

# BECOM

it's possible.

# IMAGINE THE POSSIBILITIES.

Nachhaltigkeitsberichterstattung



# Corporate Social Responsibility

## Contents

Foreword.....	4
About us.....	5
Company profile.....	5
Company structure and locations .....	6
Products and developments.....	8
Facts and figures.....	9
Supply chain.....	10
Conflict materials.....	13
Our aim .....	14
Associations and interest groups .....	14
Challenges .....	15
Environment.....	16
Social.....	16
Economic.....	16
Integration challenges.....	16
Management .....	17
Responsibility .....	18
Owner.....	18
Sustainability policy (environmental policy).....	18
Leadership principles.....	19
Corporate principles .....	20
Communication.....	21
Advisory Board .....	21
Concern .....	21
Remuneration .....	22
Stakeholders.....	22
Consolidated financial statements.....	23
Sustainability reports.....	24
Explanation .....	24
GRI content index.....	25
Proof.....	25

# Corporate Social Responsibility

Economic value .....	25
Materiality analysis .....	26
Environmental aspects .....	27
Life cycle consideration .....	28
Precaution .....	29
Funding .....	30
Local acquisition .....	31
Growth.....	31
Photovoltaics.....	32
COC .....	33
Logistics .....	34
Recyclable packaging .....	36
Energy.....	37
Consumption.....	37
Energy intensity .....	38
Savings.....	38
Water .....	40
Biodiversity .....	41
Bio.....	41
Greenhouse gases .....	42
Wastewater .....	44
Preserve what is valuable – Waste = valuable material .....	44
In advance.....	45
Employees .....	45
New employees .....	45
Equality.....	47
Parental leave.....	47
Change .....	47
Health .....	48
Human resources management.....	50
Training and further education .....	50
Competence .....	51
Equal opportunities .....	52



# Corporate Social Responsibility

## Foreword

Dear readers,

Sustainability is a buzzword that has become an integral part of our society today. The term “sustainability” first appeared at the beginning of the 18th century in the treatise “Sylvicultura Oeconomica” by the Saxon chief mining administrator von Carlowitz in the field of forestry. The aim was to harmonise economic performance with the factor of nature.

Today, three centuries later, we are proud to present BECOM GmbH's first sustainability report! Sustainable development refers to a process of social change, while the term sustainability describes the end of such a process. At BECOM, we endeavour to achieve this state of sustainability in order to assume responsibility for future generations.

In recent years, marked by the financial crisis, BECOM has performed well in the economic sector. However, the success of a company is not only reflected in sales figures and revenues. Profitable growth in the long term is only possible by means of responsible action towards the environment and society. This sustainability report deals with precisely these three areas, or pillars: Economics, ecology and social issues.

This laid the foundation for integrating sustainable management into our company and creating a responsible environment for us and our stakeholders in the long term.

Entrepreneurial growth and sustainable business are therefore inextricably linked. We are pleased to start a new, successful and sustainable financial year. On the following pages we will show you how we act sustainably in economic, ecological and social areas and where there is still potential for improvement.

We hope that this will be both informative and stimulating reading.

BECOM Management



# Corporate Social Responsibility

## About us

### Company profile

GRI 2 - General Disclosures 2021



Since 1984, BECOM has been the reliable electronic engineering, manufacturing and service partner for industrial customers. From the initial idea concept through development and validation to series production, customers receive everything from a single source.

Thanks to international locations and partners, customers around the globe now benefit from high-quality solutions, services and know-how from our experts.

Since 2023, the time-of-flight specialist BECOM Systems GmbH (formerly Bluetechnix) has been integrated into BECOM GmbH. BECOM is thus expanding its business area to include innovative sensor solutions and offers customers the decades of experience of the domestic time-of-flight pioneer.

BECOM's range of services and stability complement its innovative strength and guarantee customers long-term availability and highly efficient production processes.

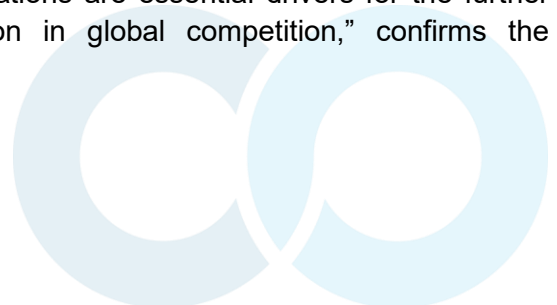


A new location in China was opened in October 2020 and went into operation before the Chinese New Year in February 2021. In total, the globally active family business invested 4 million Euro in the first step in the 3,000 m<sup>2</sup> new high-tech location in Heyuan, southern China.

"Despite the difficult circumstances caused by Corona, we managed to start operations at our new production location in China as planned," emphasises Christian Werfring the Head of BECOM Electronics (Heyuan) Co. Ltd.

High-tech machinery, automotive-certified process sequences and integrated planning guarantee partially and fully automated production. This also includes certification according to automotive standards. With this location, BECOM is creating additional added value for its customers. The plant in China will expand existing production capacities and create the conditions for the strategic growth of the BECOM Group.

"Expansion steps and permanent investments in existing locations are essential drivers for the further development of a company. They strengthen our position in global competition," confirms the Management.

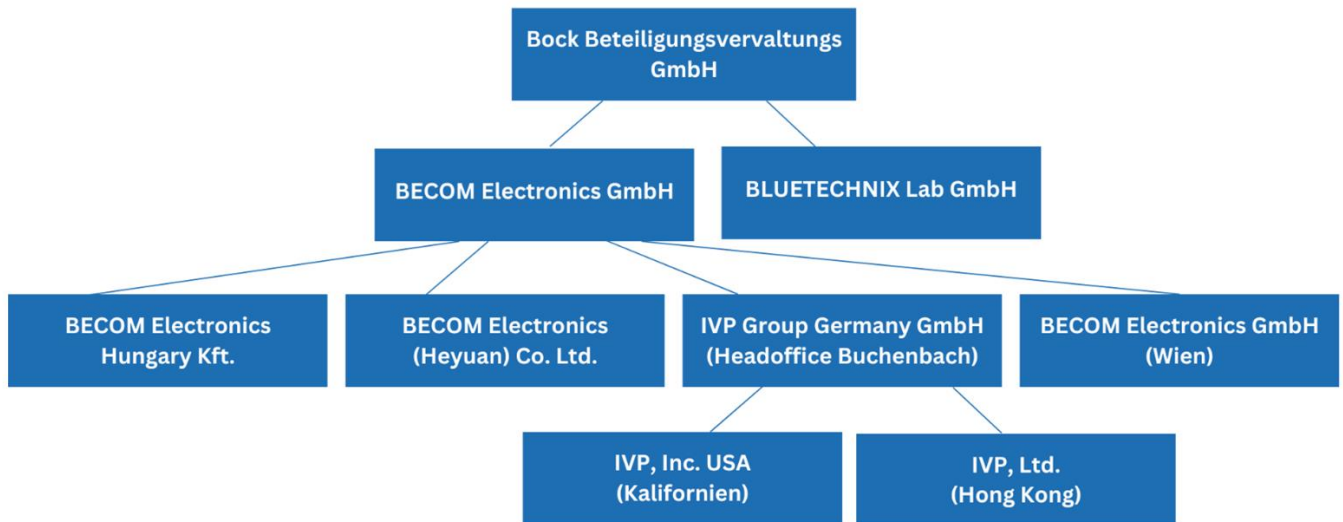


# Corporate Social Responsibility

## Company structure and locations

To this day, BECOM has remained a family business. With its roots in Burgenland, the Group creates world-class solutions and quality. Healthy but steady growth and a flair for innovative developments make BECOM the first choice for customers from all industries.

Competence



# Corporate Social Responsibility

GRI 2 General Disclosures



2021



## Automotive

BECOM offers development as well as production of prototypes and mass production of modules for LED applications, ToF cameras, control units and assembly. International locations and the highest quality standards make BECOM a Tier 1 and Tier 2 partner for numerous top brands in the automotive sector.

### Automotive references

BMW (Tier 1 supplier), BMW Motorrad, Citroen, Daimler, Ducati, Ford, Jaguar, Land Rover, Linde, MAN, Mercedes, Peugeot, Scania, Volvo,

## Industrial electronics

Optimum process development, highly efficient production and exceptional product quality make BECOM the first choice for customers from all industries. With experienced experts, innovative production processes and accredited test laboratories, BECOM provides support throughout the entire lifecycle.

### Industrial electronics references

AVL, Knapp, Fronius, Aquis, Andritz Hydro, Efon, Idencom, Palfinger, Siemens, SSI, Stihl, Swarco Futurit, Zelisko



## Medical

Innovative solutions, expertise and our own testing facilities make BECOM the ideal partner for the development, production and approval of Class I, II and III medical devices.

- ISO 13485:2016
- ISO 60601 series
- ISO 62304
- MDD 92/43/EEC
- IVDD 98/79/EC
- RL 90/385/EEC
- MPG of the respective country of authorisation



# Corporate Social Responsibility

## Products and developments

In order to make available to customers what it already uses for itself, BECOM incorporated the Ecodesign Directive 2009/125/EC into its product development back in 2009.

This was quickly followed by involvement in other innovative products that focused on sustainability, safety and integration, such as:

- LED street lights - Highly efficient
- Intelligent LED boards for traffic control systems
- Semiconductor laser pulsed headlights
- On-board charger for e-motorcycles - energy saving - integrated into the vehicle electrical system
- Energy systems for electronic full prostheses
- Semiconductor-based digital overvoltage monitoring and management system for electric drives
- Universal LED control unit - Flexible, automotive, resource-saving, highly efficient
- Control systems for wastewater treatment plants with contactless maintenance (NFC, WAN)
- Charging systems for electromobility

Life cycle considerations and environmental aspects are taken into account in new projects and in the project phase.





# Corporate Social Responsibility

## Facts and figures

GRI 2 General Disclosures 2021



### Zahlen & Fakten



> € 100 Mio.  
Umsatz



5,00 %  
F&E Quote



~ 600  
Mitarbeiter



10  
Standorte



# Corporate Social Responsibility

## Supply chain

GRI 2 General Disclosures 2021

BECOM endeavours to purchase the required raw materials locally. Our commitment to following VDA guidelines obliges us to strengthen sustainability in the supply chain.

Strengthening sustainability in the supply chain Berlin, 01 December 2016

VDA issues recommendations on guiding principles of the automotive industry. The German automotive industry has a global presence, with production facilities in many countries. In total, around 15 million passenger cars are produced annually, in addition to commercial vehicles.

The VDA and its member companies are convinced that responsibility for people and the environment does not end at the factory gate, but should rather be anchored throughout the entire automotive supply chain and be the benchmark for corporate action. The manufacturers and suppliers in the VDA are working together to face up to and fulfil this responsibility. Ethical, social and ecological aspects are treated equally.

BECOM conducts annual supplier audits, with a special focus on customer-specific parts. The resulting risk assessments influence supplier acceptance and purchasing volume. This is an essential part of quality assurance, especially for customer-specific parts.

The following illustration is intended to assist in deciding how to develop and maintain supplier relationships. The X-axis shows the supplier strength, i.e. the result of the supplier assessment. The Y-axis shows the strategic importance, which is developed in the multidisciplinary team consisting of purchasing/procurement, quality and development. Each individual circle, including the number within it, represents one of our suppliers. The aim is to derive further cooperation with the supplier from this.

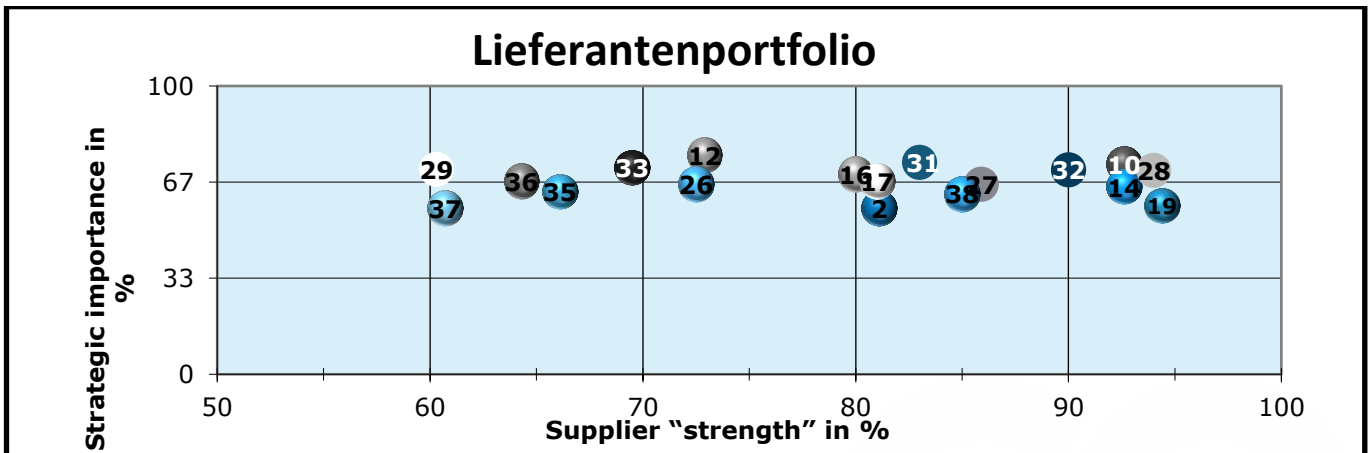


Figure 1: Supplier portfolio by strength and importance

The following two graphics show the possible scenarios that could arise for further cooperation with the individual suppliers:

# Corporate Social Responsibility

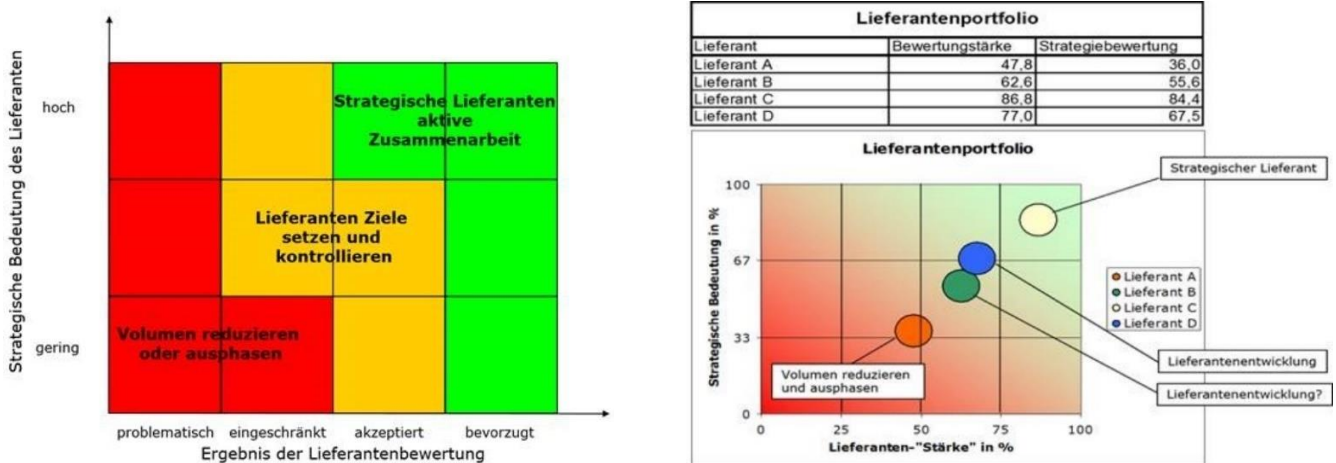
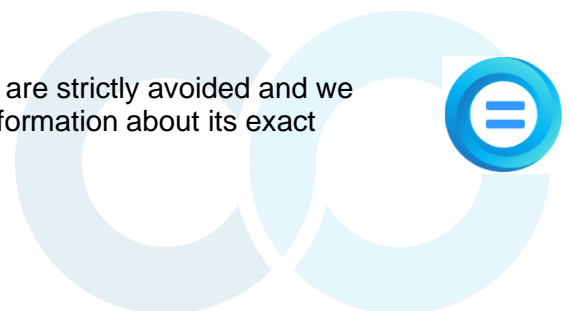


Figure 2: other views on supplier assessment

BECOM defines the following as contributing criteria for supplier strength and strategic importance:

- Supplier strength
  - Quality (complaints)
  - Delivery performance (on-time delivery, condition of deliveries, shipping, delivery documents)
  - Certification status
  - Price/competitiveness
  - Cooperation
  - Sustainability / SGA
  
- Strategic importance
  - Creditworthiness/financial strength
  - Development cooperation, know-how
  - Flexibility of the supplier
  - Cost transparency
  - Single sourcing share
  - Permanent bond
  
- Second source
- Buffer storage
- Automated orders (EDI, paperless)

When searching for suppliers, we ensure that conflict minerals are strictly avoided and we demand and monitor compliance with our Code of Conduct. Information about its exact content can be found under the heading COC.





# Corporate Social Responsibility

## Conflict materials



On 22 August 2012, the US Securities and Exchange Commission (SEC) implemented the requirements of the Dodd-Frank Wall Street Reform and Consumer Protection Act (Dodd-Frank Act) of 2010 and, based on Title 15 (Sec. 1502), issued regulations on reporting and disclosure with regard to the use of so-called conflict minerals.

Conflict minerals within the meaning of the Dodd-Frank Act include the raw materials cassiterite (tin), wolframite (tungsten), coltan (tantalum), gold and their derivatives, which are very important for the electronics industry and originate from the Democratic Republic of Congo (DCR) or one of the neighbouring countries Angola, Burundi, Republic of Congo, Rwanda, Zambia, Sudan, Tanzania, Uganda and Central African Republic and contribute to the financing of the armed conflicts there.

The aim of these regulations is to curb the trade in conflict minerals and to ensure a high level of protection for people and the environment. BECOM Electronics GmbH is aware of its social responsibility with regard to the environment, safety, health and human rights and understands that its conduct in business has an impact on society and the environment. BECOM Electronics GmbH, as a non-US listed company, is not subject to DFA Section 1502. We only purchase products from well-known manufacturers. However, as an electronics service company, we have no direct influence on the origin of minerals used by our suppliers.

BECOM does not directly import minerals, including so-called "conflict minerals" such as cassiterite (tin ore), columbite-tantalite (coltran, tantalum ore), gold or wolframite (tungsten ore), but elements such as tin, tantalum and gold are part of our products. We are committed to ensuring traceability and transparency of our suppliers' products. Many manufacturers provide information about material properties and origin on their websites.

In addition, suppliers must provide the material quantities via IMDS. This system is used to check, among other things, the ROHS/Reach regulations.

The current status of the respective documents can be found on our homepage. Suppliers can also find the purchasing conditions and our general terms and conditions there. <https://www.becom-group.com/agb/>.



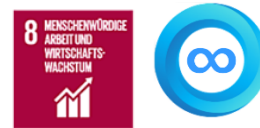
# Corporate Social Responsibility

## Our aim

Solve problems together!  
Increase value for customers!

## Associations and interest groups

GRI 2 - General Disclosures 2021



BECOM, its owners and employees are involved in various national and industry associations and communities in order to contribute jointly to solutions and improvements. Below you will find some of the memberships in which we are involved.

- Burgenland Industrial Association
- FEEI
- Lean Management Circle
- Chamber of Commerce Burgenland
- Chamber of Commerce Austria
- AC - Automobile Cluster
- MTC - Medical Technology Cluster
- ZVEI
- Electrical Buying Guide
- Leading Companies in Austria
- NeZuMed - Network for innovative medical technology suppliers



# Corporate Social Responsibility

## Challenges

GRI 2 General Disclosures 2021



Both ongoing changes and the complexity of our business require planned and systematic action. The management system of BECOM Electronics GmbH is oriented towards market requirements as well as customer requirements. This makes it easier for us to comply with applicable laws, international standards and technical regulations.

The importance of quality in BECOM enables products, systems and services to be developed and implemented according to requirements.

To ensure the sustainable safeguarding of the management system, the quality strategy focuses on six essential pillars:

- Increase customer satisfaction
- Encourage employees
- Increase sales
- Increase efficiency
- Drive digital transformation
- Implement organisational projects

Another priority for BECOM Automotive is to gradually extend Spice Level 3 to all processes.

Continuous development of the management system is demonstrated, among other things, by regular recertification through audits.

- ISO 9001
- ISO 14001
- IATF16949
- EN 13485
- ISO 45001

For special requirements, the standards EN 17025 and MID, TÜV IT CC are also demonstrably fulfilled.

Our business partners give good testimony to the continuous development and effectiveness of the BECOM management system. The management of BECOM Electronics GmbH is satisfied with the continuous development of the management system. The change to

customer-centric service provider – customer is the focus – ONE STOP SHOP

will be the focus.



# Corporate Social Responsibility

## Environment



The focus here is on the increasing pressure placed on ecosystems by economic activities. The challenge lies in reducing the environmental impact caused directly or indirectly by the company and leading to an increase in eco-efficiency.

## Social

The challenge for companies is to consider their social impact on individuals, stakeholders and society as a whole, leading to increased social efficiency.



## Economic



For profit-oriented companies, the most important thing is to achieve economic goals. The challenge is therefore to achieve social and environmental goals without compromising profitability.

## Integration challenges

This includes the integration of environmental, social and economic aspects into a coherent strategy. Challenges of sustainability in management.





# Corporate Social Responsibility

## Management

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The management of BECOM Electronics GmbH essentially consists of the owners, who also act as Managing directors. Depending on the respective shareholding structure, there are authorised representatives who work closely with the management.

The organisation is divided into departments, each headed by a Department manager.

In a company-wide signature policy, the authority is clearly allocated or delimited.



**KR Ing. Johann Bock**  
Eigentümer/Management



**Ing. Mag. Johannes Bock**  
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**DI Roman Bock, MSc**  
Eigentümer/Management



**Ing. Manfred Hofer, MSc**  
Management



**Ing. Bernhard Wieser, MSc**  
Management



**Christian Werfring, MSc**  
Management



**DI Helmut Freiler**  
Management



# Corporate Social Responsibility

## Responsibility

### Owner

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Especially in view of the challenges of the current global situation, it is particularly important that everyone involved is aware of their responsibilities.

### Sustainability policy (environmental policy)

We are aware of our responsibility towards society and the environment.  
 We strive to improve and optimise products, processes and procedures every day.  
 We respect laws and compliance requirements.  
 We communicate all decisions and activities transparently and conscientiously pursue our accountability along the entire decision-making chain.  
 We make our decisions based on international ethical values and take into account all those affected.  
 We use our influence to achieve sustainability, legal compliance and transparency in all matters.  
 We set specific and measurable goals with regard to



- Quality
- Environment
- Energy
- Occupational safety
- Environmental protection
- Information security

and provide the resources to achieve them.

The goals are regularly assessed and can be found at this link [Sustainability assessment](#)

We develop products and services for a future worth living.  
 We use energy, resources and manpower with responsibility and foresight



We do not tolerate forced, compulsory or child labour,  
 We tolerate and promote freedom of association, collective bargaining and eliminate discrimination in the workplace.

We demand this responsibility, transparency, sustainability and the commitment to comply with international standards along the entire supply chain.



We strongly condemn corruption, extortion and bribery as well as any violation of human rights.

Although the topics in the organisation are assigned to the roles of the decision-makers, everyone in management must be aware of their responsibility!

# Corporate Social Responsibility

## Leadership principles

- At BECOM we maintain a corporate culture with:
  - Open communication,
  - Partnership-based cooperation and
  - Exemplary action.
  - We treat each other honestly, fairly and with respect.
  - We provide information quickly, understandably and to the point.
- At BECOM, we demand and encourage responsibility, initiative and participation in decision-making by all employees
  - We define clear responsibilities.
  - We utilise the strengths of our employees and further develop their potential.
  - We trust our employees and give them recognition and feedback.
  - We demand flexibility, willingness to train and learn, and cross-company thinking.
  - We take consistent action against misconduct by our employees.
- We manage the company BECOM and its employees in a goal-oriented manner
  - We agree on company, department and employee goals together with our employees.
  - We continuously monitor the achievement of goals and take action in the event of deviations.
- Performance and results oriented
  - We support our employees in their professional and personal development and provide the necessary work tools.
  - We reward the performance of our employees when results are achieved.



# Corporate Social Responsibility

## Corporate principles

**BECOM**  
it's possible.

## UNTERNEHMENSGRUNDSÄTZE

---

**KUNDENZUFRIEDENHEIT**

- Wir lösen Herausforderungen kompetent und innovativ über den Anspruch des Kunden hinaus.
- Qualität ist das, was unsere Kunden darunter verstehen

---

**KUNDEN-LIEFERANTEN-BEZIEHUNGEN**

- Der Kunde ist der „Nächste“ im Ablauf – intern und extern
- Transparente, effiziente und ökonomische Abläufe in allen Bereichen

---

**KONTINUIERLICHE VERBESSERUNG**

- Wir verbessern uns täglich und denken global
- Null-Fehler-Strategie

---

**EIGENVERANTWORTLICHE MITARBEITER**

- Die Mitarbeiter sind sich ihrer Verantwortung bewusst und handeln im Rahmen ihres Aufgabebereiches eigenverantwortlich.

---

**RECHTSKONFORMITÄT**

- Die Einhaltung der Rechtsvorschriften ist die Basis für unser Handeln und Tun. Dies wird in keiner Phase der betrieblichen Tätigkeiten negiert.

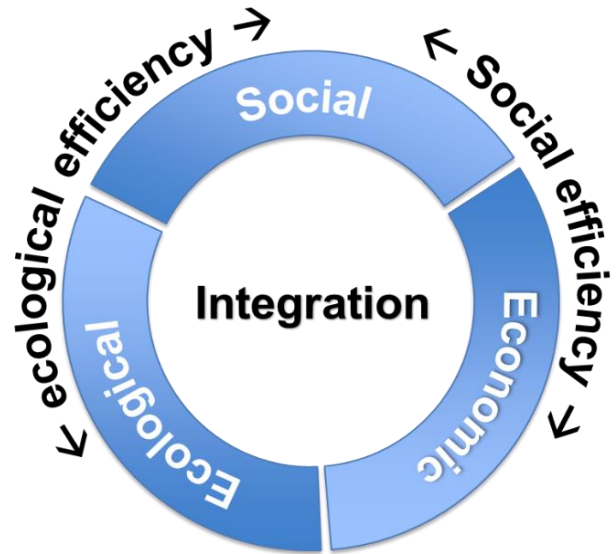
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**KONTINUIERLICHE VERBESSERUNG DER NACHHALTIGKEIT**

- Umweltaspekte werden laufend analysiert und bewertet und fließen in die Produkt- und Prozessentstehung ein.
- Wir achten auf unsere Welt, an der sich auch unsere Kinder erfreuen.
- Unsere Werke sind nachhaltig und werden CO2-neutral
- Gemeinsam fördern wir die physische und psychische Gesundheit unserer Beschäftigten und aller an der Wertschöpfungskette beteiligten Personen

**BECOM Electronics GmbH**  
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GL 00-002 Unternehmensgrundsätze  
Created for / Version: 02.03.2022/001  
Created by: Johannes Bock  
Released by: Dr. R. & Johannes Bock



Since the main owners of the company are also the top management, it is in their particular interest to cultivate awareness of sustainability within the company.



# Corporate Social Responsibility

## Communication

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In addition to the materials prepared for each target group, further information is also available on the website. This is used, just like social media, to communicate current topics. There is also an option on the website to use a reporting form

[Notification system | BECOM \(becom-group.com\)](#)

Reporting suspected or real irregularities – “whistleblowing”.

A current version of the report can also be requested here.

## Advisory Board

GRI 2 General Disclosures 2021



The Advisory Board is the highest control body in the BECOM Group. Our management regularly consults with an advisory board consisting of technical and economic experts to determine the status of the company.

Advisory Board:

- KommR Mag. Franz Klein (Chairman)
- Mag. Hans Karl Roth (Deputy Chairman)
- Prof. Dr. Wilfried Sihm
- Matthias Klein, BBA

The owners, in consultation with the Advisory Board, determine the framework conditions necessary to ensure long-term corporate success. Based on these key decisions, the individual measures necessary to implement them are taken. The management communicates the necessary specifications to the individual areas in target agreement discussions, monthly meetings and department head meetings.

Objectives and measures are evaluated in an annual management review.

## Concern

GRI 2 General Disclosures 2021



There is more than one way to identify and evaluate concerns to ensure that no opportunity for improvement is overlooked:

- Internal CIP process
- External audits
- Internal audits
- Occupational safety committee
- Works council



# Corporate Social Responsibility

- Risk management

An assessment is carried out via the corresponding review or in the next audit.

## Remuneration

### GRI 2 - General Disclosures 2021

Due to the ownership and economic structure, there are no remunerations that are influenced externally.

Internal company remuneration is granted in connection with projects, targets and in cases of social hardship.

## Stakeholders

### GRI 2 - General Disclosures 2021



The company is aligned with its stakeholders, the defined factors and their framework for action.



The influences are summarised in the graphic below:

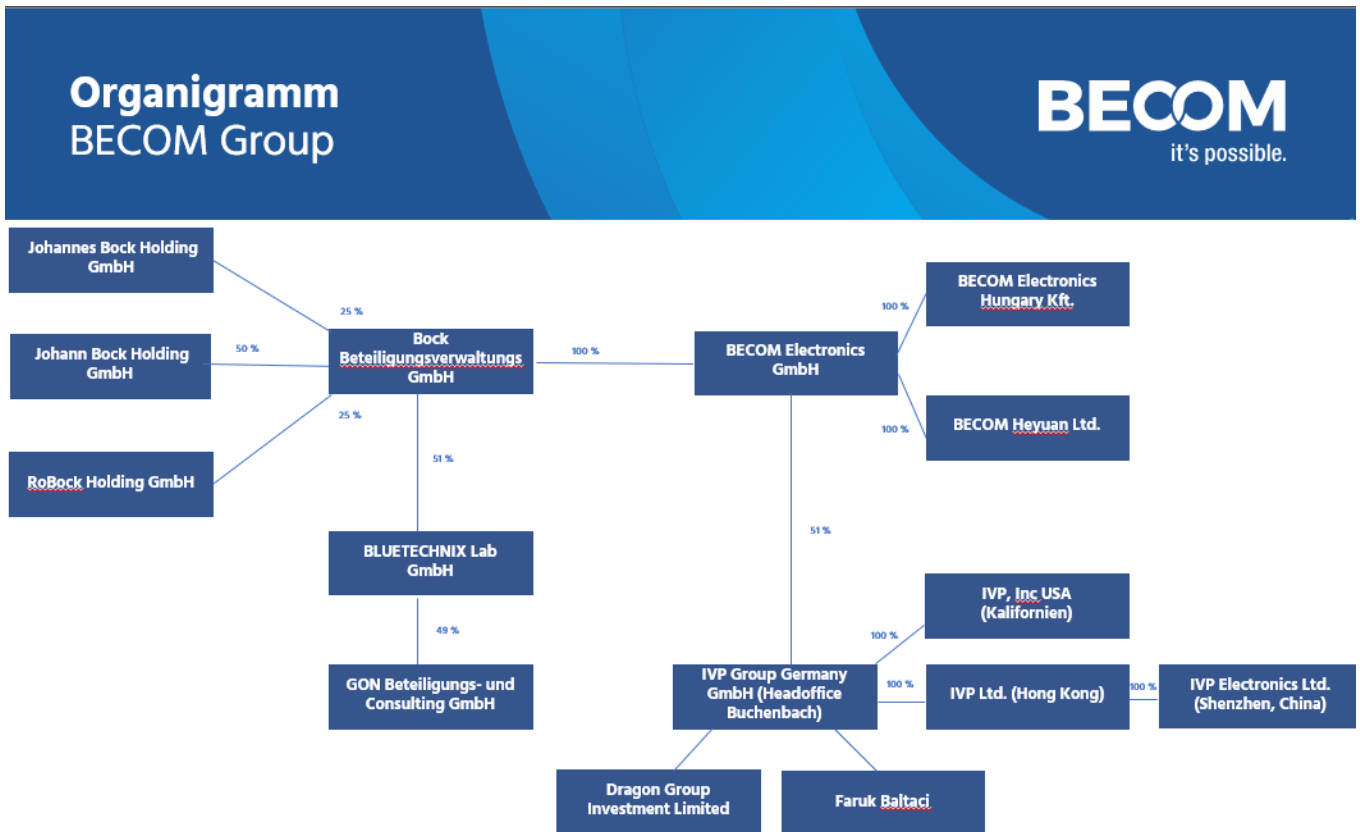
# Corporate Social Responsibility

## Consolidated financial statements

GRI 2 General Disclosures 2021



The consolidated financial statements, as well as this report, include the corporate structure set out below:



# Corporate Social Responsibility

## Sustainability reports

GRI 2 General Disclosures 2021



The approach to determining the report content and the delimitation of topics is based on the GRI Standards of 2021 - previously the "Core" option was used as the basis for the report, on which the current report is also based. The adjustment of the report to all stated figures was based on official business figures intended for publication. The report and its contents are approved by the management and the owners. In order to enable a reasonably meaningful comparison of the values, they are related to business figures or people. The calculation of figures is carried out according to the formulae customary in Austria.

List of key topics:	Employees, environment, energy
Restatement of information:	Reference to UN Global Compact and SDG have been integrated
Changes in reporting:	No
Reporting period:	Financial year 2022/2023
Period under review:	see graphics / text content
Date of last report:	December 2022
Reporting cycle:	yearly

### Contact for questions about the report:

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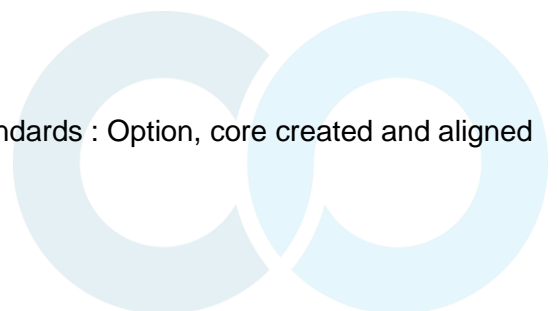
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## Explanation

GRI 2 General Disclosures 2021

This report has been prepared in accordance with the GRI-standards : Option, core created and aligned to the GRI Standards 2021 in the 2022/2023 reporting period.





# Corporate Social Responsibility

## GRI content index

### GRI 2 General Disclosures 2021

At the end of the document, Annex A contains an index that assigns the points included to the respective GRI information.

## Proof

### GRI 2 General Disclosures 2021



External audit by

- Audit by Deloitte Touche.
- External audits according to:
  - ISO 9001
  - ATF 16949 (Automotive standard)
  - ISO 13485 (Medical device standard)
  - ISO/IEC 17025 (Authorised verification body for electricity meters)
  - SPICE (Automotive systems) → Clarify with Prenner Andi
  - ISO 14001 (Environmental management system)
  - IPC-A-610 (forms the basis for our production) → Clarify with Alex Höller
  - IPC-7711/7721 (Rework/repair)
  - TÜVIT CC
  - ISO 45001(Occupational safety and health)

## Economic value

### GRI 1: Foundation 2021



<b>Umsatz (tEUR)</b>	<b>2017/18</b>	<b>2018/19</b>	<b>2019/20</b>	<b>2020/21</b>	<b>2021/22</b>	<b>2022/23</b>
<b>BOCK Beteiligungsverwaltungs GmbH</b>	107.704	89.593	77.795	70.358	92.734	108.358
<b>BECOM Electronics GmbH</b>	98.450	77.487	62.692	54.808	73.224	87.685
<b>BECOM Electronics Kft</b>	22.118	21.685	17.002	16.979	21.353	20.929
<b>BECOM Systems GmbH</b>	2.243	2.376	2.568	1.811	3.384	-
<b>Bluetechnix Lab GmbH</b>	653	913	1.057	1.060	1.298	1.424
<b>IVP Group Germany GmbH</b>	2.698	3.364	3.565	2.944	5.281	2.190
<b>BECOM Electronics (Heyuan) Co. Ltd.</b>				676	1.762	2.455



# Corporate Social Responsibility

## Materiality analysis

A materiality analysis was carried out in connection with the effects of the parts of the company on the factors considered. It has been shown that all operating sites that account for less than 10% of turnover are not relevant for the consideration of environmental impacts. Due to the small number of employees, the activities carried out and the quantities of materials processed, they have a similar environmental impact to multi-family households.

The same principles apply as elsewhere in the Group. All control loops regarding improvements are also in force. Nevertheless, a numerical consideration does not seem to make sense.

A benchmark with figures from companies in the manufacturing sector indicates a pioneering position in terms of sustainable development.

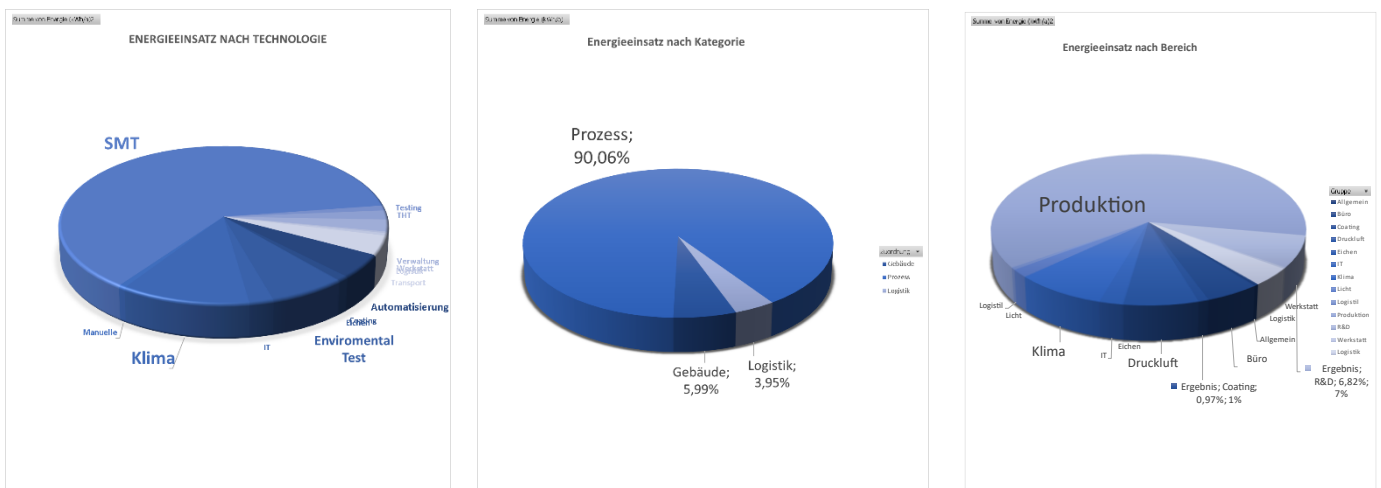
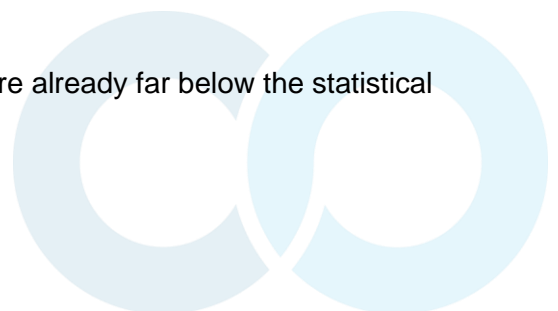


Figure 4: Materiality analysis according to key figures: Comparison values: Manufacturing industry DeStatis, Federal Environment Agency

Kennzahl	BECOM GmbH	BECOM Kft.	Benchmark	Einheit
CO2 Intensität	3,43	102,62	328,00	kg CO2/tEUR
Wasselintensität	0,02	0,02	8,30	m³/tEUR
VOC Intnsität	0,05	0,08	0,24	kg/tEUR
Abfallintensität Gesamt	1,53	1,88	11,64	kg/tEUR

Calendar year 2023

It is clearly evident that the companies of the BECOM Group are already far below the statistical reference values in the benchmark.



# Corporate Social Responsibility

## Environmental aspects

Umweltaspekte		Anmerkung	Chancen Positiv	Risiken Negativ	Risiken Reduktion	Auswirkung	Schwere	Bewertung
<b>Direkte</b>								
Emissionen in die Atmosphäre		Vorfertigern, Solder, Coating	Durchlaufzeiten senken	Komplexität	Alternative/Bessere Technologie/Chemi	2	2	2
Ein- und Ableitungen in Gewässer		-	Nur Haushaltsabwässer	Austritt/Verschmutzung	Ölabscheider, Trenner	2	1	1
Nutzung und Kontaminierung von Böden		-	Mehrgeschoßig, Hochregal	Contaminierung im Notfall	SPF-Lager, Wannen	1	1	1
Nutzung von natürlichen Ressourcen und Rohstoffen (einschließlich Energie)		Bauteile, Energie	Verfahren, Baugröße	Seltenerden, Heizleistung	Neue Technologien	1	3	2
lokale Phänomene (Lärm, Erschütterungen, Gerüche, Staub, ästhetische Beeinträchtigung)		Gering, Nur	Neue Technologie	Umwelteinflüsse	Neue Verfahren	1	1	1
<b>Indirekte</b>								
produktlebenszyklusbezogene Aspekte (Design, Entwicklung, Verpackung, Transport, Verwendung und Wiederverwendung / Entsorgung von Abfall)			Umlaufverpackungen	ÖKO Richtlinie, hohe Lebens-/Nutzungsdauer	Planung	1	2	1
Auswahl und Zusammensetzung von Dienstleistungen (z. B. Transport- oder Gaststättengewerbe)			Fokus Nachhaltige Produkte	Kosten und Kunden	Marktanalyse	2	2	2
Verwaltungs- und Planungsentscheidungen			Zertifizierungen, Kundensagmet	Abweichungen	Strategie	5	3	3
Zusammensetzung des Produktangebots		Nachhaltige Produkte	Elektromobilität, LED, Erneuerbare Energien	Schrumpfender Markt in EU, Uprising Afrika/Indien	-	2	4	4
Umweltleistung und -verhalten von Auftragnehmern, Unterauftragnehmern und Lieferanten			Audits, Lieferkette, Recyclingmaterial	Abweichungen	Audits, SAQ	4	2	3

Diagrammtitel

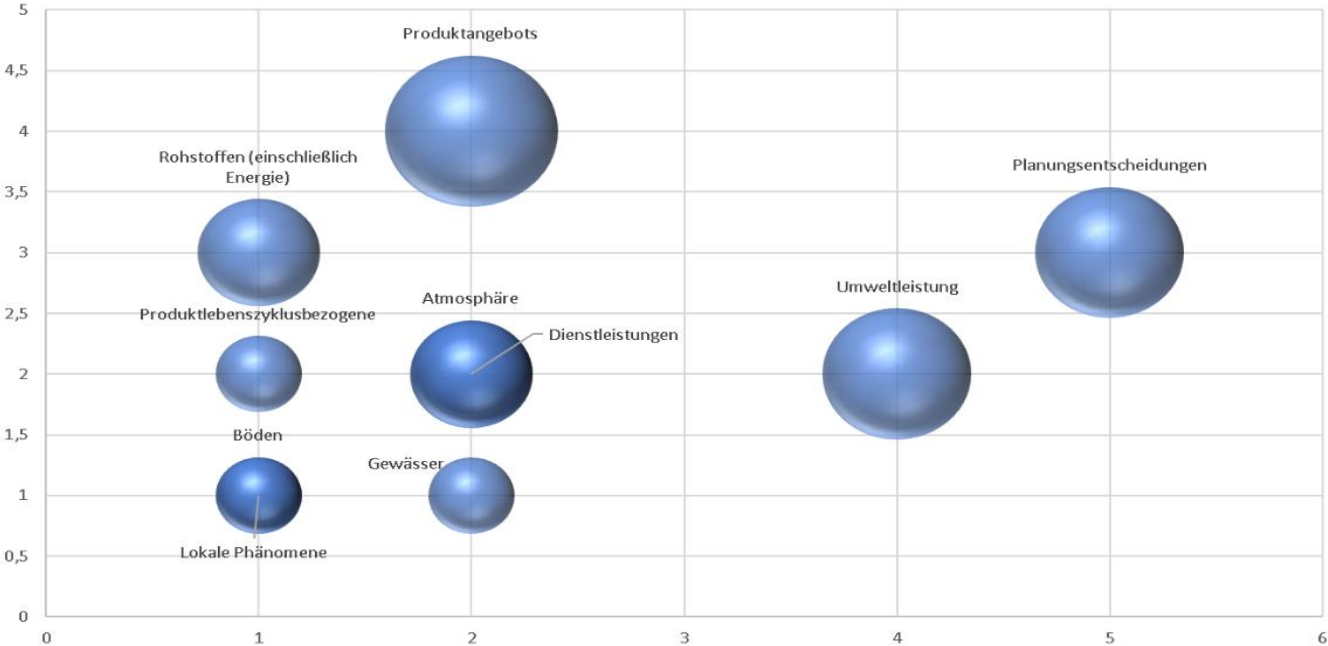


Figure 5: Environmental aspects related to the product range in the years 2020-2023





# Corporate Social Responsibility

## Climate change

GRI 1: Foundation 2021



We are actively taking measures to reduce our ecological footprint.

We promote:

- Ecological measures
- Paperless
- Photovoltaics
- Teleconferences instead of travel

Figure 6: Heatmap life cycle product range 2020-2023

- Smart repair (circular economy).

- Carpooling
- CO2 Neutral printing (Canon)

Environmental and energy reporting is established at BECOM. These associated key figures contain various coefficients to enable a comprehensive view of CO2 intensity. Direct and indirect environmental aspects are constantly analysed and measures derived. The conversion to an electric and hybrid fleet is underway. A significant reduction in CO2 emissions has been achieved since the introduction of home offices, as employees are using their cars less often.

## Precaution

GRI 1: Foundation 2021

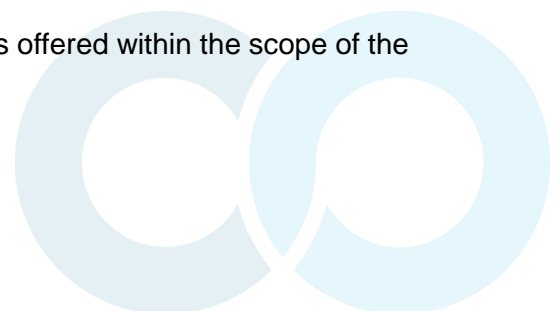


Within the framework of the country's usual pension structure, BECOM offers the following three pillars of care:

- State pension
- Company tax-free pension
- Private pension

Any support in planning retirement and advice on company pension is offered during working hours. Payroll accounting is responsible for the settlement.

In addition, partial retirement and the time off option are always offered within the scope of the company's possibilities.



# Corporate Social Responsibility

## Funding

GRI 1: Foundation 2021



Where possible, these are utilised to promote the company's growth. In recent years,

- Research grants
- Innovative projects
- Investment projects
- Funding for energy and environmental measures

were obtained.

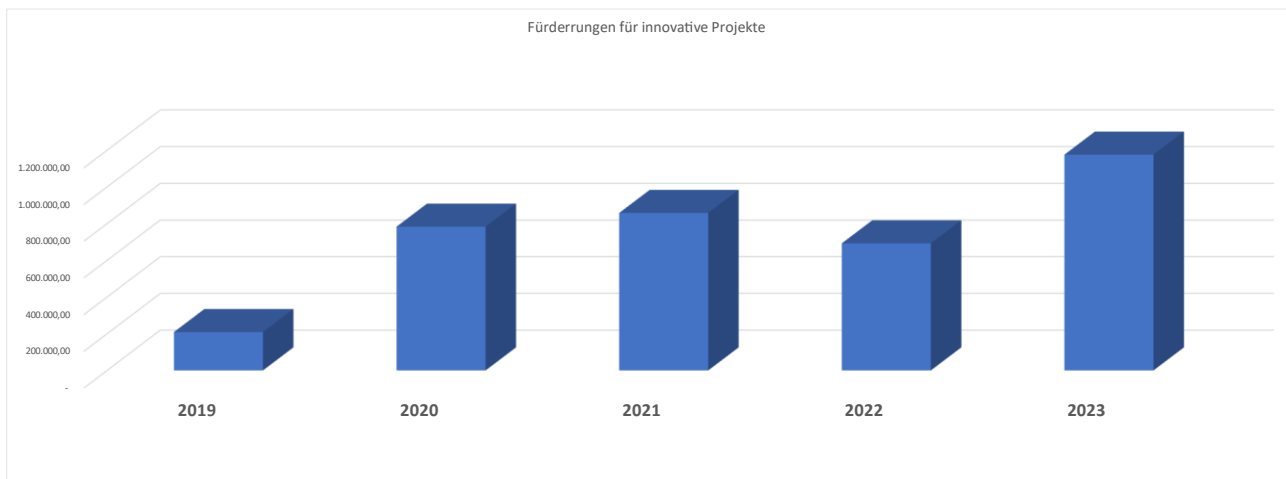


Figure 7: Funding for innovative projects



# Corporate Social Responsibility

## Local acquisition

GRI 2: General Disclosures 2021



100% of the senior and middle management, both at the headquarters and at the locations in Vienna and Tatabánya, are from the surrounding area. All employees live within a radius from which the workplace can be easily reached by public transport or car. In rural areas, the usual catchment area is around 50 km.

## Growth

GRI 3: Management Approach 2021



### Investing in the future:

BECOM invests in:

- Personnel and qualifications
- Research and development
- Machinery and equipment
- Technologies and processes

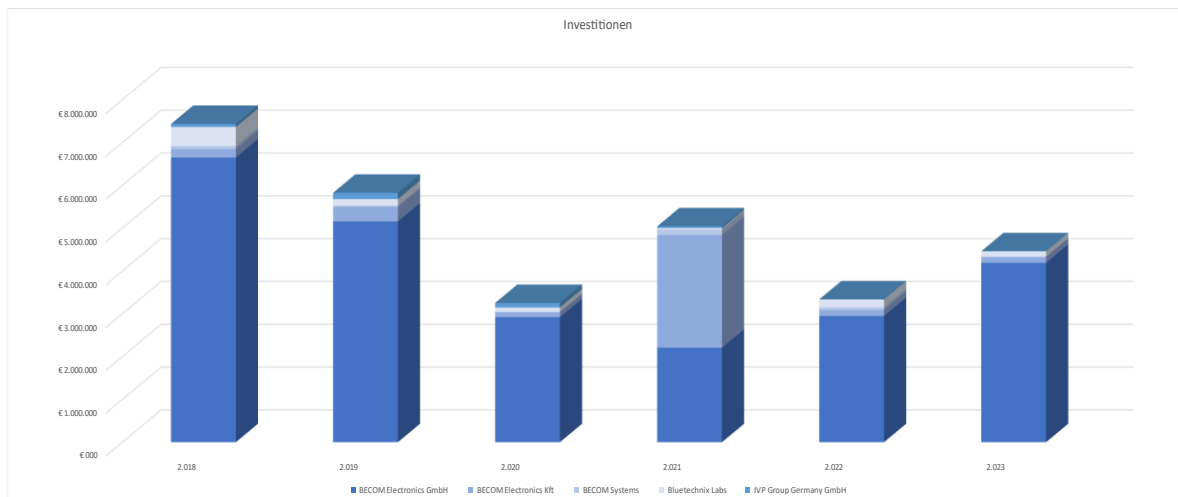
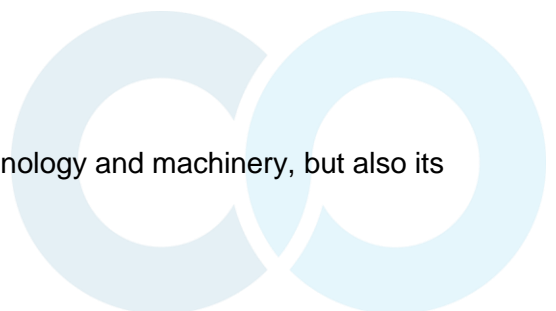


Figure 8: Investments

Over the last decades, BECOM has not only expanded its technology and machinery, but also its buildings.



# Corporate Social Responsibility

Since it was founded, BECOM has invested over 50 million Euro in the expansion of its premises and usable space.

In 2015, a separate **Logistics centre** was completed, which enables:

- 9,000 m<sup>3</sup> storage space
- Acceleration of processes
- Improving delivery reliability
- Reduction of transport (around 1.3 t CO<sub>2</sub> /Year)



## Photovoltaics

In 2022, a 150 kWp system was put into operation for self-consumption. Planning for an expansion of a further 230 kWp was completed in 2022. The expansion will begin in early winter 2023. Completion planned for 2024.

Together, the output of the two expansion areas of 350 kWp is sufficient to cover **100%** of the current consumption in the plant under optimum conditions.

**Renovations**, in 2023, the following was included at Hochstrass plant:

- 96 ergonomic workstations
- Thermal renovation of the building envelope
- Heat recovery
- Expansion of the PV system
- Charging stations for electromobility
- Intelligent LED lighting in all halls with demand and presence control





# Corporate Social Responsibility

## COC

GRI 2: General Disclosures 2021

GRI 1: Foundation 2021



All employees in all plants, without exception, must sign the Corporate Code of Conduct. This is also repeatedly reminded at

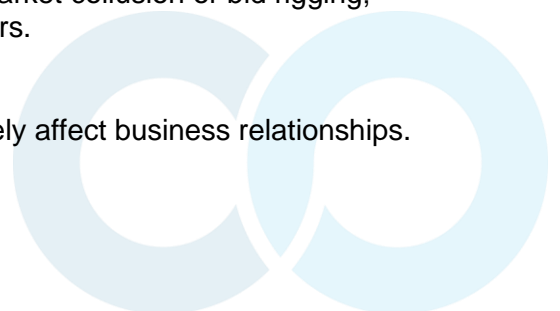
- First Day
- 5 minute training – topics environment, energy, safety, COC
- Online

### Code of Conduct

The Code of Conduct defines BECOM's principles and requirements for its suppliers and business partners with intermediary functions regarding their responsibility for people and the environment. BECOM reserves the right to change the requirements of this Code of Conduct in the event of appropriate changes in the BECOM Compliance Program. In this case, BECOM expects its suppliers to accept such reasonable changes.

The supplier and/or business partner with intermediary function hereby declares:

- **Compliance with the law**
  - to comply with the laws of the applicable jurisdictions
- **Prohibition of corruption and bribery**
  - not to tolerate corruption or bribery in any form and not to participate in it in any way, directly or indirectly, and not to offer, grant or promise any benefits to government officials or private sector counterparties in order to influence official actions or gain an unfair advantage.
- **Fair competition, antitrust and intellectual property rights**
  - to act in accordance with national and international competition laws and not to engage in price fixing, sharing of markets or customers, market collusion or bid rigging;
  - to respect the intellectual property rights of others.
- **Conflicts of interest**
  - to avoid all conflicts of interest that may adversely affect business relationships.
- **Respect for employees' fundamental rights**



# Corporate Social Responsibility

- to promote equal opportunities and equal treatment of its employees regardless of their skin colour, race, nationality, social background, any disability, sexual orientation, political or religious beliefs, gender or age;
  - to respect the personal dignity, privacy and personal rights of every individual;
  - not to employ anyone against his or her will or to force him or her to work;
  - not to tolerate unacceptable treatment of workers, such as psychological harshness, sexual and personal harassment or discrimination;
  - not to tolerate conduct (including gestures, language and physical contact) that is sexual, coercive, threatening, abusive or exploitative;
  - to ensure fair remuneration and to guarantee the national minimum wage laid down by law;
  - to comply with the maximum working hours laid down by law in each country;
  - to recognise, as far as legally permissible, the freedom of association of employees and neither to favour nor to discriminate against members of employee organisations or trade unions.
- **Prohibition of child labour**
    - not to employ workers who are not at least 15 years old. In countries that fall under the developing country exception under ILO Convention 138, the minimum age may be reduced to 14 years.
- **Health and safety of employees**
    - to assume responsibility for the health and safety of its employees;
    - to reduce risks and ensure the best possible preventive measures against accidents and occupational diseases;
    - to provide training and ensure that all employees are knowledgeable about occupational safety;
    - to establish and implement an appropriate occupational safety management system
- **Environmental protection**
    - to respect environmental protection in accordance with legal norms and international standards;
    - to minimise environmental impacts and continuously improve environmental protection;
    - to establish and implement an appropriate environmental management system.
- **Supply chain**
    - to promote compliance with the contents of the Code of Conduct appropriately among its suppliers
    - to adhere to the principles of non-discrimination in the selection of suppliers and in dealing with suppliers.
- **Conflict materials**
    - to take appropriate measures to avoid the use of raw materials in its products that directly or indirectly finance armed groups that violate human rights.

## Logistics



# Corporate Social Responsibility

Due to the strong project dependency of our production, a meaningful evaluation of the material usage by weight or volume, as well as an indication of the proportion of recycled raw materials, is not possible. By considering the life cycle of all processes – right up to disposal – BECOM is able to optimise the individual life phases of the products.

In order to operate a sustainable economy, various measures are necessary in the logistics sector. Here are some examples:

- Collective deliveries
- Weekly deliveries from distributors
- Supplier evaluation
- COC

As a supplier to the automotive industry, we always comply with our obligation under Directive 2000/53/EC on end-of-life vehicles to register our products in the IMDS (International Material Data System).

## Eco design

As far as permissible for the customer and the project, compliance with Directive 2009/125/EC is ensured for the development of commissioned and in-house developments. This creates a framework for the design of “energy related products” (ErP).



# Corporate Social Responsibility

## Recyclable packaging

GRI 1: Foundation 2021



When packaging series parts, we use recyclable containers that do not result in any direct waste. In recent years, we have succeeded in continually increasing the proportion of containers that can be reused directly in the process. When delivering to customers, we take particular care to use as little packaging material as possible. For BECOM, it goes without saying that recycled materials are used for packaging wherever technically possible.

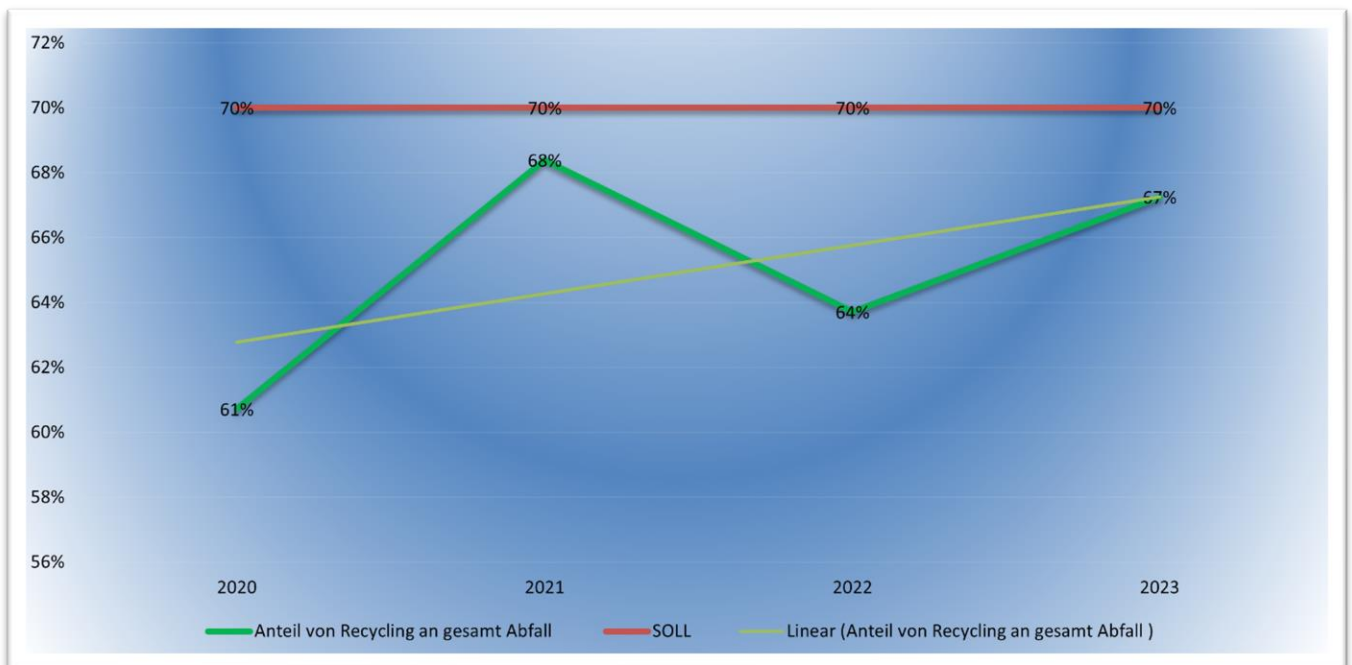


Figure 9: Share of recycled packaging



# Corporate Social Responsibility

## Energy

### Consumption

GRI 302: Energy 2021



Depending on the location, a decision must be made as to which and how forms of energy are used to optimise the supply of energy to the processes in terms of

- Economics
- Sustainability
- Costs

. The fact that BECOM Electronics GmbH does everything in its power to use valuable energy and not waste it is demonstrated by the use of:

- Heat recovery
- Use of 100% green electricity
- Heat pumps
- LED lighting

As a manufacturing company, our influence on energy consumption outside the BECOM Group is limited to compliance with all measures with regard to

- Development of products
- Selection of raw materials
- Selection of suppliers
- Optimisation of logistics
- Production efficiency

to keep the ecological footprint small.

In recent years, BECOM has invested in two photovoltaic systems, covering an average of around 11% of its own energy needs each year.



# Corporate Social Responsibility

## Energy intensity

GRI 302: Energy 2021



Compared to other industries, the use of energy in the production of components can be described as rather low. Although it has always been an endeavour to achieve the best possible results with the least possible energy, not only in terms of sustainability and economic efficiency. At the time when BECOM began to take targeted measures, consumption was already below the benchmark for comparable industries.

Verbrauch (kWh)	2016/2017	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
BECOM Electronics GmbH	3.246.260	3.410.140	3.058.900	2.816.661	2.529.960	2.743.660	2.743.660
BECOM Electronics Kft	759.025	817.065	797.438	1.009.444	995.405	794.801	801.403
BECOM Electronics (Heyuan) Co. Ltd.						31.000	47.000
<b>Summe Gruppe</b>	<b>4.005.285</b>	<b>4.227.205</b>	<b>3.856.338</b>	<b>3.826.105</b>	<b>3.525.365</b>	<b>3.569.461</b>	<b>3.592.063</b>

## Savings

GRI 302: Energy 2021



By cyclically monitoring our energy consumption and implementing measures such as

- Switching to LED lighting
- Changing from steam to high pressure in humidification
- Regular training and awareness-raising of employees through training courses
- Appointment of an energy management officer
- Energy efficiency audits according to DIN\_EN\_16247
- Ongoing search for feasible measures

we have been able to achieve significant savings and improved profitability in recent years.

### Noteworthy:

Thanks to technical optimisations, power consumption has remained the same over the last 10 years, despite tripling the production area and tripling the number of employees.



# Corporate Social Responsibility

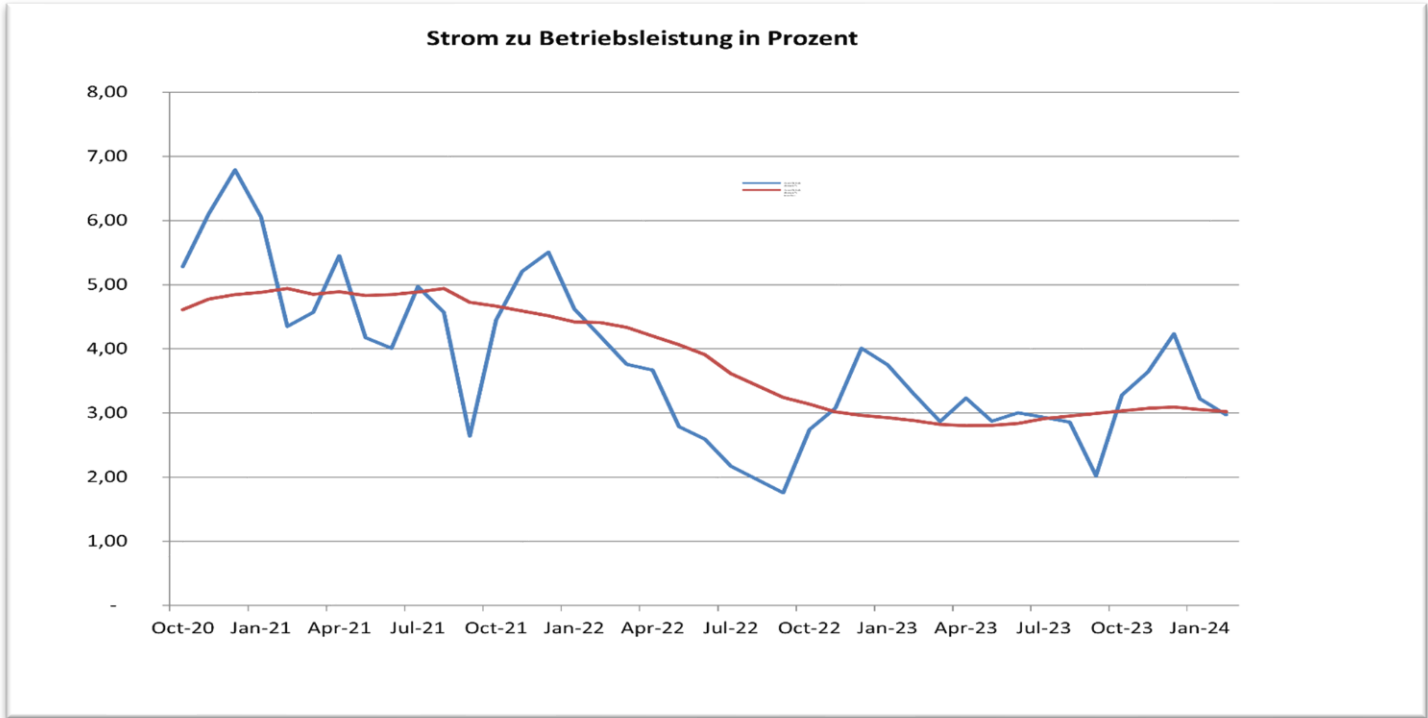


Figure 10: Development of electricity to operating performance in percent

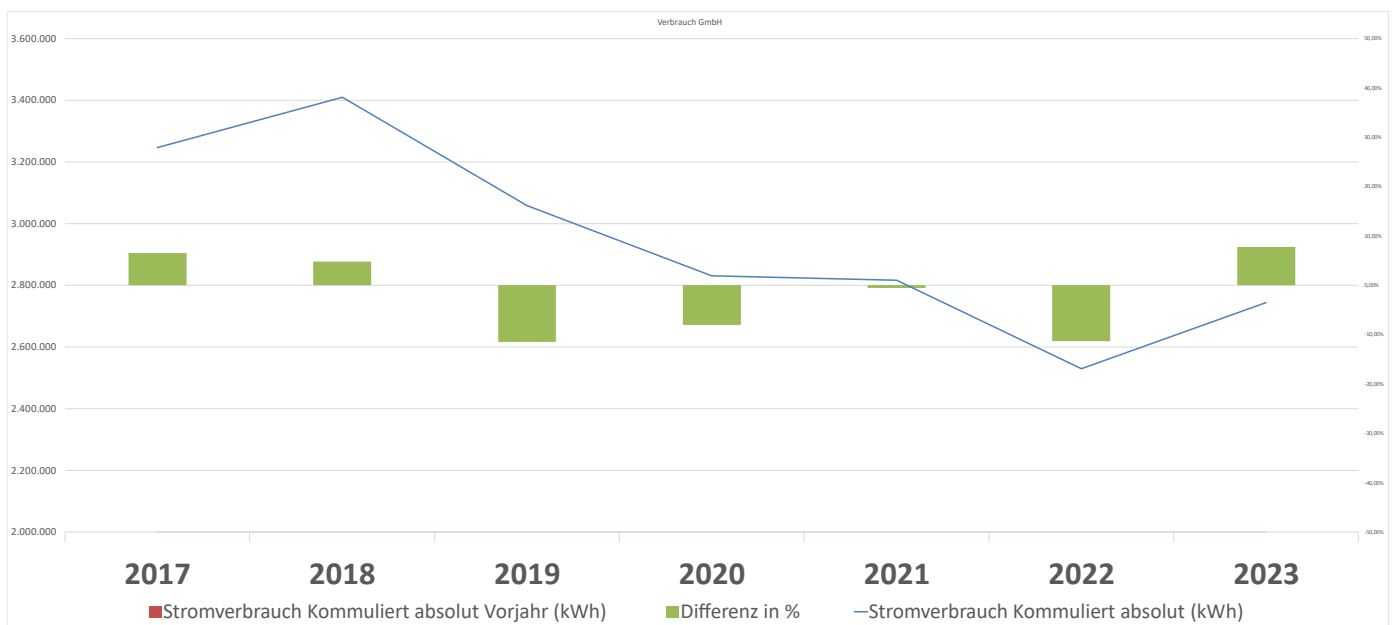


Figure 11: Savings in energy consumption at BECOM GmbH.

# Corporate Social Responsibility

## Water

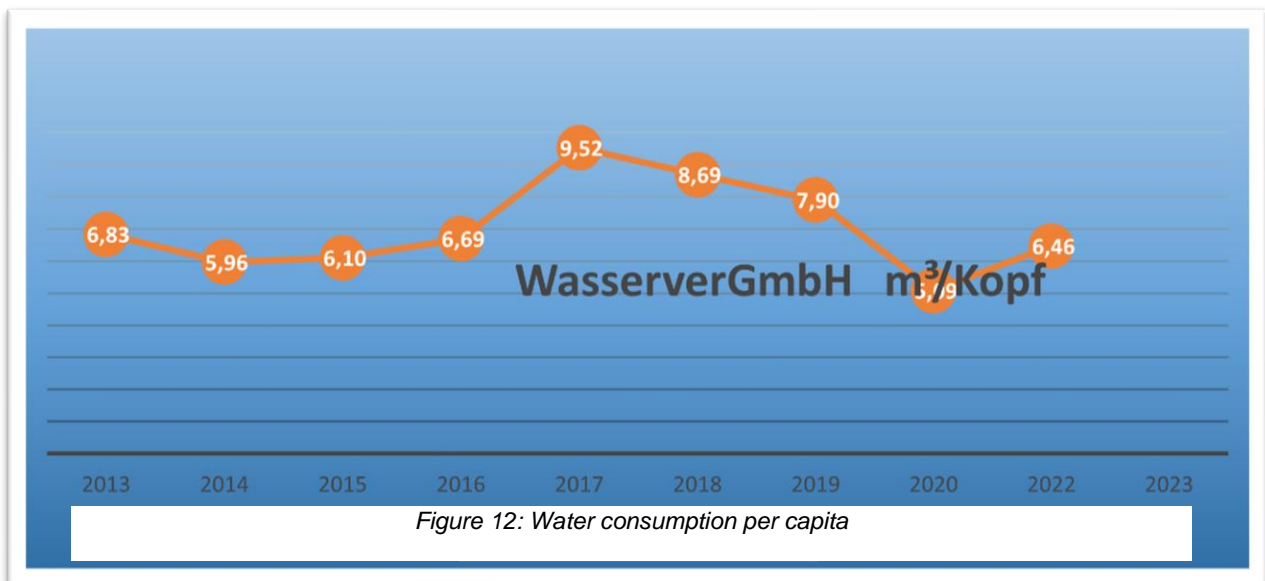
GRI 1: Foundation 2021



Although water is used almost exclusively for hygiene and there is no water use for processes, we do not feel relieved of our responsibility.

We:

- train our employees and point out the careful handling
- use only 100% ecologically degradable cleaners in the sanitary area
- recycle and dispose of process cleaners via certified and sustainable companies
- invest in catch basins and tubs to catch leaks before they enter the environment





# Corporate Social Responsibility

## Biodiversity

GRI 307: Environmental Compliance 2021



### Bio

Since the main plant is located in a beautiful rural area, which is almost exclusively used for organic agricultural purposes, - #OrganicFarmers - we are aware of our role. Nothing that happens in the factory should have a negative impact on the environment, landscape and naturalness of the food produced in the region. We are also trying to implement this philosophy in our other plants and to limit space consumption to a necessary minimum (e.g. through high-bay warehouses). By reducing the mowing intervals, we help our own wild bees to keep nature alive and green.



#### Hochstraß

Hochstraß liegt nördlich von Lockenhaus, zwischen Piringsdorf und Deutsch-Getisdorf und gehört zur Marktgemeinde Lockenhaus. Hochstraß hat 201 Einwohner (Stand 1.1.2018). Die Ortsteile der Marktgemeinde Lockenhaus sind Glashütten bei Langeck im Burgenland, Hammerteich, Hammer, Hochstraß, Langeck im Burgenland, Langeck-Eichwald und Lockenhaus und sind umringt von der märchenhaften Waldlandschaft des Gläser Gebirges. Zur Bewahrung dieser einzigartigen landschaftlichen Schönheit wurde in einem grenzüberschreitenden Dialog das Gebiet 1996 zum österreichisch-ungarischen Naturpark Geschiebstein-Irotikó erklärt. Der ungarische Ortsname ist (Kis-)Óstoros.

Figure 13: <https://www.best-of-burgenland.com/hochstrass.html>

Der Ort gehörte wie das gesamte Burgenland bis 1920/21 zu Ungarn (Deutsch-Westungarn). Seit 1898 musste aufgrund der Magyarisierungspolitik der Regierung in Budapest der ungarische Ortsname (Kis-)Óstoros verwendet werden. Nach Ende des ersten Weltkriegs wurde nach zähen Verhandlungen Deutsch-Westungarn in den Verträgen von St. Germain und Trianon 1919 Österreich zugesprochen. Der Ort gehört seit 1921 zum neu gegründeten Bundesland Burgenland.

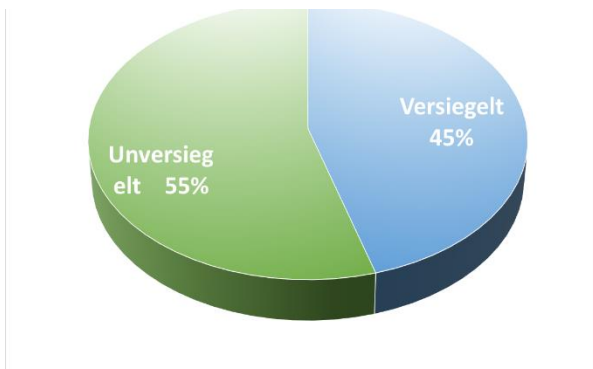
Kultur und Sehenswürdigkeiten:  
Kath. Filialkirche hl. Anna, Hauptstraße, Hochstraß 42, ObjektkID: 49824  
Hl. Johannes Nepomuk-Kapelle, ObjektkID: 84139

Radweg: Durch die Ortschaft führt der 841 - Rabnitztal - Zöbentalradwanderweg mit einer Länge von ca. 43 km.



Obeflächenversiegelung

Figure 14: Extent of surface sealing BECOM GmbH



# Corporate Social Responsibility

## Greenhouse gases

GRI 307: Environmental Compliance 2021



In general, there can be no production-related release of greenhouse gases. The entire heat requirement at the main plant can also be covered by using process waste heat and heat pumps. As electricity is used as the main energy source and, as already mentioned above, this is produced 100% ecologically, the statement regarding the main plant is correct:

### 0% Emission

through buildings and processes.

The fleet corresponds to the latest state of vehicle technology and is continually renewed. Although our traffic volume can be described as low, we are also taking measures here.

We:

- promote Home office / online meetings
- organise collective transports
- promote professional carpooling
- promote carpooling on the way to work
- E-mobility

An air conditioning system with 3-pipe technology was installed at the site in Hungary in spring 2022. In addition to maintaining a controlled production environment, this enables the use of waste heat from production to heat storage and ancillary rooms.

The gas consumption of a 4,000 m<sup>2</sup> site could thus be reduced to the level of a 4-person household, as gas is now only used for domestic water and emergency heating.

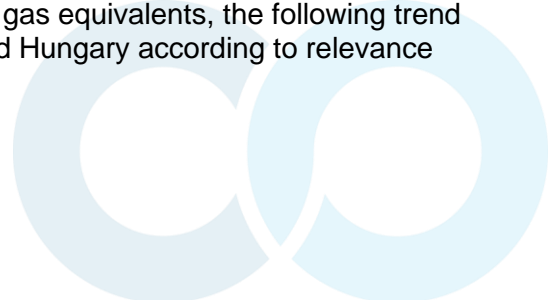
The BECOM Group's newest plant is located at the Heyuan site and was designed as a new building from the ground up so that the footprint can be kept as small as possible.

All other locations are co-properties that are not relevant for the CO<sub>2</sub> balance, neither in terms of area nor energy consumption. However, these are also heated by heat pumps or district heating.

Machines used for medical or calibration applications sometimes contain, and in this case legally, tiny amounts of CFCs in hermetically sealed systems.

We maintain a complete refrigerant register so that we have an overview and can adapt systems to the current legal situation if necessary.

If all energy sources used are converted into their greenhouse gas equivalents, the following trend emerges for the last few years (production plants in Austria and Hungary according to relevance analysis).



# Corporate Social Responsibility

## CO2 Intensität

	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
CO2 Absolut (t)	369,98	374,48	364,06	358,14	352,84	309,19	310,66
CO2 Intensität (t/MEUR)	3,62	3,12	3,65	4,83	4,43	2,94	2,79

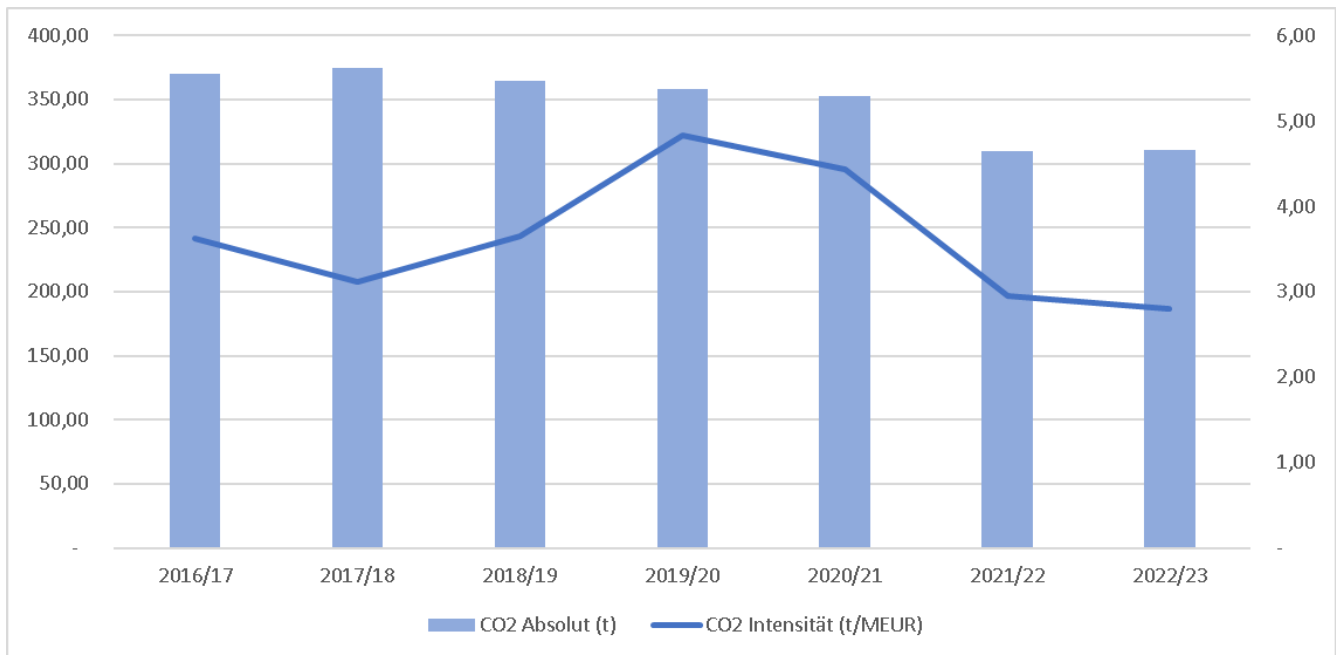


Figure 15: CO2 intensity commutes



# Corporate Social Responsibility

## Wastewater

GRI 306: Water and wastewater 2021



Since water is used exclusively for hygiene purposes, we and the water association see no need for special treatment. All wastewater from all plants, just like the wastewater from a normal residential building, is disposed of via the local water system and, after treatment in the sewage treatment plant, is returned to the surrounding watercourses in drinking water quality. Automatic cleaning systems regenerate the washing solutions to such an extent that sludge and solder residues can be easily handed over to certified recycling companies.

## Preserve what is valuable – Waste = valuable material

GRI 306: Water and wastewater 2021



As early as 2003, we began the consistent introduction of a waste management concept, which is supervised by an appropriately trained waste officer.

With the support of management, various measures have been implemented since then:

- Comprehensive waste separation for recycling
- Sorted collection of non-ferrous metals from production for recycling
- In-house regeneration of tin slag

A certified environmental management system according to ISO 14001 was introduced in 2011.

In general:

- Avoiding waste – recycling raw materials
- No environmental contamination (as successfully implemented since our founding)
- Avoid hazardous substances and, if unavoidable, have them collected and recycled by certified companies
- We do not produce any wastewater that enters the environment untreated
- All surface water that has to be channelled should be returned to nature through infiltration where it would have fallen as rain.

GRI 306: Water and wastewater 2021



The fact that there have been no deviations in any ISO 14001 audit to date proves that it is possible.

# Corporate Social Responsibility

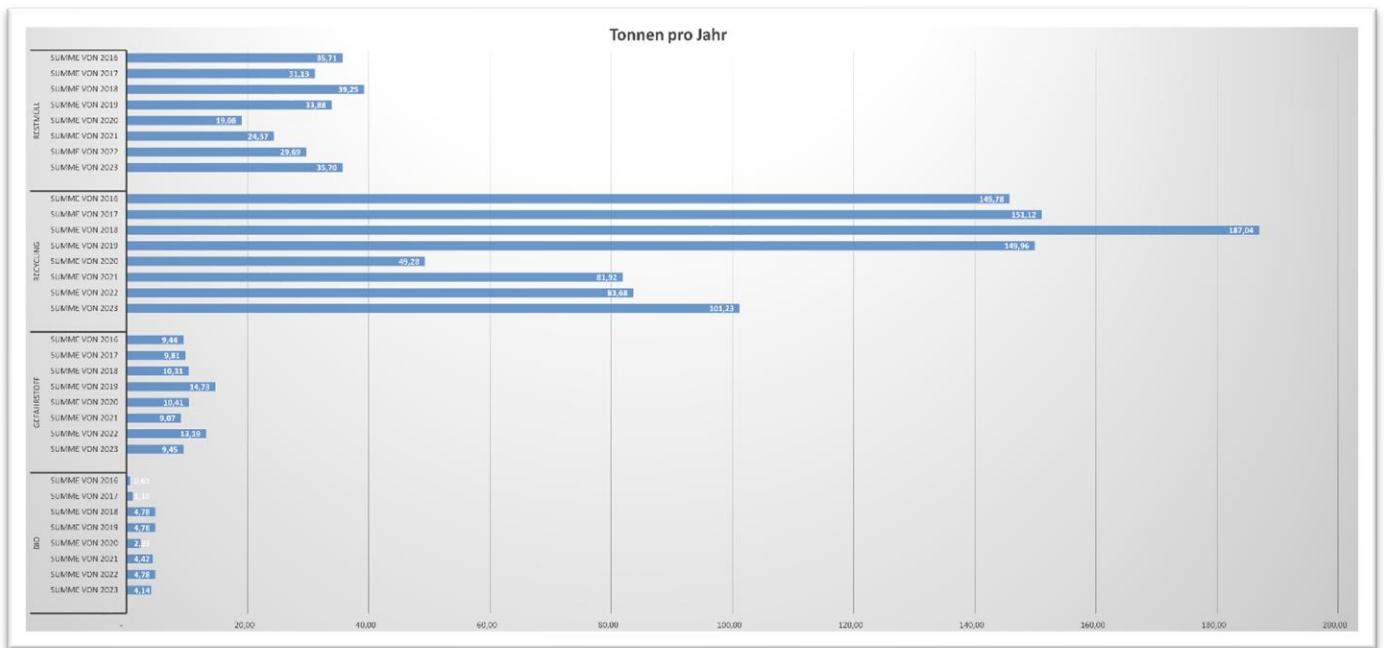


Figure 16: Development of waste quantities (t) after recycling in absolute terms in the GmbH.

## In advance

### GRI 308: Supplier environmental assessment 2021



Through our purchasing conditions, our COC and regular supplier assessments, we not only try to protect ourselves, but also to optimise the quality and sustainability of our products. We support all suppliers in achieving the same quality principles that we have set ourselves so that we can work together on an equal footing.

## Employees

People are at the heart of our company.

### New employees

#### GRI 1: Foundation 2021

Depending on the economic situation, BECOM tries to invest where it matters most.

We offer:



# Corporate Social Responsibility

- Flat hierarchies and short decision-making processes
- Varied, interesting areas of responsibility
- An attractive job in an economically healthy, internationally oriented and future-oriented company
- Training from day one (1<sup>st</sup> Day Training)
- Development programs in cooperation with a training centre for production personnel
- Comprehensive apprentice training
- Regular internal training at plant and department level

Through these and other social measures, we try to get our employees excited about the company and thus achieve and maintain BECOM's internal target of less than 5% total fluctuation in the long term.



Figure 17: Fluctuation BECOM Group (excluding interns and pensions)



# Corporate Social Responsibility

## Equality

GRI 1: Foundation 2021



No differences

- Whether you are an employee
- Whether part-time or full-time
- Whether permanent, fixed-term or temporary worker
- Regardless of nationality

All operational services and equipment are equally available to everyone.

Furthermore, all BECOM employees worldwide are subject to the global integrated management system and are treated equally under it. (Whistleblower platform, code of conduct, etc.)

A wide variety of management roles are filled by both female and male managers.

## Parental leave

GRI 1: Foundation 2021



We support within the framework of legal and operational possibilities

- Maternity leave
- Papa-month
- Re-entry

## Change

GRI 1: Foundation 2021



At staff meetings, the management informs the entire workforce about the past development of the company's economic situation as well as the general future strategy and development. This then leads to the individual developments within the departments, which meet at least once a month for an informative discussion. Even though the economy often demands a rapid response, all employees are kept informed of developments in good time.



# Corporate Social Responsibility

## Health

GRI 3: Management Approach 2021



### Principle

The basis for BECOM's approach to health and safety at work are the general laws and current trends.

BECOM's focus is on maintaining long-term working ability.

### History

- 2000 Austrian Prize for Corporate Health Promotion
- 2001 Burgenland State Prize for Health Promotion in the Workplace
- 2003 BECOM-Fit: Fitness improvement program
- 2006 Project start BECOM-Fit<sup>2</sup>: Long-term preservation of working capacity with external medical institute
- 2006 Successful initial certification TS16949 (5S, emergency plan, risk assessment, etc.)
- 2008 Measures from BECOM Fit<sup>2</sup>: Value development, shift and night shift models
- 2008 Burgenland State Prize for Safety at Work
- 2010 Training initiative: 5S, Safety
- 2012 Successful initial certification ISO14001 (environmental management system, legal compliance)
- 2016 Implementation of health project (mental fitness, exercise and nutrition) Measures in the area of health protection and occupational safety
- 2020 SanusX – Employee Assistance Program – in cooperation with UNIQUA
- 2020 Establishment and operation of a company testing facility after COVID 19
- 2021 Offering a COVID vaccination at work
- 2022 Successful certification ISO 45001 (Health and Safety)

BECOM takes measures that go beyond the required laws:

- Regularly informs and trains all employees about current findings regarding health and safety at work
- Offers courses and training related to physical and mental health, such as smoking cessation, yoga, team training, posture gymnastics, fitness check, psychological stress, work and stress management
- Offers health services such as vaccinations, eye tests, health bus, fruit day
- Designs workplaces according to the latest ergonomic findings
- Minimises the number / variety of hazardous substances
- Carries out regular safety inspections
- Works closely with the Labour Inspectorate and the AUVA to develop further, for example, workplace evaluations
- Networks with safety professionals from other companies (exchange of experiences)



# Corporate Social Responsibility

Regular anonymous employee surveys on the following topics:

- Health
- Work management
- Supervisors
- Work atmosphere

help management to take measures to improve the situation of each individual and the community.

In the annual management review, top management assesses the health and occupational safety measures in accordance with the legal basis and, in addition, the effectiveness of further support measures.

The Occupational Safety Committee, consisting of

- Managing directors
- Company doctor
- Safety specialist
- Safety representatives
- Works council

carries out ongoing evaluations of the current situation and plans long-term optimisation of the situation in the company.

In regular meetings, we work on improving occupational safety and take appropriate measures. Urgent issues concerning employees are addressed during the management meeting.

BECOM is proud that since the beginning of the company's history there have been no deaths or injuries with long-term damage. The nature of the injuries is such that they could just as easily have occurred at home or during leisure time. The effort to derive immediate measures from all incidents and to implement them quickly and consistently is not only beneficial for the safety of everyone, but is also in the interest of the company in order to minimise downtime caused by sick leave.

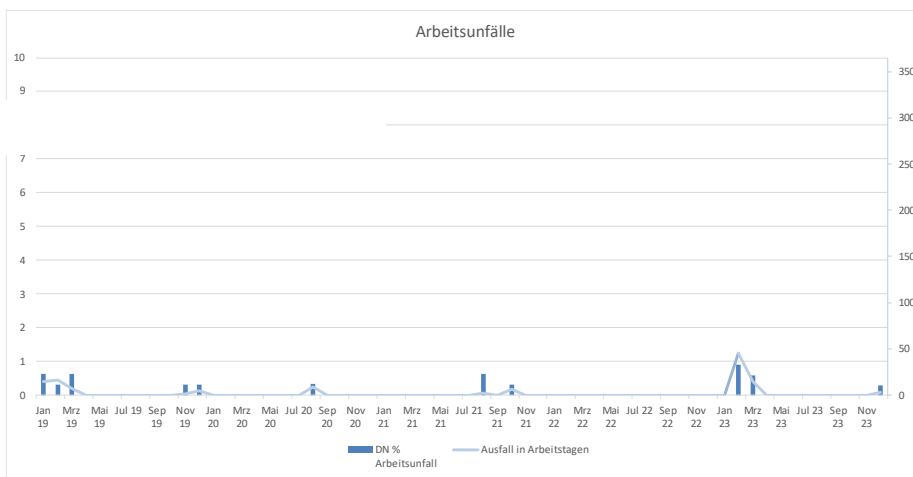


Figure 18: % of employees with work accidents vs days lost

# Corporate Social Responsibility

## Formal agreements with trade unions

In recent years, the works agreement has been amended several times in relation to the collective agreement §12 a: Weekend and holiday work in the automation sector has been temporarily adjusted for six months at a time in order to maintain delivery capacity when order levels are high. Work was carried out in alternating 3 or 4 shifts from Monday to Sunday.

## Human resources management

A qualification and competency matrix is the most important tool to help select the right specialists for the tasks. Together with e-recruiting and targeted training measures, we achieve optimum filling of jobs.

## Training and further education

GRI 404: Training and Education 2021



BECOM continuously invests in employee training measures and an average of 0.85% of working time is used for further training.

At BECOM, every employee receives, if necessary, the best specialist training from accredited partners. Furthermore, as part of career planning, studies can be financed by BECOM. Permanent comparison of know-how and required know-how is integrated into our HR processes. Memberships in various working groups and institutions give our employees access to specialist training and various other courses. Specialist training.

In addition to specialist training, BECOM offers:

- 5 minute training – topics such as: Environment, energy, security, ...
- General safety training and ESD instructions
- Apprentice training
- Intercultural understanding workshops
- Driver safety training
- Management training, etc.



# Corporate Social Responsibility

## Competence

GRI 2: General Disclosures 2021  
GRI 404: Training and Education 2021



All further education and training measures aim at acquiring or increasing skills. During the employee interview, professional competence is assessed and, if necessary, further training measures are derived.

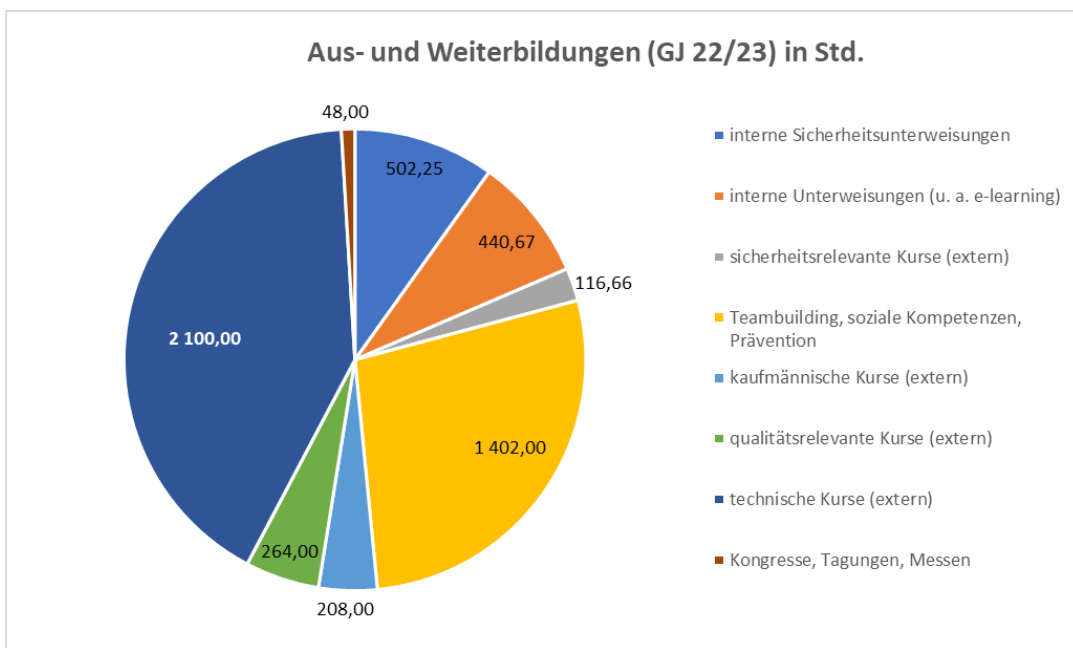
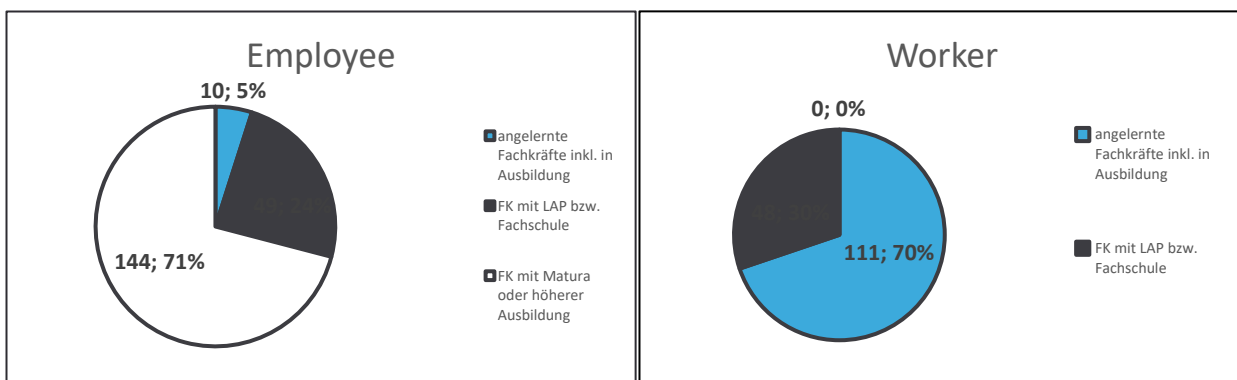


Figure 19: Training and further education measures



# Corporate Social Responsibility

## Equal opportunities

GRI 405: Diversity and equal opportunities 2021



At BECOM the following applies:

### Equal work = Equal pay

There are no differences based on gender, origin, religion or other reasons.



Figure 22: Equal work - Equal pay

