provide information on changes in the law, and adapt corporate policies accordingly. It also serves as a point of contact for all questions related to ethical business practices.

Compliance Management works on the basis of a Code of Conduct (CoC). This code contains all the values on which A-HEAT's business activities are based and provides employees with a guide for consistently correct and ethical behavior. The company values are based on the UN Global Compact and subdivided into four areas.

In addition, the Code of Conduct also contains guidelines for other issues, such as anti-discrimination, export control, data protection, user safety, health, and environmental protection. Compliance Management also includes a whistleblower system that meets the requirements of the EU Whistleblower Directive.

### HUMAN RIGHTS

**Principle 1:** A-HEAT supports and respects the protection of internationally proclaimed human rights and ensures that it does not contribute to human rights violations.

### LABOR RIGHTS

**Principle 2:** A-HEAT supports the elimination of discrimination at the workplace and in employment.

**Principle 3:** A-HEAT promotes equality in all its forms by addressing the factors that cause inequality, especially with regard to gender, ethnicity, sexual orientation, nationality, and religion.

**Principle 4:** A-HEAT creates conditions for freedom and dignity, economic security, and equal opportunities.

### ENVIRONMENT

**Principle 5:** A-HEAT follows the precautionary principle in dealing with environmental issues and risks.

**Principle 6:** A-HEAT takes initiatives to promote maximum environmental responsibility.

**Principle 7:** A-HEAT supports the development and diffusion of environmentally friendly technologies.

### VALUE CHAIN

**Principle 8:** A-HEAT will pursue its commitment throughout the value chain, both upstream and downstream, to collectively develop and exercise responsible influence.

**Principle 9:** A-HEAT will apply social and environmental criteria in selecting and establishing business relationships.

### ANTI-CORRUPTION

**Principle 10:** A-HEAT fights against all forms of corruption, including extortion and fraud.

A-HEAT expects all employees to conduct themselves in an ethical manner at all times. They must observe the applicable reporting and approval procedures for each business transaction and keep abreast of the current status of compliance through regular participation in compliance training.

The managing directors of A-HEAT subsidiaries are responsible for adherence to these compliance rules in their division or company. Central Compliance Management supports managers in their work and makes sure that employees are trained accordingly.

A-HEAT's management will have compliance with all rules reviewed by the Group audit, both as part of regular audits and, if necessary, through special audits. However, these measures do not relieve A-HEAT employees and managers of their individual responsibilities and obligations within the framework of their company's policies and applicable legal regulations. In 2024, there were no confirmed incidents of corruption.

## 5.3 POLITICAL INFLUENCE

GRI 415

The A-HEAT Group operates independently of political institutions. In accordance with the Code of Conduct, no financial or material benefits are provided. Furthermore, the Group has not received any contributions from political parties or organizations. A-HEAT is not listed in the European Union Transparency Register.



# 6 ABOUT THIS REPORT

## SYSTEM LIMITS AND REPORTING PERIOD

*GRI 2-2, GRI 2-3*

This report covers the activities within A-HEAT's production sites in Germany, Hungary, Romania, Indonesia, Brazil, and Mexico. Other entities and sites are not included in this report, which makes the system limits different from those in the management report. This is because the biggest part of added value is generated at our production sites, which therefore have by far the biggest impact on sustainability issues. More than 90% of Group employees work at these sites, and almost 100% of the procured materials are processed there. The reporting period corresponds to the 2024 financial year, which means the time frame is from December 1, 2023 to November 30, 2024. A-HEAT continuously works on the quality and amount of data to constantly improve its sustainability documentation and share its activities in the most solid and transparent way. The Sustainability Report is published annually.

## CHANGES COMPARED TO THE PREVIOUS YEAR'S REPORT

*GRI 2-4*

The calculation of CO<sub>2</sub> emissions was updated compared to the 2023 Sustainability Report. Provisional figures used at times in the calculation of the 2023 emissions were replaced with actual figures. The emission factors for calculating site-based Scope 2 emissions were adjusted as well. In addition, emissions from refrigerant volatilization were recalculated based on better data.

All base years and calculations for the previous year were adjusted due to the sale of Thermo-wave GmbH.

## EXTERNAL AUDIT AND GRI STANDARDS

*GRI 2-5*

An external audit of this report was not conducted.

The GRI standards were drawn on as a framework for the report. The GRI index can be found on the following pages.

## APPENDIX

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## GRI-INDEX

### EXPLANATION OF APPLICATION

A-HEAT Allied Heat Exchange Technology AG has reported the information mentioned in this GRI index for the period from December 1, 2023 to November 30, 2024 in accordance with the GRI standards. .

#### The GRI 1 standard

GRI 1: Foundation 2021 was drawn on for preparing the report

GRI Standard	Disclosure	Location	Page
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	Global Collaboration 1.1 Business Model	8, 13
	2-2 Entities included in the organization's sustainability reporting	6 About this report	64
	2-3 Reporting period, frequency and contact point	6 About this report	64
	2-4 Restatements of information	6 About this report	64
	2-5 External assurance	6 About this report	64
	2-6 Activities, value chain and other business relationships	1.1 Business model 1.2 Industry	13 f.
	2-7 Employees	4.1 Employees	45
	2-9 Governance structure and composition	1.4 Organization	18 f.
	2-13 Delegation of responsibility for managing impacts	1.4 Organization	18 f.
	2-22 Statement on sustainable development strategy	Foreword 1.3 Sustainability Targets 1.4 Organization	15, 18
	2-23 Policy commitments	6.1 Compliance Management	59 f.
	2-24 Embedding policy commitments	6.1 Compliance Management	59 f.
	2-27 Compliance with laws and regulations	6.1 Compliance Management	59 f.
	2-28 Membership associations	2.1 Innovations for Greater Environmental Responsibility in the Use Phase	26
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	1.3 Sustainability Targets	15
	3-2 List of material topics	1.3 Sustainability Targets	15 f.
<b>GRI 201: Economic Performance 2016</b>	201-2 Financial implications and other risks and opportunities due to climate change	1.4 Organization	20
<b>GRI 204: Procurement Practices 2016</b>	204 Topic management disclosures	5.1 Stakeholders	57
<b>GRI 205: Anti-corruption 2016</b>	205-2 Communication and training about anti-corruption policies and procedures	5.2 Compliance Management	59 f.
	205-3 Confirmed incidents of corruption and actions taken	5.2 Compliance Management	59 f.

## GRI-INDEX

GRI Standard	Disclosure	Location	Page
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<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	3.2 Energy	35
	302-3 Energy intensity	3.2 Energy	35
	302-4 Reduction of energy consumption	3.2 Energy	35
	302-5 Reductions in energy requirements of products and services	2.1 Innovations for Greater Environmental Responsibility in the Use Phase	26
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	3.3 Water	36
	303-2 Management of water discharge-related impacts	3.3 Water	37
	303-3 Water withdrawal	3.3 Water	36
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	3.4 Emissions	38
	305-2 Energy indirect (Scope 2) GHG emissions	3.4 Emissions	38
	305-4 GHG emissions intensity	3.4 Emissions	38
	305-5 Reduction of GHG emissions	2.1 Innovations for Greater Environmental Responsibility in the Use Phase	25
<b>GRI 306: Waste 2020</b>	306-2 Management of significant waste-related impacts	3.5 Waste management	40
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	4.3 Occupational health and safety	50
	403-5 Worker training on occupational health and safety	4.3 Occupational health and safety	50
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	3.1 Materials	33
	403-8 Workers covered by an occupational health and safety management system	4.3 Occupational Health & Safety	51
	403-9 Work-related injuries	4.3 Occupational Health & Safety	51
<b>GRI 404: Training and Education 2016</b>	404 Topic management disclosures	4.4 Employee development	52
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	4.2 Promoting diversity, equity and inclusion	48
<b>GRI 415: Public Policy 2016</b>	415-1 Political contributions	5.3 Political influence	60
<b>GRI 417: Marketing and Labeling 2016</b>	417-1 Requirements for product and service information and labeling	2.2 New Impact° Label	28

## LEGAL NOTICE

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