

# CSR-REPORT

Corporate Social Responsibility  
**Melecs Group**  
Financial Year 2022

# CONTENTS

<b>Foreword</b>	<b>2</b>	Charity Punsch Siegendorf 2022	17
<b>1 What does sustainability mean</b>	<b>3</b>	GSAM team event 2022	18
<b>2 Melecs' 7 SDG Goals</b>	<b>4</b>	BU Industrial team event 2022	18
<b>3 The Company</b>	<b>5</b>	BEW end-of-year party 2022	19
<b>4 Our Philosophy</b>	<b>6</b>	Christmas party BES 2022	19
<b>5 Management &amp; Employees</b>	<b>7</b>	„Wuxi New Star“-Program BEW	20
Melecs Code of Conduct	7	Health lectures TCM in BEW	20
<b>6 Employee Development</b>	<b>8-12</b>	BES supports bees/beekeeper 2022	20
Onboarding	8	Supported health campaigns BES	21
Promotional discussion	8	Health day in Siegendorf	21
Soft job rotation	8	Occupational health at BEW	21
Annual appraisal interview	9	Health actions at BEG	21
“Release your potential”	9	Campaigns for a good cause at BEG	22
Leadership development program	9	Small gifts for special occasions in BEG	22
Employee survey 5.0	10	Riding day for Melecs children from BEG	22
Internal sharing program BEW	11	BEG Hike for a Cause 2022	23
Career path for employees BEQ	11	BEG Christmas donation 2022	23
Outdoor team building BEW	12	BEG competition “Drawing for Santa”	24
OGSM event & team building BEQ	12	BEG „Cycle to work“ + „1st bike tour“	24
<b>7 Awards</b>	<b>13-14</b>	Monthly award best production line BEQ	25
“Maintenance Award” 2nd place BES	13	Christmas party BEQ 2022	25
“Family-friendly workplace” award BEG	13	Visit from Santa at BEQ	25
Award Chamber of Comm.+Ind. BEG	14	Celebration of special events at BEQ	26
“Wuxi Intellect. Manuf. Fact.” award BEW	14	Ongoing presentation of results at BEQ	26
<b>8 Quality Awareness</b>	<b>15-16</b>	Mindset program BEQ	26
Quality mindset 2022	15-16	<b>10 Cooperation with training facilities &amp; institutions</b>	<b>27-28</b>
<b>9 Social Commitment</b>	<b>17-26</b>	Cooperation with universities in BEG	27
Christmas donation BES 2022	17	Participation in international trade fairs	27
Business Run 2022	17	Cooperation with the Győr Chamber of Commerce and Industry	28
		Recruitment agreements with universities in BEQ	28
		Visit by electromech. students to BEG	28
		<b>11 Suppliers</b>	<b>29</b>
		Melecs Supplier Manual	29
		<b>12 Quality &amp; Environment</b>	<b>30</b>
		Certificates	30
		<b>13 Environment / Sustainability</b>	<b>31-45</b>
		From the cradle to the cradle	31
		Product life cycle management	32
		Our environment goals	33
		Measures from the environmental program	34-45
		<b>14 Key Figures</b>	<b>46-48</b>

# FOREWORD

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The COVID pandemic is behind us.

We suffered both physically and mentally during the pandemic, but we also learned a lot. For example, we realized that with the help of modern media and a state-of-the-art IT infrastructure, we can hold efficient online meetings and work productively and efficiently from home. We do not want to forgo these positive experiences in the future.

The war in Ukraine, which is causing unspeakable suffering for the people of Ukraine, has brought concerns about energy supply and, subsequently, economic challenges for Europe and Austria. Recent events in the Middle East are also a cause for concern. Many people have been hit hard by the economic consequences. Melecs is trying to offer its employees and their families stability in these dynamic times.

Despite all the geopolitical upheaval, however, we must not ignore the changes in the climate.

**We must ALL do our part to keep the degree and effects of climate change as low as possible – for the sake of future generations.** On the one hand, we can contribute by using resources carefully and sparingly in all areas of our work; on the other hand, we can make a positive impact with innovative product solutions in all our business areas.

The fact that the topic of sustainability is also becoming increasingly important to our customers is evident from the increased requests for calculations of CO2 footprints of products and their improvement. Future corporate reporting requirements on sustainability reinforce the need to intensify our focus on these issues.

For this reason, in 2022 Melecs also paid increasing attention to the topic of sustainability and pushed ahead with the project to implement the Sustainable Development Goals (SDGs) set by the UN. An ESG (Environmental, Social and Corporate Governance) system is being developed. In the course of the project work, it was found that many of the relevant topics are already being actively pursued at Melecs.

Slowing and coping with climate change is undoubtedly one of the greatest challenges of our time. So, let's all do our part together.

**On behalf of the entire Melecs management team, I would like to thank you for your valuable contribution to the fulfillment of our social responsibility!**

Mag. Bernhard Pulferer  
CEO Melecs EWS



## 1 WHAT DOES SUSTAINABILITY MEAN

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**Using natural resources in such a way that the generations to come are also still able to use them.**



## 2 MELECS' 7 SDG GOALS

At the United Nations General Assembly in September 2015, the 193 member states, represented by their heads of state and government, adopted the 2030 Agenda for Sustainable Development, the first globally valid Sustainable Development Goals (SDGs).

Based on these goals, we intend to design our sustainability program in the future and we declare our willingness to align our activities towards sustainability with these goals.

In 2021, the Melecs Management Board agreed to focus in particular on 7 specific UN Sustainable Development Goals (SDGs) - with a specific focus on Goal #13. These goals provide the framework needed to align sustainability activities at Melecs internally, as well as, externally.

This means that our past and future sustainability activities will largely target the following 7 SDG goals. However, our core focus will be on measures to improve the main goal #13 - climate action - which is particularly close to our hearts.

### Good Health & Well-Being



### Quality Education



### Gender Equality



### Decent Work & Economic Growth



### Industry, Innovation & Infrastructure



### Responsible Consumption & Production



### Climate Action





## 3 THE COMPANY



Melecs has many years of experience as a reliable development and production partner to industry. As a specialist for electronics in the areas of automotive, automotive lighting & interior, home appliances and industrial applications, Melecs offers its customers everything from a single source: from engineering, to project management and industrialization, all the way to production and logistics.

### Ownership structure

Melecs has its roots in Siemens AG Austria, based on a management buyout by the three shareholders Friedrich Pressl, Ernst Mayrhofer and Bernhard Pulferer in 2009.



Alongside the company headquarters and the production location in the town of Siegendorf in Burgenland, Melecs EWS has two additional sites in Austria: a sales office for industrial applications in Lenzing/Upper Austria, as well as the Vienna location, where the entire Research & Development department of the remaining business units is based.

In 2011, Melecs expanded and opened a further electronics plant including a test and validation centre in Győr, Hungary. Additionally, a production location was established in Wuxi, China, in 2016 to provide support to global customers. 2018 was the year of Melecs' entry into the North American market with the opening of a dedicated sales and development office in Auburn Hills, Michigan.

Another milestone was set in early 2019: Melecs EWS GmbH became a 70 % majority shareholder of Prettl Electronics Querétaro, S.A. de C.V. in Mexico and took over the entrepreneurial leadership of the electronics company. At the end of 2021, Melecs EWS also took over the remaining 30 % shares in Prettl Electronics Querétaro and is now 100 % owner of the Mexican electronics plant.

### Core competences

The Melecs Group is - with a turnover of approximately 314 million euros and around 1600 employees - the largest electronics engineering and manufacturing service

(E2MS) provider with Austrian roots, with over 25 years of experience.

Electronic components by Melecs can be found in control units and LED applications in cars made by international premium manufacturers as well as in household appliances (washing machines etc.) of the European market leader. Apart from customized products and solutions in the fields of Automotive Control Systems, Automotive Lighting & Interior and Home Appliance Systems, Melecs also develops and produces electronic modules and integral solutions including unit assembly for the field of industrial electronics, such as controls for escalators or energy-efficient heating systems.

A global production system enables the local support and industrialization of products requested by international customers. Our highly automated, digitalized and award-winning production (including winning "Factory of the Year 2018") and globally-consistent manufacturing standards allow us to be highly flexible, efficient and resilient.

## 4 OUR PHILOSOPHY

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# Vision & Mission

Profitable growth through innovation,  
productivity, sustainability and  
conscientious employees

### **Our customers integrate**

us into their strategy as a reliable partner.

### **We offer**

innovative solutions in clearly defined fields.

### **We continuously expand**

our competences throughout the value chain.

### **We trust**

in the potential of our staff and create the necessary framework  
conditions for independent, result-orientated action.

### **We secure**

our economic success and growth by embodying our  
quality policy and strategic cooperation.

### **We stand by**

our locations in Europe, rise to the challenges posed by globalization  
and follow our internationally active customers in their core markets.

### **We fulfill**

our legal obligation to society by means of our  
active, sustainable environmental management system.

### **We generate**

sustainably positive results with our services.

## 5 MANAGEMENT & EMPLOYEES

# Melecs Code of Conduct

The fundamental requirement for the company's success is the dedication and willingness of every single employee to contribute to the fulfilment of the framework conditions and the implementation of the corporate goals in order to achieve the desired results.

An independent work ethic in the context of the respective task and a focus on fulfilling the overall interests are what form the basis of our collective success.



### Current Melecs Code of Conduct



Our **understanding of leadership** is consistent with the following values:

#### We see

leadership as playing a key role in achieving our business results and increasing competitiveness.

#### We lead

by conviction, rely on commitment and abide by the agreements we have made.

#### We challenge

our employees by establishing clear framework and result guidelines, and we regularly check their contribution to achieving results.

#### We reward

the performance of employees on the basis of transparent criteria and provide fair compensation.

#### We push and encourage

the development of all employees regardless of their gender, age, religion, nationality and social standing.



## 6 EMPLOYEE DEVELOPMENT

Melecs offers numerous employee development programs, various staff training courses, as well as a talent and junior leadership programs.

### Onboarding

New employees are welcomed to the company as part of the regular Melecs Onboarding event.

The aim of the event is to provide the employees with a practical introduction to our company, allowing them to become integrated into the Melecs team quickly and helping them to face all the new challenges in the workplace with confidence. A brief introduction of the new employees is followed by a company presentation by our management, as well as further insight into company-related topics. The event ends with a tour of the Siegendorf plant for all the new employees.



### Promotional discussion

In line with company policy, Melecs is committed to the consistent development of our staff. The objective is to ensure that we can continue to sustainably cover the key roles in the company well into the future with ideally suited employees. The central emphasis of the promotional discussions is therefore on the long-term development of important employee competences. The best way to ensure this is with a diversified, comprehensive program of initial and ongoing training that systematically pushes employees to excel.

### Soft job rotation

The “soft job rotation” contributes to promoting the culture of innovation within the Melecs Group. The success of a company depends on the smooth interaction between departments and the active members of the company. Here, the actions of an individual have an effect on colleagues and thus a significant impact. The “soft job rotation” provides employees within or outside of a department/group with the opportunity to increase their level of knowledge by learning on the job and to consciously support the transfer of information.



## 6 EMPLOYEE DEVELOPMENT

Here at Melecs, leadership and cooperation are fundamentally characterized by the conversations that take place between management and employees. The most important employee management tool, apart from the monthly results meeting, is the annual appraisal.

### Annual appraisal interview

The annual appraisal serves to clarify and review mutual expectations, improve the relationship between superiors and employees, promote openness and mutual understanding, and make cooperation easier.

It is carried out once a year and is designed to help reflect upon the respective framework/KPIs and, if necessary, adapt them. The aim is for the employee to obtain clarity about what is required of them, what responsibilities and freedom of decision-making they have, and the results by which they are evaluated.

Beyond this, the annual appraisal also aims at rewarding the achievements attained by the employee, to work on competences with regard to strengths and potential for improvement, ascertain and discuss where there is a need for development and training, and determine the level of employee satisfaction. In addition, participation in a soft job rotation program can also be defined.

Discussing the personal working and professional situation as well as the degree of satisfaction is of particular significance for the orientation and dedication of the employee in their work, their identification with major goals and the company.

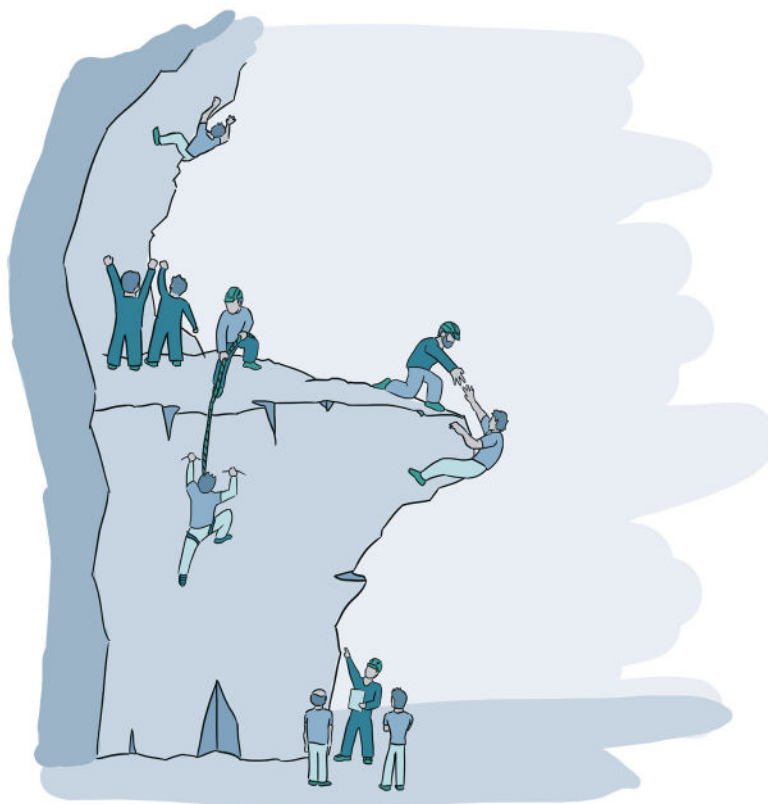
### “Release your potential”

This program stands for movement, development and strengthening of one's own potential – in both thoughts and actions. The principle “Release your Potential” defines the entire development program: the use of various training methods is designed to promote and encourage one's own development, as well as expand the range of actions.

After completing this approximately 1-year program, the participating employees receive a certificate of completion, which recognizes their successful participation in the program.

### Leadership development program

Those employees who already hold a management position have the opportunity to take part in the leadership development program. This modular training course serves to support the managers in their personal development and to strengthen the management team in the pursuit of team-building activities. The target group for this program consists of existing managers who have been nominated in the promotional discussion and, future new placements from the talent program.





## 6 EMPLOYEE DEVELOPMENT

Regular employee surveys reveal important areas for necessary measures that can improve the working atmosphere and motivate employees.

### Employee survey 5.0 „Voices of Melecs 2022“

Melecs conducts an employee survey every two years, as employee satisfaction and commitment are invaluable to the company's success. We see these employee surveys as an opportunity to give each individual a voice and to measure the satisfaction of the workforce.

Due to a slight delay caused by the coronavirus pandemic, the last company-wide survey was conducted in November 2022. Employee surveys were also carried out at the other Melecs plants outside Austria in 2022. All employees had the opportunity to participate in the survey and play an active role in shaping our working environment. The majority of employees took advantage of this opportunity.

In Austria, as in the past, the external, independent consulting firm vieconsult was again commissioned to conduct the survey. The employee survey in Austria once again included the legally required evaluation of psychosocial stress in the workplace in accordance with the Employee Protection Act (ASchG).

The encouraging results of the survey show the high level of satisfaction and commitment of our employees. 75% of participants rate their job at Melecs as very good and 87% are motivated to give their best at work. The employee survey also revealed clear strengths. Many employees particularly appreciate the current regulations on working hours and working from home, the custo-

mer focus, the clear guidelines and frameworks as well as the cooperation within the individual teams.

There is potential for improvement especially in the areas of communication and information, cross-team collaboration, the training and development opportunities offered and in the areas of work processes and organization. Focus must also be placed on the perceived attractiveness as an employer.

Of course, employee surveys also aim to uncover weaknesses and identify any needs for action. We are now working on appropriate solutions in a visible and structured way at various levels throughout the company. We are very grateful for the participation of our employees and the valuable contributions that help to make our company an even better place to work.





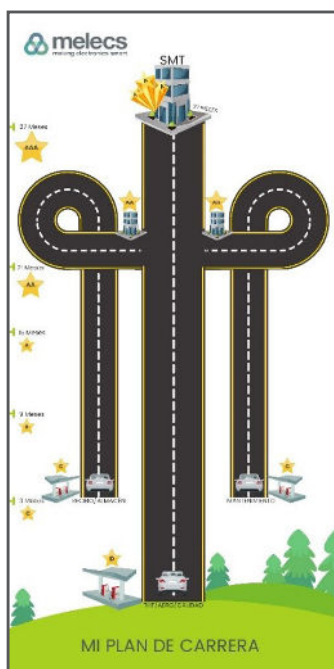
## 6 EMPLOYEE DEVELOPMENT

Melecs BEW & BEQ also offer their employees employee development programs, such as the BEW Internal Sharing Program and the BEQ Career Path.

### Internal sharing program BEW

The fourth season of the internal sharing program in Wuxi was also successfully completed in 2022.

A total of 5 courses were offered in different areas of knowledge, enabling both lecturers and participants to make valuable progress. All participants gained a lasting advantage from the exchange of knowledge.



### Career path for employees at BEQ

A career path has been created for production employees in BEQ, giving them the opportunity to grow and develop. This strengthens the sense of belonging and provides the opportunity to gain more experience and knowledge.

All employees start off at the "D" star. Any employee wishing to advance must meet the following requirements:

- a) Compliance with internal work regulations
- b) Being aware of and applying the Melecs principles of conduct.

- c) Zero unexcused absences and daily punctuality.
- d) Passing the theoretical exam (with 80 % or more)
- (e) Perform work well

The employees are very motivated to continue their career path and achieve the "AAA" star with the help of these tools:

- a) Supervision and support from production managers and supervisors.
- b) Guidance from the Human Resources department
- c) Training
- d) University scholarships





# 6 EMPLOYEE DEVELOPMENT

Melecs also offers its employees employee development programs as well as the opportunity to participate in internal and external training. Strategy workshops and team-building activities are also held regularly.

## BEW outdoor team building 2022

In the fall of 2022, the annual outdoor team-building event was held again at Melecs Wuxi. As before, there were fun games and team activities to give employees a sense of team spirit – because one thing is clear: we are only strong together as a team.



## OGSM event & team building BEQ

Once a year, BEQ hosts the OGSM (= Objectives, Goals, Strategies and Measures) event together with the BEQ leadership team. The goal is to define the annual strategies, key action plans and KPIs that have a positive impact on EBT. Halfway through the year, action plans will be reviewed within teams to determine progress. Another very important component of this meeting is to create a sense of belonging and comradeship among employees.

One day after the OGSM meeting, a team-building event is held with the goal of integrating all departments so that employees can reinforce the concepts of teamwork, communication, and trust.

A sporting activity is held at an out-of-town location to focus on the aim of the event – which is to teach employees the importance of communication and coordination, and to create a sense of collaboration and belonging that enables them to make important decisions in order to achieve goals.





## 7 AWARDS

Melecs was rewarded with the following prizes and awards in 2022.

### “Maintenance Award Austria MA<sup>2</sup>” 2nd place for Melecs BES

Melecs EWS was awarded 2nd place in the Maintenance Award Austria MA<sup>2</sup> in 2022! The Maintenance Award Austria MA<sup>2</sup> is presented annually as part of the international forum for the most excellent industrial maintenance (ÖVIA Congress).

It is awarded to companies that have successfully made the transition from traditional maintenance to lifecycle-oriented, integrated plant management.



### “Family-friendly workplace” award for Melecs BEG

Melecs Győr was officially awarded the title of “Family-friendly workplace” in 2022!

After our successful application for the award, in which we provided credible and comprehensive evidence of our activities in this area, we were audited by staff from the Ministry of Family Affairs.

With our developments and programs, we strive to increase employee satisfaction and be present as a reliable and stable employer. Even in the current global economic climate, it is extremely important for our Group to guarantee safe and healthy working conditions and a stable and predictable long-term future for all employees.



Another important milestone for the Győr electronics plant in September 2022 was the official groundbreaking event for the plant expansion in Győr.



## 7 AWARDS

Melecs was rewarded with the following prizes and awards in 2022.

### Award for Melecs BEG from the regional Chamber of Commerce and Industry

The board of the Chamber of Commerce and Industry of Győr-Moson-Sopron County has honored the Hungarian branch of MELECS EWS GmbH for the economy of the Győr region.

The County Chamber congratulated Melecs on its successful activities, which contribute to the development of the region's economy.



### “Wuxi Intellectual Manufacturing Factory” award for Melecs BEW

After the complicated procedures of company declaration, preliminary examination by the Economic and Information Bureau, expert data review, on-site inspection and PR work, Wuxi Electronics Factory was awarded the title of “Wuxi Intellectual Manufacturing Factory” in August 2022.



## 8 QUALITY AWARENESS

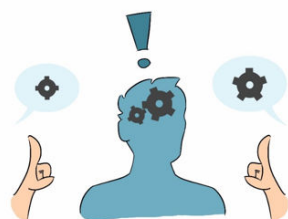
Quality is one of the most important topics in the company and will continue to be an ongoing focus at Melecs in 2022.

### Quality mindset 2022

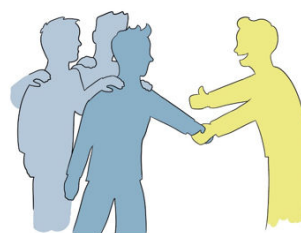
In our industry, it is essential to embody quality every single day. This is why we ran the Quality Mindset Programme once again in the 2022 financial year.

Quality mindset is an ongoing process. This includes coordination between internal customers and suppliers. This is an important task for all team and department heads. Only by observing these standards can we sustainably improve our co-operation.

**The 12 Quality mindset principles are the foundation for our daily work!** Every month, we highlighted one principle. Practical examples and success stories illustrate the practical application of the principle.



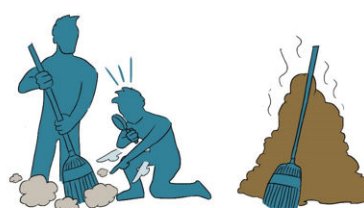
**Understand the external & internal customer requirements**



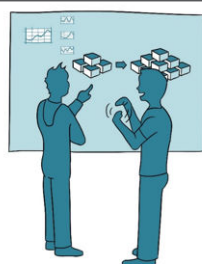
**Everyone has influence on external customers**



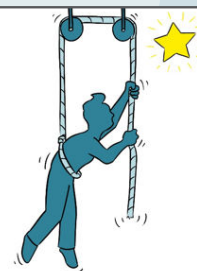
**Open & honest communication**



**Assume responsibility & commitments**



**Mutual trust & taking initiatives**

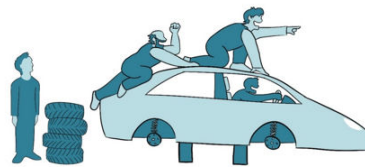


**Using your own initiative to acquire the necessary skills**

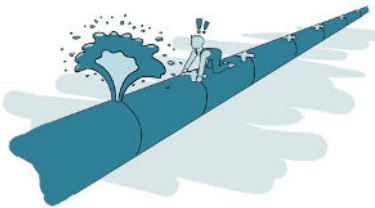
## 8 QUALITY AWARENESS



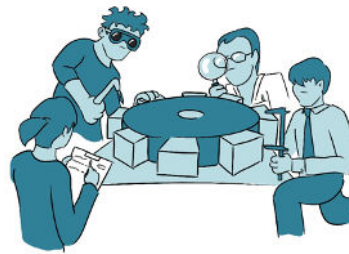
**Learning from mistakes**



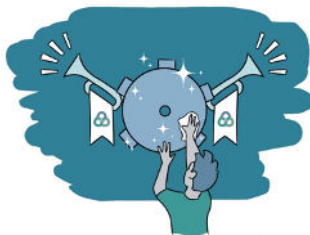
**Continuous improvement with  
elimination of the causes of errors**



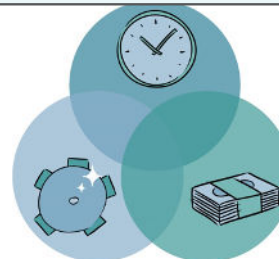
**Time pressure is no excuse  
for compromising quality**



**Access quality risks  
by involving experts**



**There is no compromise  
on product quality**



**Balance between quality,  
time & cost**





## 9 SOCIAL COMMITMENT

Melecs gets involved where employees live and work, and supports initiatives in the regions surrounding the locations with donations and sponsoring.

### Christmas Donation BES 2022

Like every year, Melecs once again donated the budget reserved for Christmas gifts to a social project. This year we have donated EUR 7,500 to Volkshilfe Austria.

With this donation we took over the sponsorship of 5 children affected by poverty, so that they can receive regular and sustainable support in the form of cash benefits for one year.



### Business Run 2022

Melecs was once again part of the Wien Energie Business Run in 2022. A total of 32 Melecs employees joined in as motivated runners, with 17 runners coming from the Melecs site in Győr, demonstrating that our Melecs team spirit knows no (national) borders.



### Charity Punsch Siegendorf 2022

After a two-year break due to the coronavirus, the traditional Melecs charity punch stand for employees and their families opened again in December 2022. This year, the proceeds from the sale of punch, mulled wine and delicious, home-made pre-Christmas delicacies went to the charity organization "Licht für Kinder" (Light for Children).

Specifically, the proceeds will go to little Ela. She suffers from early childhood autism. As a result, she does not speak and shows little emotion to the outside world. Ela and her parents are therefore wishing for autism-specific therapy that can help Ela with her cognitive and language abilities. A total of 1,660 euros was collected for the Licht für Kinder association – i.e. for little Ela.



## 9 SOCIAL COMMITMENT

### GSAM Team Event 2022

Following the excellent response last year, the GSAM Summer Festival was held again at the Vienna City Beach Club in 2022. Colleagues from the BUs, CE, Sales and R&D met in a relaxed beach atmosphere at the VCBC on the “Old Danube.”

In addition to a sumptuous buffet and cool drinks, there was also the opportunity to play beach volleyball, foosball and, of course, have in-depth conversations with colleagues. Despite the cool temperatures, both courts in the beach volleyball arena were played with full commitment and enthusiasm, and the mood on the sidelines was electrifying. In view of the enthusiasm of all the participants, the GSAM Summer Festival will now be a permanent fixture in the annual calendar.



### Business Unit Industrial team event 2022

The colleagues from the Business Unit Industrial had loads of fun at their team event in Styria. The day started off in Graz with geocaching and ended with a brewery tour and a relaxing dinner.

The next morning, they continued on to the adventure worlds in southern Burgenland. There, the employees from Lenzing masterfully completed various team tasks, such as building beer crate towers, archery, spear throwing and many other games of skill.



## 9 SOCIAL COMMITMENT

### BEW end-of-year party 2022

In 2022, the Wuxi electronics plant once again held its annual end-of-year festival as part of the traditional Chinese New Year celebrations. The colleagues from Melecs Wuxi enjoyed a fun evening with karaoke and dancing on stage. As a highlight, a number of employees who have been with Melecs for five years were awarded a service medal in recognition of their loyalty and commitment.



### Christmas party 2022 Melecs BES

For the first time since the coronavirus pandemic, the traditional Melecs EWS Christmas party finally took place again. The usual venue at Lake Neufeld in Burgenland was chosen as the event location.

Employees were visibly happy to see each other again, celebrated exuberantly and had a great time. A highlight of the evening was the midnight show by a local cabaret artist, which literally left not a dry eye in the house.



## 9 SOCIAL COMMITMENT

### „Wuxi New Star“-program at BEW

In the summer of 2022, Melecs Wuxi once again hosted the “Wuxi New Star” program and invited the children of 30 employees to end their summer vacations on a happy note with a day at Melecs. This activity was held for the third time this year and offers children the opportunity to learn more about the large Melecs family. The children had lots of fun and learned in a playful way what products Melecs produces and where their parents work.



### Health lectures on the topic of TCM at BEW

In order to take more care of employees' health and provide them with more knowledge on the subject of Traditional Chinese Medicine (TCM), BEW invited specialists to give lectures on this important subject once a month. The employees were all very interested in the various topics.



### Melecs BES supports bees and a beekeeper

In 2022, Melecs sponsored a part-time beekeeper who works under the name “Praterhonig” in the Vienna Prater – around 150 meters from the Melecs site on Vienna's Handelskai. He mostly refrains from using a car for environmental reasons, and our donation will help pay for an urgently needed e-bike trailer.





## 9 SOCIAL COMMITMENT

The issue of health is also taken very seriously here at Melecs. For this reason, we regularly offer health campaigns such as vaccinations and health days.

### Supported health campaigns BES

To provide our employees with preventive care, Melecs has been promoting various health campaigns and preventive measures for years, such as:

- Medical check-up
- Vaccination campaigns (flu and tick vaccines)
- Eye test
- First aid course
- Fire safety course
- Stress & burnout prevention course
- Workshops on physical fitness

Tick vaccinations and first aid refresher courses were offered in 2022. A comprehensive evaluation of workplace conditions was also carried out.



### Occupational health at BEW

In accordance with the Act on the Prevention and Control of Occupational Diseases, BEW once again did an inspection of occupational risk factors in 2022 and arranged a physical examination for employees. All local laws and regulations were fully complied with.

According to the requirements of the occupational disease catalog, the X-ray system is classified as a second type of radiation use. That means that Melecs BEW must subject the relevant operators, engineers and administrators to an additional occupational health examination. These employees must also take part in a training and examination organized by the local functional departments before they can start working.

### Health day in Siegendorf

No health campaign was held at the Siegendorf site in 2022. The next Health Day is planned for 2024.

The event with numerous health stations such as muscle function test, blood sugar and blood pressure measurement, bioscan body analysis, etc. as well as information on various health topics was always well received by the visitors. Active support was provided by colleagues from AUVA and IBG.



### Health actions at BEG

Every year in February, a blood donation campaign is organized at EWG. Employees can take 2 hours off from work for this and participate in the blood donation campaign at the hospital.

World Health Day was also celebrated in 2022 on April 7. There was given a nice little present to the employees to mark the occasion.

## 9 SOCIAL COMMITMENT

The area of health and social responsibility also has a high priority at Melecs BEG – for this reason, the company supports the well-being of the general public through monetary donations, donations in kind as well as blood donations.

### Campaigns for a good cause at BEG

On the recommendation of BEG employees, a school near Győr was supported in 2022. Melecs BEG provided around HUF 200,000 to renovate a classroom.

The work was carried out by Melecs volunteers and included painting, cleaning, purchasing and assembling new furniture. Donations were also made in the form of toys and school equipment.



### Small gifts for special occasions in BEG

Special celebratory occasions are always important in Győr and are therefore given special recognition. These occasions are used to give the employees at the site a little joy with small gifts. In 2022, for example, there was a small gift for employees on Women's Day, World Health Day and, of course, at carnival and Christmas time. They were very pleased.



### Riding day for Melecs children from BEG

In 2022, Melecs employee Mónika Bihary organized a free open house day where all Melecs children were invited to get to know the ponies and horses at the riding stables. The children had a wonderful time.



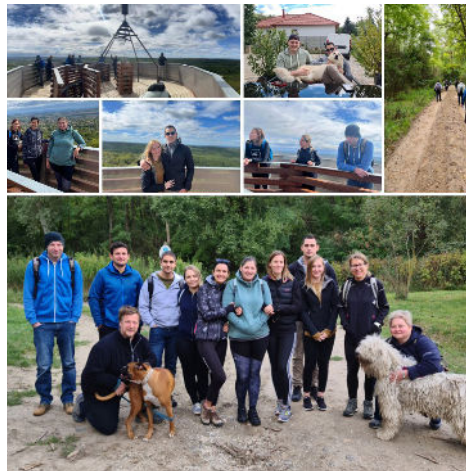


## 9 SOCIAL COMMITMENT

### BEG Hike for a Cause 2022

In 2022, BEG once again launched a special donation program – the so-called Hike for a Cause. For every kilometer covered (10 km in total), HUF 500 was donated to the Tibor Radó Primary School and used to purchase learning materials for children with learning difficulties!

This campaign aims to raise awareness that every child is wonderful and every child deserves the same treatment. Many thanks to the 13 colleagues from BEG who joined the hike.



### BEG Christmas donation with charity cookie market

A charity cookie market was organized at BEG in December 2022 – employees from Győr were invited to use their cookie baking skills for a good cause. Anyone could bring their own cookie creations to sell on site – the proceeds from the cookie sales then went to charity. More than 40 employees supported this campaign and around HUF 200,000 was collected in donations for families in need.







## 9 SOCIAL COMMITMENT

### BEG competition “Drawing for Santa” 2022

Just in time for the Christmas season, BEG again launched a drawing competition for the children of BEG employees in 2022. The children were once again extremely creative and had a lot of fun designing their drawings. The top three drawings were awarded prizes, but none of the children went away empty-handed – every participating child received a Santa bag, and everyone was delighted with that.



**bike  
to  
work**



### “Cycle to work” campaign + 1st Melecs bike tour 2022 at BEG

As already successfully carried out in 2021, the “Cycle to work” campaign entered its second round at BEG in 2022. Over a period of 3 months, numerous colleagues from Győr cycled to work more than 864 times and covered a total of 8,962 km. Not only good for their health, but also good for the environment: the campaign saved the earth 1,290 kg of CO2 emissions!

Another milestone was the first joint Melecs bike tour at BEG in 2022, which was met with great enthusiasm by the participants. All the more reason to continue these campaigns in the future and to extend them to other Melecs locations.



**AZ ORSZÁGOS “BRINGÁS REGGELI” ESEMÉNYHEZ MI IS CSATLAKOZUNK!**

Május 17-én a biciklivel érkező dolgozókat egy 500 Ft-os kuponnal jutalmazzuk, ami a hó végéig a büfében beváltható

**Bringás reggeli**  
2022. május 17.

“Bringázz a Munkába” programunkat ezzel egyidejűleg ismét elindítjuk, mellyel értékes nyereményekben részesülhettek!

Hamarosan jelentkezzünk a részletekkel!

## 9 SOCIAL COMMITMENT

Social commitment is also actively practiced at Melecs BEQ.

### Monthly award for the best production line at BEQ

Every month, BEQ recognizes the best lines in terms of quality, efficiency and productivity. An event is organized in the canteen where the winners can enjoy food and drinks together. The division heads give a motivational speech and a prize draw is held at the end of the event. The aim of this event is to encourage employees to give their best every day in order to achieve the best results together.



### Christmas party 2022 Melecs BEQ

The annual Christmas party at BEQ took place at the end of November 2022 – a year full of work, efforts, endeavors, commitment and challenges was waiting to be celebrated in style. The event was a complete success – with music, food, gifts and surprises creating a special evening for all our employees.



### Visit from Santa at BEQ

The Melecs Santa visited the Quéretaro electronics plant just in time for Christmas. There were sweets, Christmas wishes and the employees were able to take photos with Santa. A very nice affair!







## 9 SOCIAL COMMITMENT

### Celebration of special events at BEQ

To motivate our employees and make them feel part of the Melecs family, BEQ celebrates various occasions together, such as Valentine's Day, Mother's Day and Father's Day. All our employees are welcome to take part in these initiatives and spend a special day with their colleagues.



### Ongoing presentation of results at BEQ



To ensure that BEQ employees are well informed about the most important events at the site, a monthly plant meeting is held to provide information about what is happening in the company in terms of production and quality KPIs, audits, accidents and incidents, as well as general HR topics. This opportunity is also used to listen to comments or doubts from the workforce and to manifest the safety and conduct rules to be followed.

### Mindset program for sustainable growth at BEQ



A key objective at BEQ is sustainable growth within the organization. To achieve this, a program to change the mindset was introduced where those responsible for the individual areas were made aware of their targets to be achieved by 2023 and the consequences of not achieving them. This program consisted of individual and group sessions in which the employees who are responsible for the respective areas took part.

# 10 COOPERATION WITH TRAINING FACILITIES & INSTITUTIONS

Melecs has been working closely with universities and secondary schools for many years. Furthermore, Melecs regularly makes appearances at international trade fairs.

## Cooperation with universities in BEG

Melecs is committed to giving young graduates the opportunity to start their careers in the company with the help of experienced colleagues.

As part of a collaboration with Széchenyi University, László Tóth, a student of automation technology, wrote his diploma thesis at Melecs in Győr. Attila Kovács, group manager for automation and test engineering at Melecs, provided technical and practical support for the work.



## Participation in international trade fairs 2022

In 2022, Melecs presented itself for the first time after the forced break due to the coronavirus pandemic at electronica, the world's largest trade fair and conference for electronics. This trade fair is one of the most important meeting places for the electronics industry and is an important source of inspiration in the field of electronics.

Other trade fairs attended in 2022 were: the Aachen Colloquium, the CTI in Novi/Michigan (USA), DRITEV in Bonn, the Vienna Motor Symposium and the eAWD Congress in Graz. We were also present at numerous HR trade fairs.





## 10 COOPERATION WITH TRAINING FACILITIES & INSTITUTIONS

Melecs also places great importance on the cooperation with local organizations and so our cooperation with the Győr Chamber of Commerce and Industry has been carefully maintained for years. In addition, Melecs BEQ has established successful collaborations with various universities.

### Cooperation with the Győr Chamber of Commerce and Industry

In order to revive the long-standing cooperation with the Győr Chamber of Commerce and Industry, the chairmen of the Győr-Moson-Sopron County Chamber of Commerce and Industry paid a visit to Melecs Győr. Szabolcs Stinner (in his capacity as a member of the Board of the Chamber of Industry) invited the guests to a tour of the plant. They gratefully accepted the invitation and then held their board meeting on site.



### Recruitment agreements with universities in BEQ

Agreements were successfully reached with various universities in Querétaro. Melecs now has the opportunity to advertise vacancies as well as special economic benefits for studying a Bachelor's or Master's degree directly through the job board of the various universities.

The universities of UVM, Anahuac, EBC, UCO Mondragon, Tec Milenio, UNITEC and UTEQ are now counted among BEQ's strategic partners.

### Technical visit by elec- tromechanics students to BEQ

In May 2022, Melecs BEQ, in cooperation with the Győr Electrical Sector Training Center Nonprofit kft., welcomed Hungarian electromechanics students from Slovakia from the Királyhelmec Stredná odborná škola techniky a remesiel – Vocational High School of Technical Professions and Trades in Királyhelmec as part of a technical visit.



# 11 SUPPLIERS

Melecs cooperates with suppliers and maintains partnerships across the world. Mutual trust and commitment are absolutely essential. The goal is to collaborate with suppliers in a sustainable, fair way, in order to achieve a win-win situation and profitable growth for both sides.

The **Melecs Supplier Manual** forms the basis for cooperation with suppliers. In addition, suppliers must also comply with a specified code of conduct, which comprises the following aspects:

- Compliance with laws
- Prohibition of corruption and bribery
- Respect for the basic rights of the employees
- Prohibition of child labor
- Health and safety of the staff
- Environmental protection
- Supply chain

For certain suppliers, we carry out a quarterly supplier evaluation. Upon conclusion of the evaluation, the supplier is informed of the result. On the basis of the supplier evaluation, we then carry out the supplier development, in order to ensure adherence to our supplier principles:



# 12 QUALITY & ENVIRONMENT

## Certificates

At Melecs EWS GmbH, we remain committed to **acting in a sustainably responsible and environmentally conscious manner** towards our employees and society, and to complying with all legal, ethical and other requirements.

“You can’t make an omelet without breaking eggs” and “every action has a reaction” - for this reason we take our responsibility as a global company very seriously to keep environmental impacts as low as possible and to reduce them continuously.

We also see ourselves committed in our responsibility and compliance with our trade in the **positively completed external system audits on the part of the certification bodies at all sites** in accordance with the ISO 9001:2015, IATF 16949:2016 and ISO 14001:2015 standards, which we received in fiscal 2022.

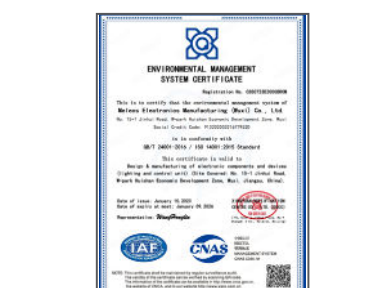
### Siegersdorf/Österreich



### Győr/Ungarn



### Wuxi/China



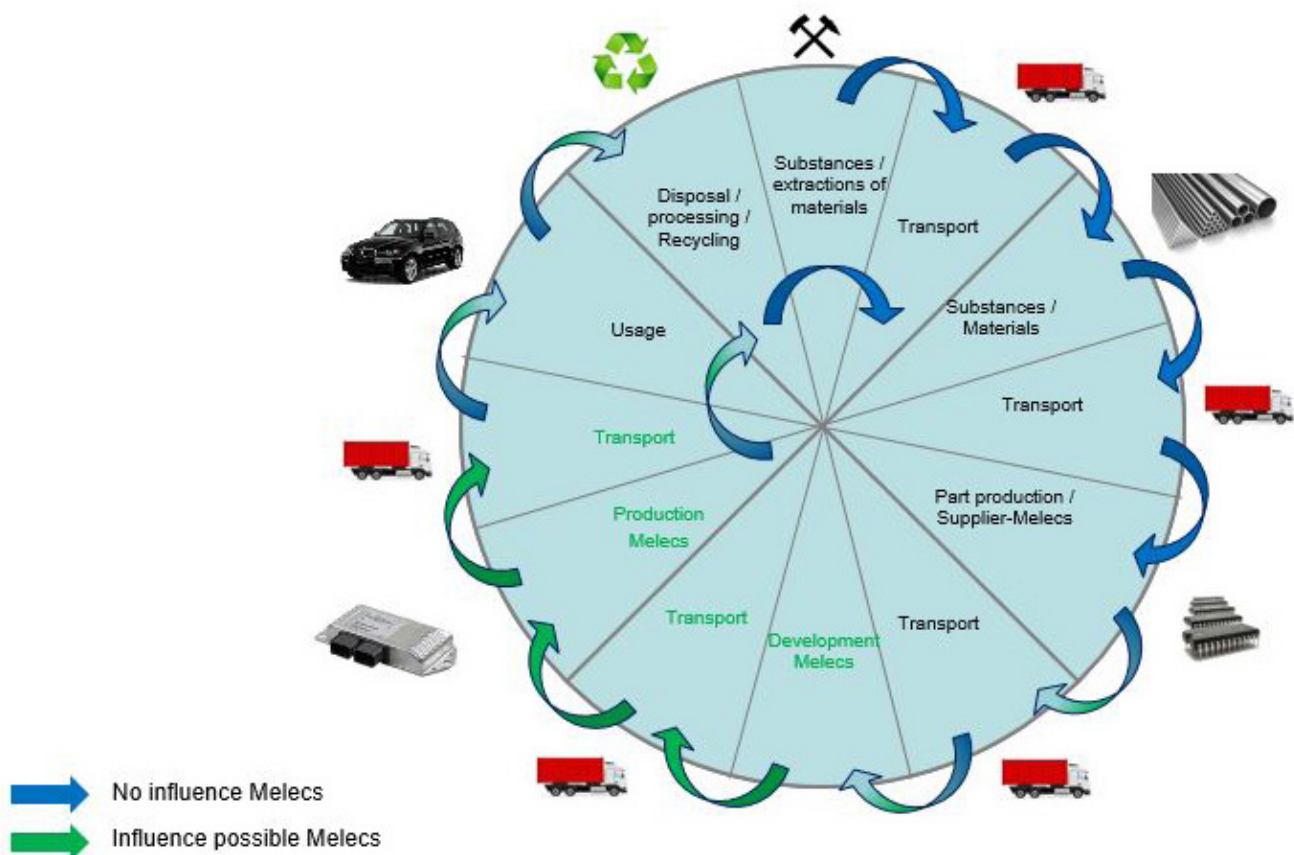
### Querétaro/Mexiko



# 13 QUALITY & ENVIRONMENT

Environmental protection plays an important role within the company. Company management as well as employees undertake to continuously improve processes to reach the specified environmental objectives and raise environmental performance.

## From cradle to cradle



Our company examines the life cycle of our products, from raw material extraction, manufacturing and transport to application, waste management and final disposal, and evaluates where Meecs can have an impact on this in order to better protect the environment.



## 13 UMWELT / NACHHALTIGKEIT

# Product Life Cycle Management

Our product development unit works with the objective of creating resource-friendly, energy-efficient products that fulfill our claim to sustainability.

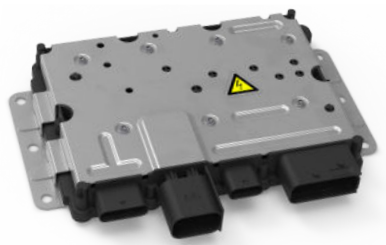
### Examples of our sustainable products:

#### 48V ECU (Electronic Control Unit)

The further development of our control unit to the 48V power supply.

Vehicles with a hybrid drive are becoming ever more important and widely used in the automotive industry. Melecs makes contributions in this field through the development of control units for the 48V supply circuit, which will be increasingly used in such vehicles in the future.

On the one hand, control units such as these are used to achieve a reduction in fuel consumption by supporting the combustion engine and recovering the braking energy, and on the other hand by making it possible to supply electric consumers with peak power outputs of more than 1 kW. Overall, CO<sub>2</sub> emissions can also be reduced in this way.

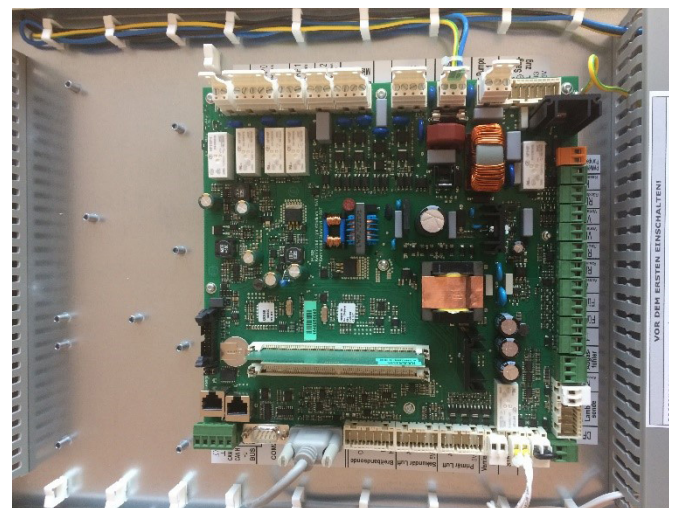


#### Efficient electric engine controls

Efficiency is extremely important for the engine controls developed and produced by Melecs. The design is conceived in such a way that efficiency during operation of the electric motor is maximised, while power consumption when deactivated (quiescent current) is minimized. This may be achieved with a suitable selection of electronic components in the power supply path as well as at the power outputs.

#### Heating systems (Product range for heating industry)

In the heating industry, there are two technological advances that are supported by our solutions: heating solutions based on renewable fuels and/or heat pumps help to reduce CO<sub>2</sub> emissions. After all, the heating of our homes is responsible for approximately 30 % of total CO<sub>2</sub> emissions in Austria.

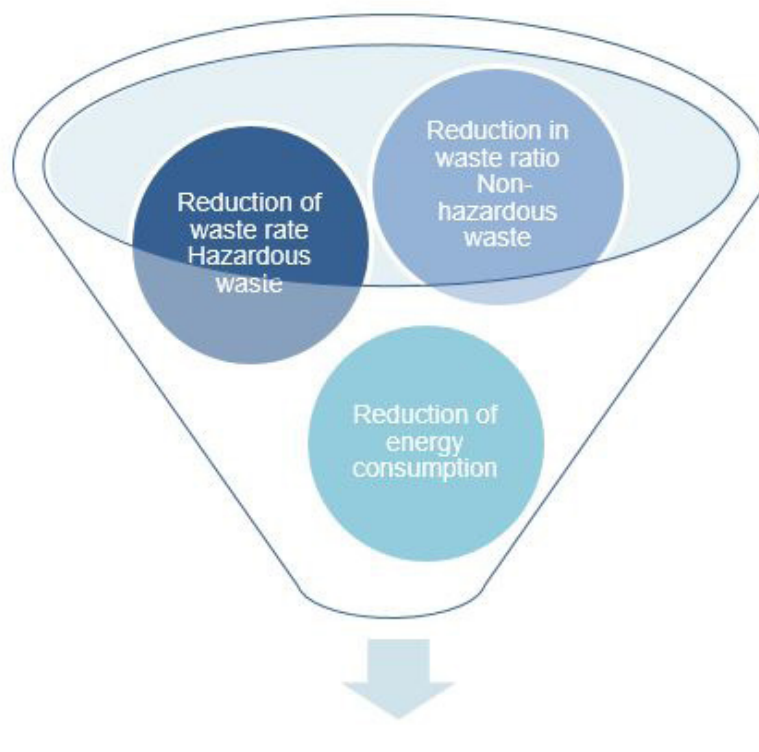


Heating systems are increasingly being connected to "smart home" solutions, meaning that local energy production (solar), fossil fuel generation and local consumers are integrated into an overall control system and can be optimally regulated in order to reduce the total energy requirement. This development, which is evolving under the title of "networking and IoT", is also being significantly driven by our solutions.

## 13 ENVIRONMENT / SUSTAINABILITY

# Our environmental goals

All phases of the corporate processes are monitored with the goal of continuously improving the environmental performance thanks to sustainable environmental management.



## Environmental program

The key areas of the environmental program are the reduction of energy consumption and the quantities of waste.

Our environmental performance indicators are defined each year.

# 13 ENVIRONMENT / SUSTAINABILITY

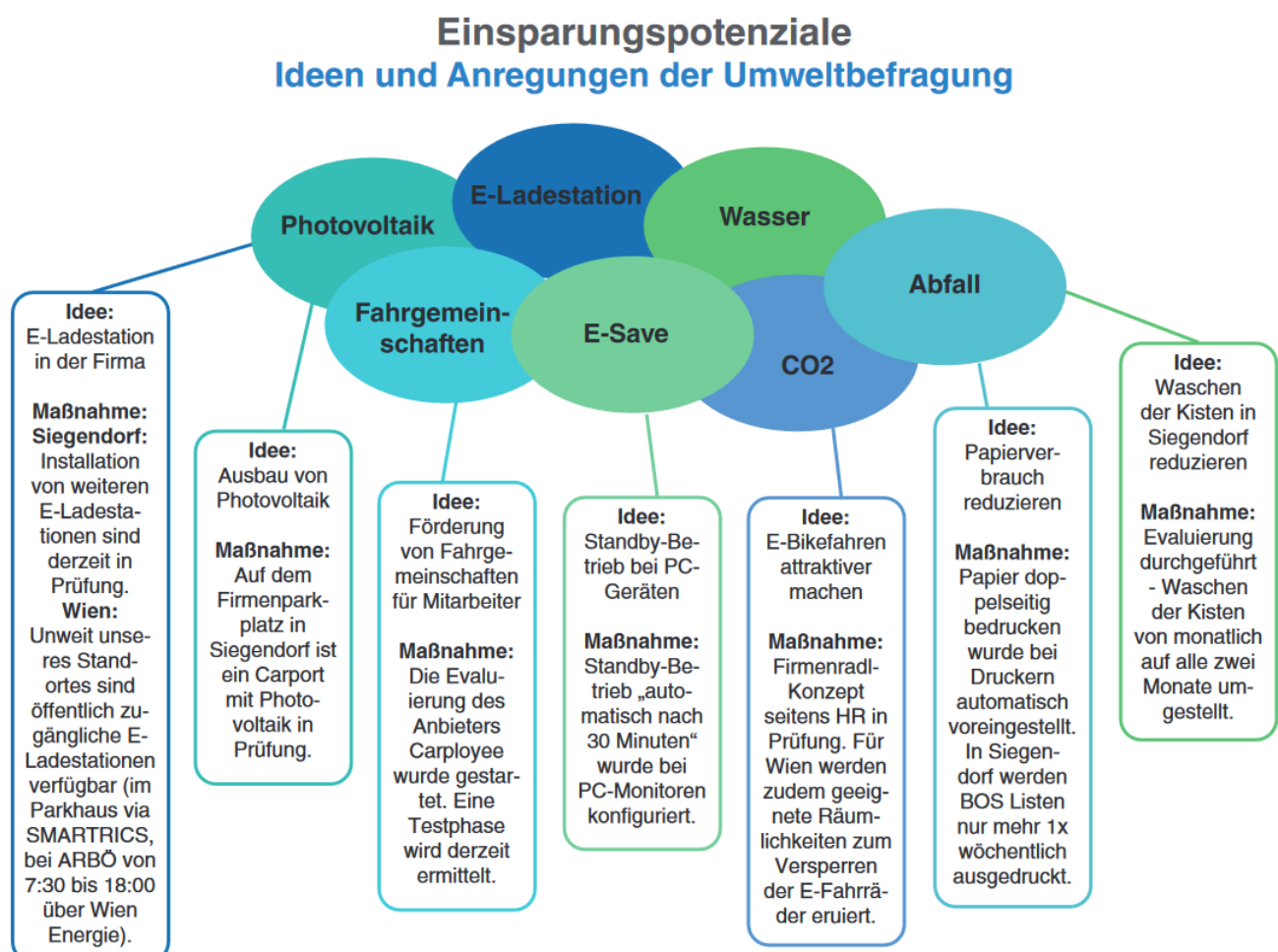
## Environmental protection measures in electronic plant Siegendorf/Austria

In 2022, an employee survey was conducted at the Austrian Melecs sites in Vienna, Siegendorf and Lenzing, on the subject of the environment. The survey was conducted online via SurveyMonkey during May 2022. 539 employees were invited to take part. The response rate amounted to 41.74%.

	MitarbeiterInnen	Teilnehmer	Rücklauf
<b>Siegendorf:</b>	<b>393</b>	<b>148</b>	<b>37,65%</b>
<b>Wien:</b>	<b>129</b>	<b>65</b>	<b>58,38%</b>
<b>Lenzing:</b>	<b>17</b>	<b>12</b>	<b>70,58%</b>
<b>Total</b>	<b>539</b>	<b>225</b>	<b>41,74%</b>

The environmental survey asked about environmentally relevant topics such as the use of different means of transportation to the workplace and whether there were any alternative options, e.g. carpooling. In addition, an open question asked respondents to share their ideas/suggestions for reducing water, electricity and CO2 emissions that could be implemented in the company.

Many useful ideas were collected through the employee survey. In addition, a number of potential savings were uncovered – some of which were implemented immediately.





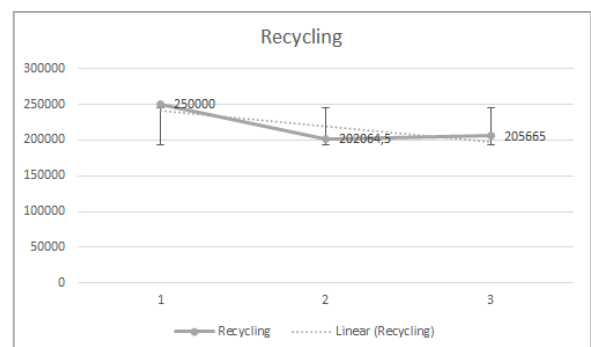
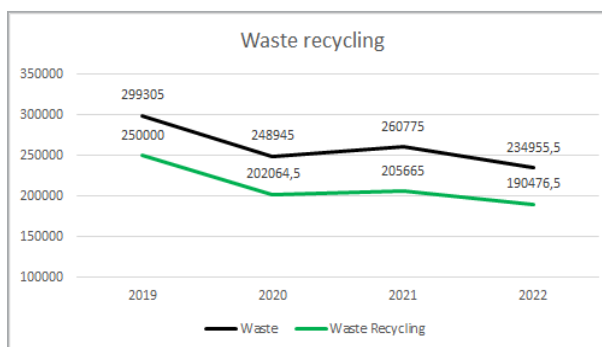
# 13 ENVIRONMENT / SUSTAINABILITY

## Environmental protection measures in electronic plant Siegendorf/Austria

### Waste reduction at Siegendorf site (BES):

#### Measures successfully implemented:

- Waste separation
- Awareness-raising through the use of learning streets
- Process optimization
- Reduction in paper consumption: preset of printers to double-sided printing by IT



### Energy reduction at Siegendorf site (BES):

#### Measures successfully implemented:

- Regular leak detection
- Awareness-raising through the use of learning streets
- Process optimization
- Frequency inverter machine extraction
- Temperature parameters have been adjusted: winter -1-2 °C / summer +1-2°C

### Water reduction at Siegendorf site (BES):

#### Measures successfully implemented:

- Urinal urinal installed without water
- Crate washing only in case of a negative wipe test ->  
Result: Crate interval reduced from 1 month to 2 months

# 13 ENVIRONMENT / SUSTAINABILITY

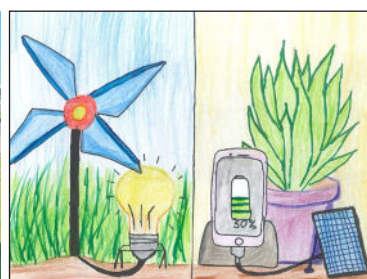
## ENVIRONMENTAL PROTECTION PROGRAM BEG

The year 2022 was all about environmental protection at the Melecs site in Győr!

The environmental protection program was launched in February 2022 and aimed to highlight and raise the profile of environmental protection initiatives at Melecs by involving employees. Through numerous ongoing activities such as quizzes, competitions and events, employees were encouraged to take a closer look at the topic of environmental protection and to become aware of the importance of environmental protection.

### Brief overview of the activities:

- February:** Launch of the environmental protection program at BEG
- March:** – Implementation of the **employee environmental initiative “Good Ideas Box”** to generate internal environmental ideas.  
Success: out of 11 ideas submitted, 3 ideas have already been successfully implemented. 2 of these are under development.  
– Call for **participation in “Earth Hour”** to raise the awareness of every individual for climate change and its negative effects.
- April:** Call for **“Earth Day” – painting competition + World Health Day**
- May:** National Cycling Breakfast – anyone who cycles to work is rewarded with a breakfast voucher.
- June:** Implementation of the **“1st Melecs Bike Tour”** on June 11, 2022 (34 km) + call for **“World Refill Day”**
- August:** Implementation of the **“Bring a bike to work” program** (see page 24)
- September:** Visit to the **“2nd Győr Climate Expo”** to gather new ideas that can be included in the Melecs environmental program.



# 13 ENVIRONMENT / SUSTAINABILITY

## Environmental protection measures in electronic plant Győr/Hungary

### Waste reduction at Győr site (BEG):

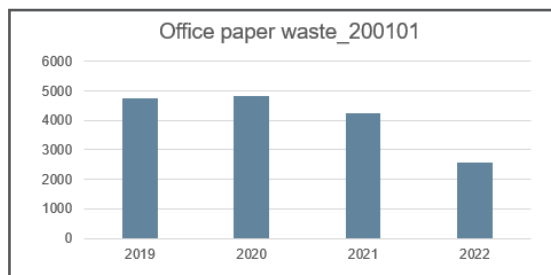
Waste is continuously monitored by management at the Győr site in Hungary so that immediate action can be taken if necessary.

#### Measures successfully implemented:

- **Reduction paper consumption:**

The following paper-saving measures were implemented in 2022:

- The „Think before you print“ initiative was successfully continued.
- Paper reduction in the production area:  
By using laminated 5S checklists in the offices and in the production area instead of printed checklists (-> fill out, scan, delete and reuse!) and by using SAB master lists instead of printed documents, between 80-90% of the previous paper consumption could be saved.
- Paper reduction in the maintenance area:  
the weekly and monthly maintenance checklists are laminated.
- Paper reduction in the AOI (Automatic Optical Inspection) area:  
Use of online forms instead of paper printouts (saving 15,000 pages/year)



**THINK  
BEFORE YOU  
PRINT**

- **Raising awareness by displaying energy awareness posters:**  
in highly frequented places of the company (canteen, kitchen, printer area)
- **Raising awareness by introducing a lecture on the topic of „waste separation“:**  
Competitions and prizes are used to create additional incentives for employees to collect and separate waste properly.
- **Annual online refresher training:**  
for all employees in the areas of environment, fire protection, occupational safety, personnel, IT, ESD, etc.
- **Distribution of an ECO Lunch Bag - as a gift for all employees:**  
This campaign was an attempt to offer employees a more environmentally friendly alternative to the conventional disposable packaging.





# 13 ENVIRONMENT / SUSTAINABILITY

## Environmental protection measures in electronic plant Győr/Hungary

### Waste reduction at Győr site (BEG):

#### Measures successfully implemented:

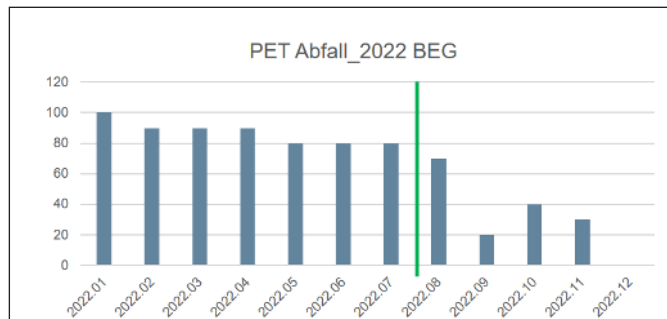
- **Implementation of a new water purification device:**

Commissioning in mid-August 2022 (test run by renting the machine)

This will reduce the quantity of PET bottles from 80 kg to 30-40 kg per month.

As an incentive for employees to drink tap water instead of mineral water.

Plan: Rental of additional machines for the plant area and the office area of the new building.



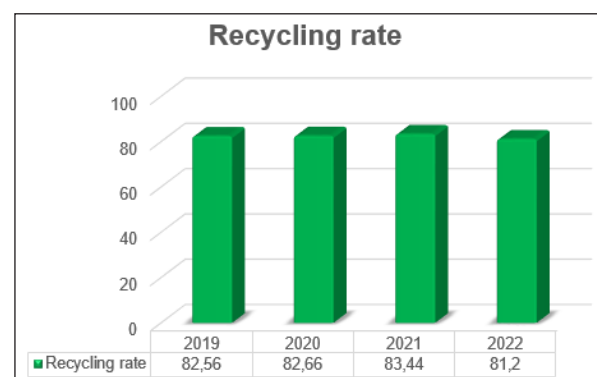
- **Implementation & training of the chemical spill process:**

If chemical liquids or solids are spilled, employees must take the right measures to be able to react safely and quickly in the event of danger. For this reason, an internal process was drawn up for this purpose, which was explained to employees in a training course.

Both production and office staff took part. 2 key factors were: the immediate use of protective clothing and the rapid + safe disposal of so-called disposal of so-called „hazardous waste“ in suitable hazardous waste containers.



#### Recycling rate from 2019 - 2022 in BEG



# 13 ENVIRONMENT / SUSTAINABILITY

## Environmental protection measures in electronic plant Győr/Hungary

### Energy reduction at Győr site (BEG):

The following measures were implemented in Győr in 2022 to reduce energy requirements.

#### Measures successfully implemented:

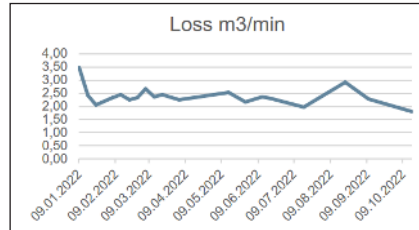
- **Raising awareness by introducing a presentation on the topic of „Saving energy“:**

A very useful presentation on energy-saving tips was put together at BEG. Competitions and prizes create additional incentives for employees to think about how they can save energy on a daily basis, both at work and at home.

- **Formation and deployment of a dedicated energy-saving team:**

An energy-saving team was formed at BEG consisting of the departments of Maintenance, Production and Quality Management. Joint coordination meetings are held every 2 weeks coordination meetings are held every two weeks to carry out the following checks:

- Detection of air leaks in the production area
- Continuous monitoring, improvement and repair
- Goal: Reduce losses by at least 30%
- As a result, 146 problems were detected and 135 of these were resolved
- Average loss in 2021: 4.04 m<sup>3</sup>/min., 2022: 2.41 m<sup>3</sup>/min.



- **Production:**

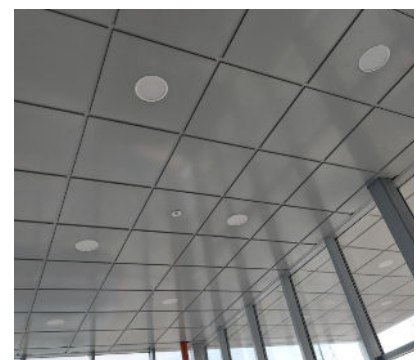
- Creation of an SAB instruction on shutting down the machines or standby mode (weekends, plant shutdown)
- Reduction in nitrogen consumption: 13% reduction achieved by cleaning the machines and preventive maintenance. By checking and resetting to the factory settings of the machines, the required amount of nitrogen was reset.

- **Installation of motion detectors:**

- LED lighting with motion detectors was installed in WC rooms, staircases, corridors, entrance areas and outside.

Return on investment: 1.3 years on average

Energy saved: around 6,670 kWh/year



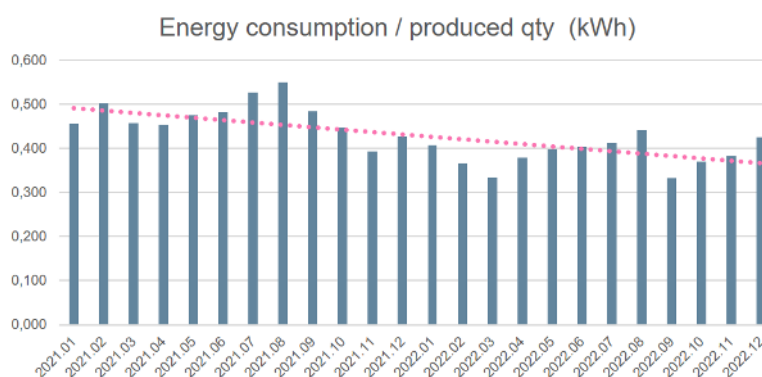
## 13 ENVIRONMENT / SUSTAINABILITY

## Environmental protection measures in electronic plant Győr/Hungary

### Energy reduction at Győr site (BEG):

- **Identification of further energy-saving potential:**

- Creation of an SAB instruction about the standstill/standby mode of the machines machines (weekends, plant shutdown) -> SAB1101
  - Creation of an SAB instruction on the heating time of the SMT oven -> SAB2122
  - Temperature control of the air conditioning in the office area: max. 26 degrees, automatic switch-off at 6 p.m.
  - Maintenance: Appointment of a person responsible for energy saving (this person is responsible for switching off the lighting, machines, etc.)
  - AZP machines consume a lot of energy, but these cannot be switched off. be switched off. Therefore, they are now put into stand-by mode, which saves energy.
- Production was continuous in December, so this action had to be suspended there. had to be suspended there.



- **Installation of a new air humidification system in the SMT area:**

- New, energy-efficient TechnoCooling system was installed
- Old Condair humidifier: 2 units, energy consumption 20 kWh/unit x 2 = 40 kWh
- New TechnoCooling humidifier: energy consumption 2 kWh
- Return on investment: 0.3 years on average
- Energy saved: approx. 47,304 kWh/year



- **Calculation tool for additional energy costs incurred at weekends:**

- If overtime is worked at the weekend, energy must also be expended
- Calculation tool helps to decide whether overtime is worthwhile or not

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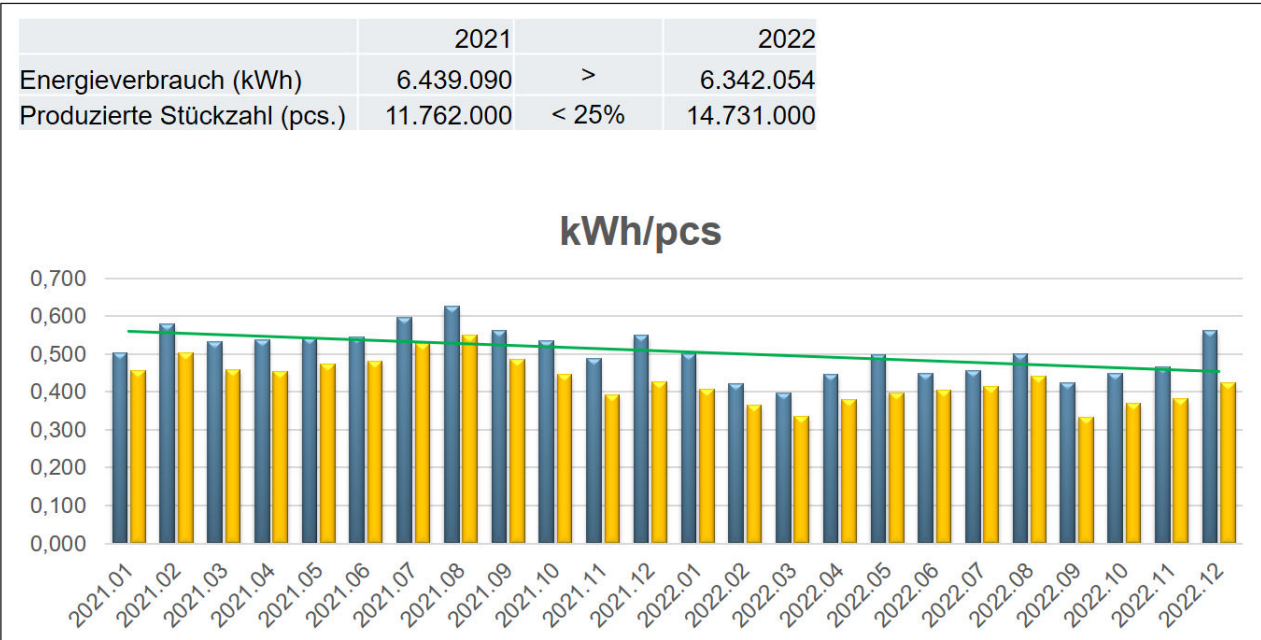


# 13 ENVIRONMENT / SUSTAINABILITY

## Environmental protection measures in electronic plant Győr/Hungary

### Energy reduction at Győr site (BEG):

ENERGY CONSUMPTION BEG FROM 01/2021 TO 12/2022

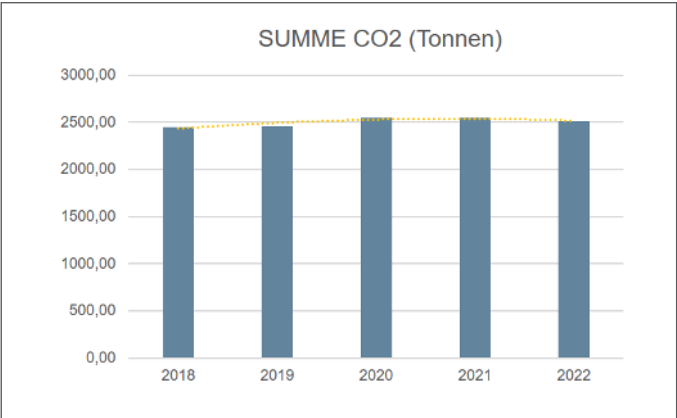


### CO2 footprint (BEG):

RESULTS FROM 2018 TO 2022

Jahr	Gas (kWh)	CO2 Gas (Tonnen)	Elektrizität (kWh)	CO2 Elektrizität (Tonnen)	Treibstoff (Liter)	CO2 Treibstoff (Tonnen)	SUMME CO2 (Tonnen)
2018	946.068	192,05	6.087.622	2.221,98	12.948	32,78	2.446,82
2019	824.545	167,38	6.197.790	2.262,19	11.839	29,98	2.459,55
2020	952.086	193,27	6.417.404	2.342,35	5.498	13,92	2.549,55
2021	929.214	188,63	6.439.090	2.350,27	2.015	5,10	2.544,00
2022	942.465	191,32	6.342.054	2.314,85	1.653	4,19	2.510,36

calculated for 2022: 2.356,9 tons



# 13 ENVIRONMENT / SUSTAINABILITY

## Environmental protection measures in electronic plant Querétaro/Mexico

### Waste reduction at Querétaro site (BEQ):

#### Measures successfully implemented:

- **Reduction in the amount of hazardous waste:**

- The Production and Maintenance departments are responsible for the cleaning services in BEQ responsible. A large amount of hazardous waste is generated in the cleaning area. For this reason, for example, efforts are made to keep the quantities of hazardous waste as low as possible. This hazardous waste is stored in a separate room and collected by an external supplier.



- **Reduction in the amount of non-hazardous waste:**

- Training for employees on the topic of waste separation for various materials such as plastic, paper, cardboard, metal, circuit boards, etc.
- The labeling and separation of non-hazardous waste is carried out at BEQ on a daily basis. This is done using a separate color system for easy identification of the different types of waste. This waste is recycled and later used for another product or service, thereby reducing product or service, thereby reducing the environmental impact.



### Energy and water reduction at Querétaro site (BEQ):

#### Measures successfully implemented:

- **Reduction of energy consumption:**

- The environmental goal in BEQ is to reduce electricity consumption to  $\leq 19$  USD/kWh. This is communicated regularly within the organization so that employees are aware of the impact and compliance with these targets. All light switches and computer computer screens are marked with a sign reminding people to turn off the lights and screens before leaving work areas.

- **Reduction of water consumption:**

- Monitoring of general utilities to identify possible water leaks
- Raising awareness among employees with regard to the correct and economical use of resources



# 13 ENVIRONMENT / SUSTAINABILITY

## Environmental protection measures in electronic plant Qu retaro/Mexico



### Health and safety week at BEQ

A health and safety week was held at BEQ in April 2022. Various activities such as presentations, interactive training sessions and competitions were held to familiarize employees with the topics of safety and the environment.

In addition, the annual training on first aid measures at the workplace was carried out in accordance with Mexican safety regulations. The employees at BEQ participated very actively and showed great interest in this topic.

### Annual fire, evacuation and first aid drill

Health and safety at the workplace is a very important issue at BEQ and is also a key requirement of safety regulations in Mexico. For this reason, a fire safety training course supervised by the local fire department was held at BEQ and was successfully completed.

In the course of this training, the employees were also taught the correct and safe use and handling of fire extinguishers, which is very useful and important in order to be able to react quickly in an emergency.







## 13 ENVIRONMENT / SUSTAINABILITY

### Environmental protection measures in electronic plant Wuxi/China



#### Annual fire, evacuation and first aid exercise

In November 2022, BEW conducted a fire, evacuation and first aid exercise in accordance with the fire safety regulations of the Jiangsu Province. This was successfully completed.



#### Annual inspection of the exhaust system

At the Wuxi Electronics Plant, the exhaust system is serviced and inspected once a year. During this process, the filter system of the Plant is replaced and a professional inspection by external experts takes place. According to the Environmental Protection Agency's 2021 review, all indicators meet standards. The means the permit was successfully granted by the Environmental Protection Agency.





# 13 ENVIRONMENT / SUSTAINABILITY

## Environmental protection measures in electronic plant Wuxi/China

### Renewal of the certificate of authorization for the discharge of pollutants and radiation safety

At the end of 2022, the requirements for official approvals were checked and fulfilled at BEW. The permit for the discharge of pollutants and the permit for radiation protection were approved.



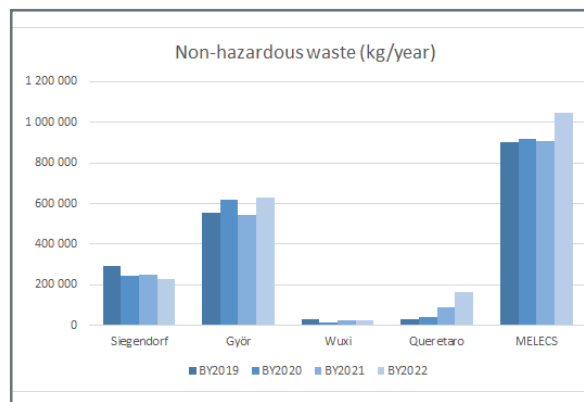
### Approval according to ISO 14001 successfully granted

BEW received ISO 14001 certification at the end of 2022.

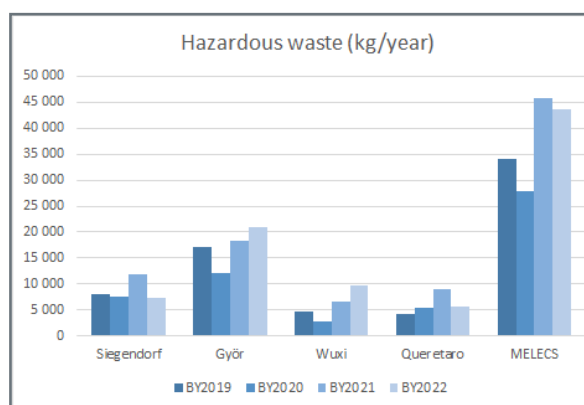


# 14 KEY FIGURES

Non-hazardous waste (kg/year)				
	BY2019	BY2020	BY2021	BY2022
Siegenderhof	291 229	241 365	248 927	227 742
Győr	553 828	620 459	543 920	629 685
Wuxi	28 115	15 991	23 231	25 533
Querétaro	28 379	41 649	89 893	166 124
MELECS	901 551	919 464	905 971	1 049 084



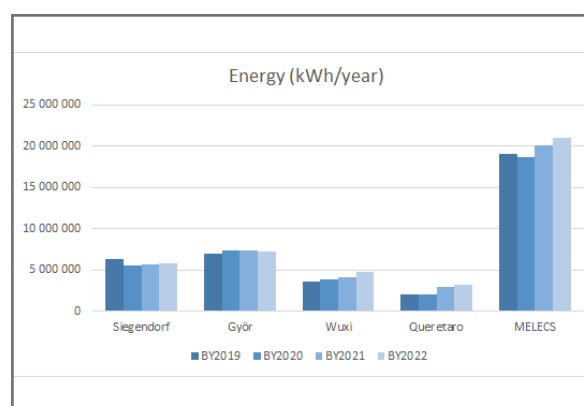
Hazardous waste (kg/year)				
	BY2019	BY2020	BY2021	BY2022
Siegenderhof	8 076	7 580	11 848	7 214
Győr	17 044	12 063	18 346	21 015
Wuxi	4 750	2 720	6 570	9 740
Querétaro	4 132	5 423	9 019	5 701
MELECS	34 002	27 786	45 783	43 670



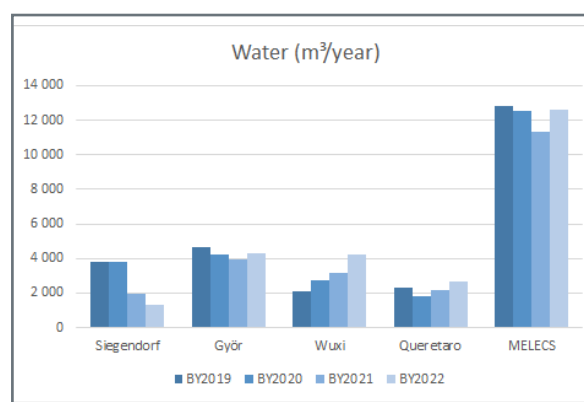
Energy (kWh/year)				
	BY2019	BY2020	BY2021	BY2022
1 Siegenderhof	6 376 286	5 487 220	5 675 000	5 848 450
Győr	7 022 334	7 369 490	7 368 304	7 284 519
Wuxi	3 545 405	3 872 807	4 108 300	4 694 733
2 Querétaro	2 086 700	2 011 773	2 900 590	3 145 464
MELECS	19 030 725	18 741 290	20 052 194	20 973 166

1 Electricity from 100 % renewable energies  
(wind energy, hydropower,...)

2 Energy from 100 % renewable energies (hydropower)



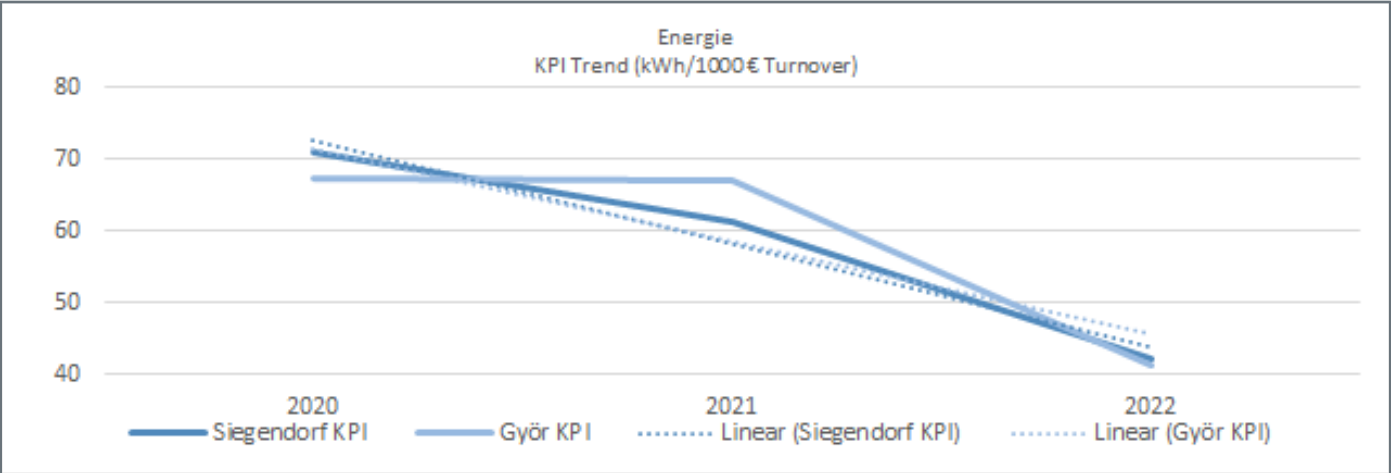
Water (m³/year)				
	BY2019	BY2020	BY2021	BY2022
Siegenderhof	3 771	3 781	1 971	1 339
Győr	4 653	4 253	3 974	4 310
Wuxi	2 080	2 713	3 187	4 239
Querétaro	2 303	1 802	2 194	2 696
MELECS	12 807	12 549	11 326	12 584





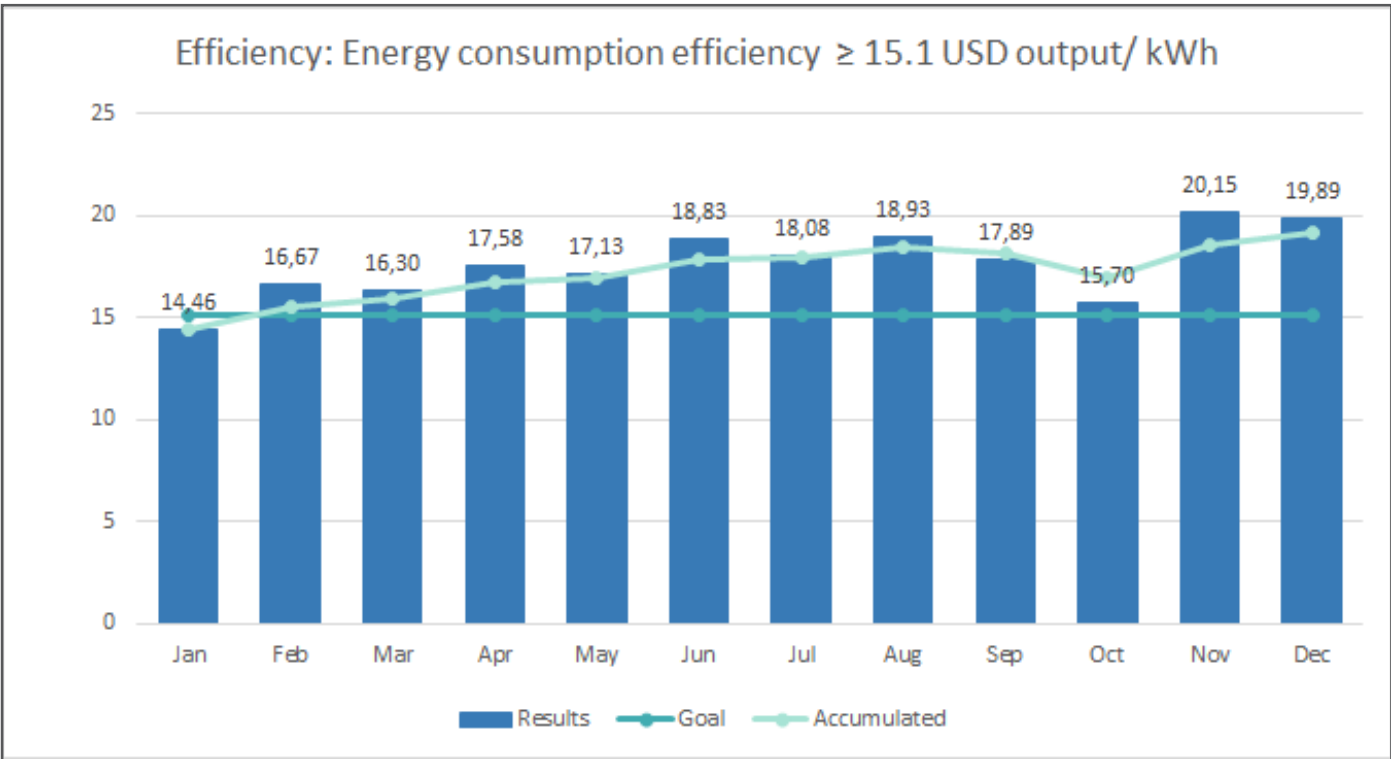
# 14 KEY FIGURES

## Our environmental targets - KPIs (Key Performance Indicators) BY2022



### Reduction of total energy consumption

BE Siegendorf: Target: < 62 kWh /1000 € turnover / Result: 42,18 kWh /1000 € turnover  
BE Győr: Target: < 69 kWh /1000 € turnover / Result: 41,22 kWh /1000 € turnover

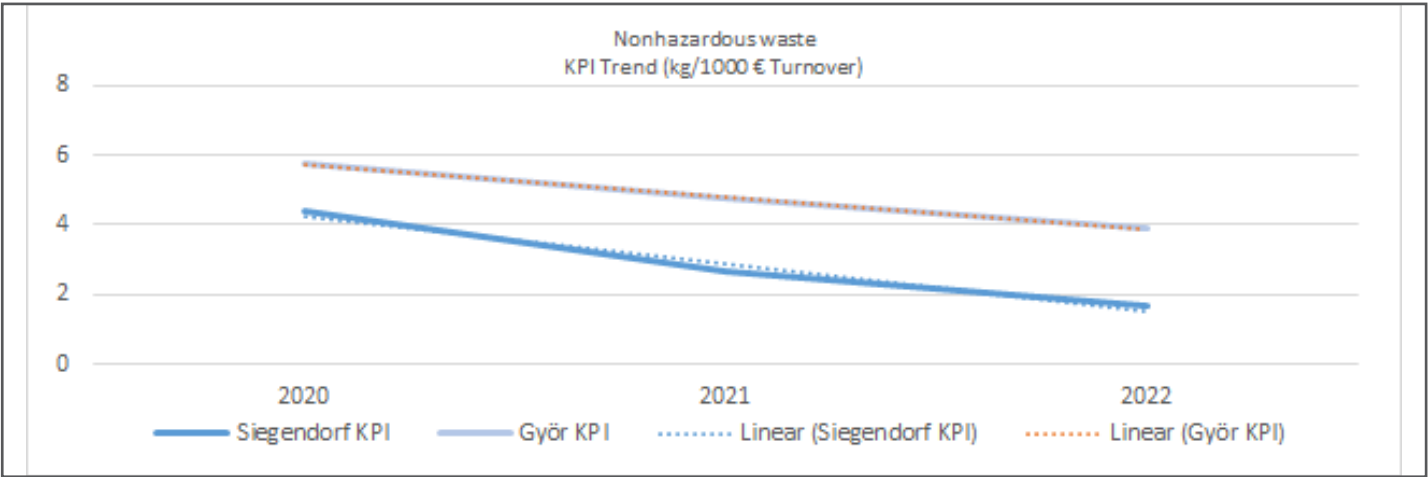


### Reduction of total energy consumption

BE Querétaro: Target:  $\geq 15,1$  USD output/ kWh / Result:  $\geq 17,7$  USD output/kWh

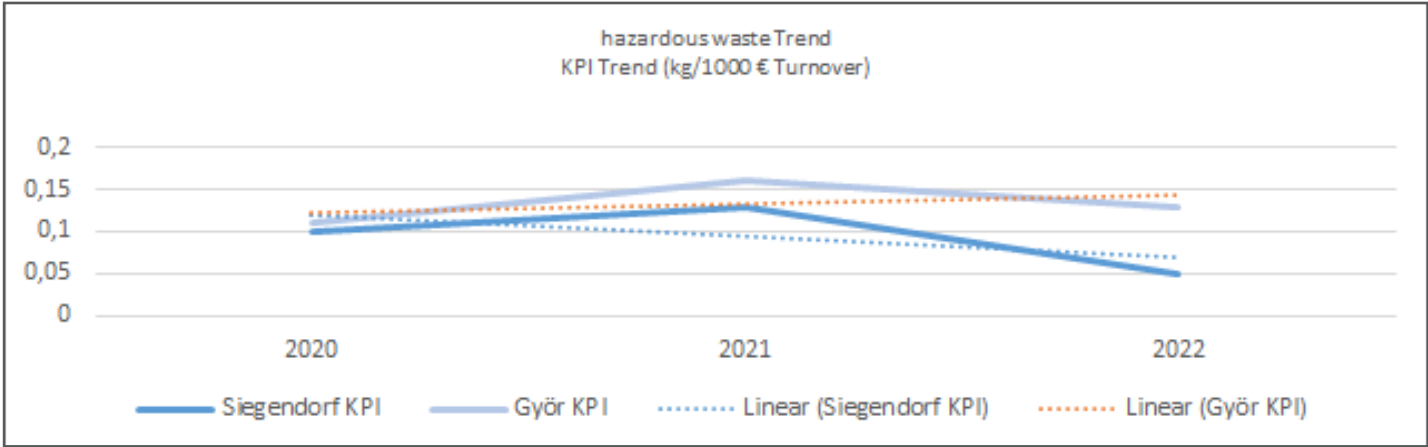
# 14 KEY FIGURES

## Our environmental targets - KPIs (Key Performance Indicators) BY2022



### Reduction of the non hazardous waste

BE Siegendorf: Target < 3,1 kg /1000 € turnover / Result: 1,64 kg /1000 € turnover  
BE Győr: Target < 6 kg /1000 € turnover / Result: 3,89 kg /1000 € turnover



### Reduction of hazardous waste

BE Siegendorf: Target < 0,06 kg/1000 € turnover / Result: 0,05 kg /1000 € turnover  
BE Győr: Target < 0,17 kg/1000 € turnover / Result: 0,13 kg /1000 € turnover

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GZO - Technologiestrasse 1  
7011 Siegendorf, Austria  
office\_ews@melecs.com

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