

CSR-REPORT

Corporate Social Responsibility
Melecs Group
Financial Year 2023

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FOREWORD

The world continues to face profound geopolitical and economic challenges. The war in Ukraine is causing immeasurable human suffering and presenting Europe with complex energy policy and economic problems. At the same time, tensions in the Middle East are exacerbating uncertainty and increasingly dividing the world into rival power blocs. While the USA defends its supremacy, the BRICS states are striving to realign the global balance of power and challenge the supremacy of the Western powers.

In this tense environment, the latest developments in the USA - such as the announced withdrawal from the Paris Climate Agreement, the renewed focus on fossil fuels and the planned withdrawal from the WHO - show how fragile international cooperation has become. This erosion of joint efforts is particularly alarming when it comes to key global challenges such as climate change.

But despite these uncertainties, **Melecs remains determined to play its part in tackling the climate crisis**. This is undoubtedly one of the greatest challenges of our time and requires decisive and collective action. More than ever, it is important to promote the responsible use of resources, develop innovative and sustainable solutions for our customers and anchor sustainability as a cornerstone of our corporate culture.

Our customers are also placing ever greater demands on us to **make sustainability the focus of our actions** - be it through the demand for CO2 footprint analyses, the optimization of the environmental footprint of our products or through clear specifications in their procurement guidelines. At the same time, future reporting obligations on **environmental, social and governance (ESG) issues** will create a solid basis for us to continue along this path and **actively shape sustainable change**.

Melecs has also made significant progress on this path in 2023. **Our ESG system is currently being finalized and will help to embed sustainability even more firmly in all our processes and decisions**. We are proud that many relevant topics are already actively practiced in our company and that **sustainability is more than just a goal - it is an integral part of our daily activities**.

The challenges that lie ahead are enormous - but we are convinced that we can make a positive difference by working together. **Let us continue to shape a more sustainable and responsible future with determination and commitment**.

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

Mag. Bernhard Pulferer
CEO Melecs EWS



1 WHAT DOES SUSTAINABILITY MEAN

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



Climate Action



Decent Work & Economic Growth



Industry, Innovation & Infrastructure



Responsible Consumption & Production



3 MELECS ESG PROGRAM

In 2023, Melecs started to implement ESG on a voluntary basis, years before legal obligations.

As a company, we take responsibility for our employees and business partners, and to a high degree also for society and the environment. Melecs' activities include ethical, environmental and social initiatives.

„Slowing and mastering climate change sustainable development is undoubtedly one of the greatest challenges of our time. Each of us has to contribute to keep the degree and effects of climate change natural resources as low as possible – for the sake of the coming generations. On the one hand, we can contribute through careful, frugal use of resources in all areas of our work; on the other, we can lead positive change through innovative product solutions in all our business areas. Future corporate reporting requirements on sustainability reinforce the need to intensify the focus on these issues.”

We started a collaboration with the Department of Applied Sustainability at the Széchenyi Egyetem - University of Győr in 2022 to act for sustainability with real and effective measures. In line with this, we aimed to cover ESG (environmental, social and governance) processes, new requirements and standards by **creating an internal sustainability expert position**, which is filled **since May 2023**.

Due to the complexity and cross-disciplinary nature of ESG issues, sustainability cases are handled across multiple sites and departments.

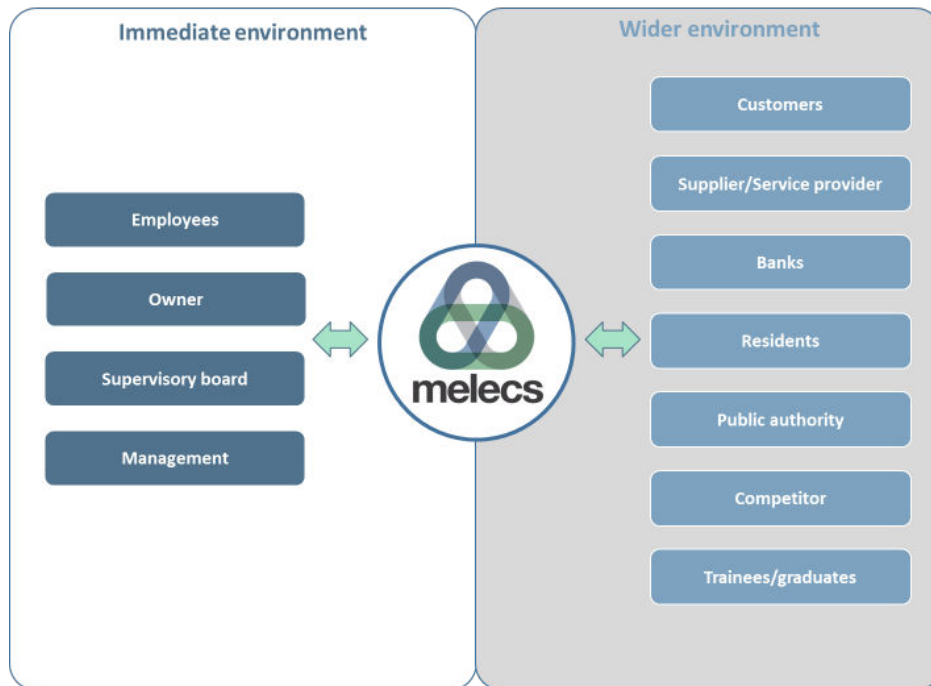
Immediate team

- o Environmental Management Representative
- o Sustainability Expert
- o Sustainability Consultant - external
- o Responsible: Executive Quality Officer / Chief Executive Officer

Furthermore it involves HR, Procurement, Logistics, IT, Finance and other relevant departments in the elaboration of specific projects.

To tackle the sustainability challenges, **stakeholders are analysed to identify the nature and level of their involvement.**

3 MELECS ESG PROGRAM



We have created a **sustainability questionnaire for our stakeholders**, which we shared on our website. In this way we want to engage and **collaborate with our valued partners to develop a truly effective ESG program**.

Meanwhile, the Melecs Group is also preparing for the **reporting obligations under the CSRD Directive**. The necessary data and information collection has started and a double materiality assessment has been carried out to identify which sustainability issues are relevant to us. Based on the results of this analysis, the **ESG program will be developed** and its elements will be presented in the ESG report in the future.

One element of this is to prepare a detailed GHG inventory to measure the company's direct and indirect emissions. This includes CO2 emissions from the entire value chain and products. The calculation is carried out in accordance with standards by a third party.

By providing a responsible workplace, a safe environment and training opportunities for our employees, we want to ensure the right conditions for all.

Through long-term planning and forward-looking strategy development, we strive to provide innovative solutions for sustainable, legal and competitive business growth.

3 MELECS ESG PROGRAM



ESG program



- **Climate change**
- **Energy management**
- **Substances of concern**
- **Waste management**



- **Health & Safety**
- **Education & Training**
- **Equal treatment and opportunities for all**



- **Corporate culture**
- **Management of relationships with suppliers**



4 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 513 million euros and around 1900 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.

5 OUR PHILOSOPHY

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.

6 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.

7 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.



7 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.

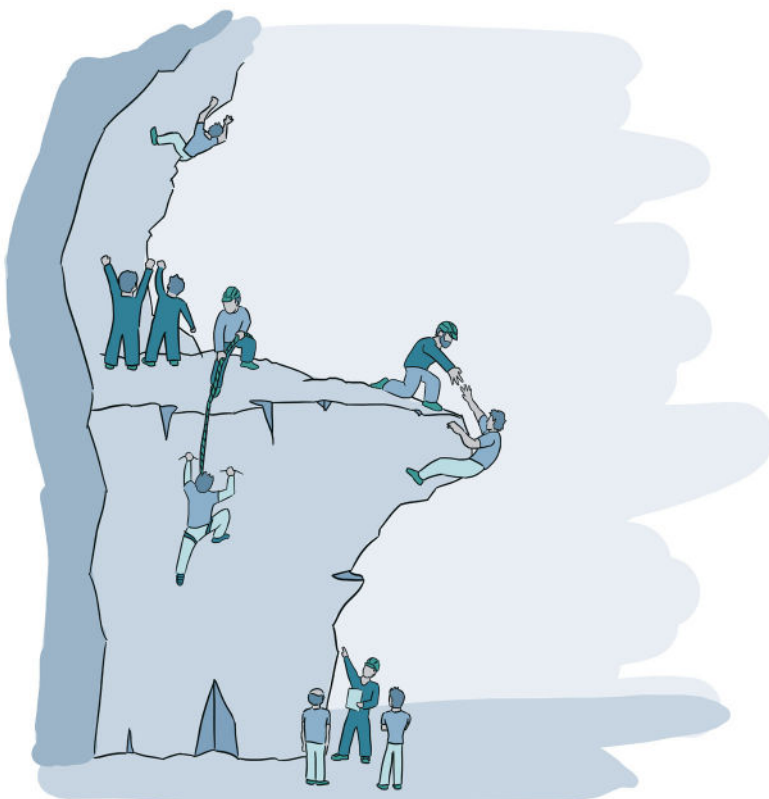
“Release your potential”

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.





7 EMPLOYEE DEVELOPMENT

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

Employee Survey „Voices of Melecs“

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

No employee survey was conducted in 2023 - the next employee survey will take place in 2025. Employee surveys will also be conducted again in 2025 at the other Melecs plants outside Austria.

Initiative „JobBike“

In response to the results of the last employee survey on the environment, Melecs has been offering all employees in Austria the opportunity to purchase a job bike conveniently and inexpensively via Melecs since March 2023. This innovative mobility offer underlines our commitment to sustainable mobility and health in the workplace. Employees ride the bike whenever they want: to work, in everyday life, on vacation or for sports.

The job bike program enables our employees to lease an individual bike or e-bike of their choice at a reasonable price and with tax benefits. The aim is to promote environmentally friendly transportation and at the same time contribute to the reduction of CO2 emissions.

With this initiative, we are not only making a contribution to sustainability, but also promoting the health and well-being of our employees. Numerous colleagues are already taking advantage of the opportunity and benefiting from the advantages of the job bike program.



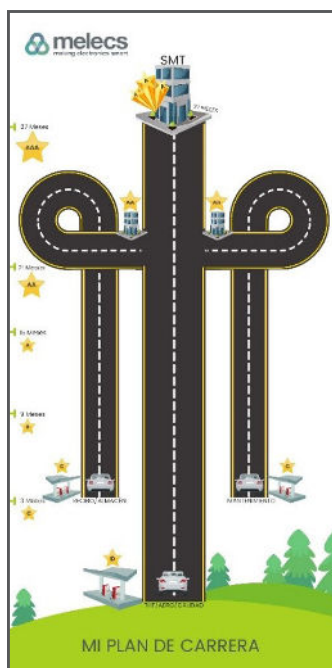


7 EMPLOYEE DEVELOPMENT

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 Internal Knowledge Sharing Program has been running at BEW since 2019 and was also successfully completed in Wuxi in 2023. A total of 7 courses were offered in different areas of knowledge, with both the lecturers and participants being able to exchange valuable knowledge. The courses also included a lot of practical content that helps employees in their daily work.



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

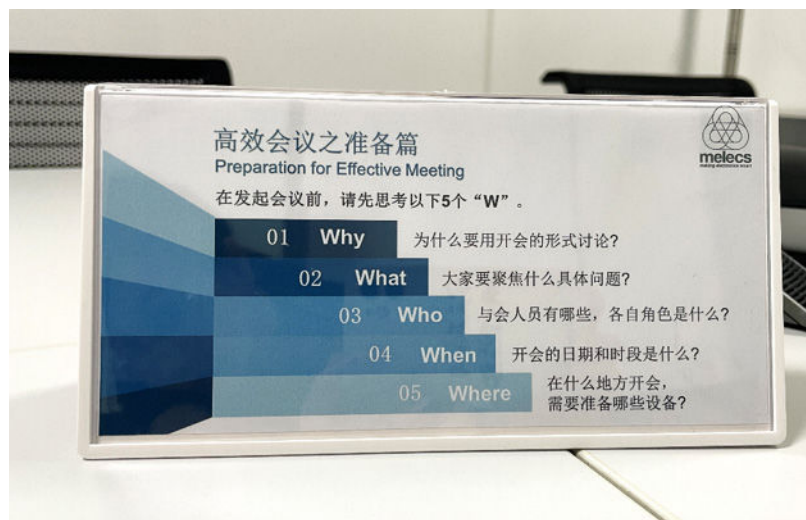


7 EMPLOYEE DEVELOPMENT

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.

HR training “Effective meeting management” in BEW

In order to deepen knowledge on the subject of “Effective meeting management”, a guideline for the organization and implementation of effective meetings was drawn up in BEW. The content of this topic was passed on to employees in a presentation so that they could share their experiences. This training measure enabled the employees to gain important experience and ultimately integrate it sustainably and effectively into their day-to-day work.



Melecs „Leadership Academy“ in BEQ

Melecs BEQ launched a leadership academy for middle management in 2023 to provide employees with the leadership skills they need to be a good leader and continue to promote a good working environment within the company.

8 AWARDS

Melecs was rewarded with the following prizes and awards in 2023.

Award “2nd place at Austria’s Leading Companies Award 2023” for Melecs BES

As part of the “Austria’s Leading Companies 2023” business competition in Burgenland, Melecs 2023 was awarded second place in the “Large Companies” category!

“Die Presse”, PwC Austria and KSV1870 awarded Austria’s most successful companies for the 25th time at Esterházy Castle in Eisenstadt with a prize that has now established itself as the secret ‘Oscar of the economy’. The companies are assessed using a weighted system of key figures, with turnover and earnings growth over the past three years being the decisive factors.



Award “Vienna Quality Seal TOP Training Company” for Melecs BES

The “TOP Apprenticeship Company” quality seal is a prestigious award given to companies that stand out for the outstanding quality of their apprenticeship training. In 2023, Melecs was honored with this coveted label, underlining our commitment to the highest training standards and the promotion of young talent. The quality seal is awarded for a period of four calendar years.



The seal is a visible sign of our efforts to offer training at the highest level and stands for quality, innovation and responsibility in apprentice work.



Award “Innovative HR Manager of the Year 2023”

Katalin Kissné Sághegyi, Head of HR at Melecs' Győr site, was presented with the “Innovative HR Manager of the Year 2023” award in November 2023.

We are proud not only to impart technical knowledge to our apprentices, but also to support and encourage them personally along the way. This award confirms our role as a reliable partner for the skilled workers of tomorrow and motivates us to continue investing in the future of our young talent.



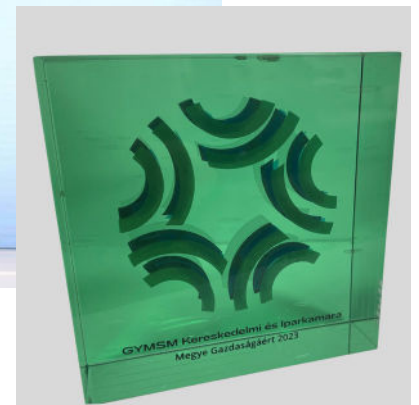
8 AWARDS

Melecs was rewarded with the following prizes and awards in 2023.

Award from the Chamber of Commerce and Industry for Melecs BEG

The Chamber of Commerce and Industry of Győr-Moson-Sopron County honored Melecs Győr with the Kisalföld Prestige Award. This prize is considered one of the most prestigious business awards in the region and recognizes entrepreneurial and professional achievements as well as economic and human role models.

At the award gala on November 16, 2023, Szilveszter Tóvizi accepted the award on behalf of Melecs Győr. The Kisalföld Prestige Award is a trademark that can only be earned by leading by example. The dynamic development of the Győr electronics plant over the past 13 years has contributed to the fact that our company has become an active participant in the economic life of Győr and the number of employees has increased five-fold since its foundation.



Melecs Győr is particularly proud of its continuous development and value creation, which has contributed to the economic success of the region and the Melecs Group. Recently, with the support of the government, the 4th development phase of the plant expansion in Győr was completed, which was accompanied by the ceremonial opening of the new factory hall. A further aim is to fill the hall with life as quickly as possible and give it substance so that it can offer another 120 people a permanent job in the future.



Award for Melecs BEW

In November 2023, the “2023 China Europe (Wuxi) Industrial Innovation Cooperation Conference” was held in Wuxi, during which the “China Europe Industrial Innovation Zone” was opened in Wuxi. The theme of the conference was “Intensifying cooperation between Chinese and European companies in the fields of technology, industry, education and other aspects”. During the conference, 20 companies from Wuxi - including Melecs - were honored as “Excellent EU Company in Wuxi”.



9 QUALITY AWARENESS

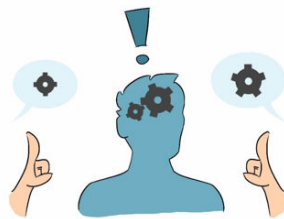
Quality is one of the most important topics in the company and will continue to be an ongoing focus at Melecs.

Quality mindset

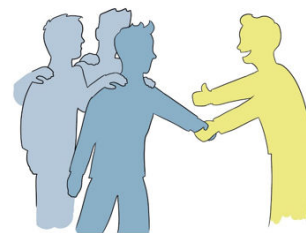
In our industry, it is essential to embody quality every single day. This is why we ran the Quality Mindset Programme once again in the 2023 financial year.

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.



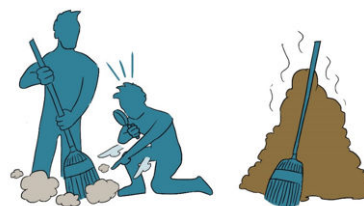
Understand the external & internal customer requirements



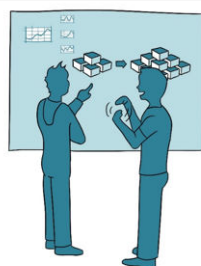
Everyone has influence on external customers



Open & honest communication



Assume responsibility & commitments

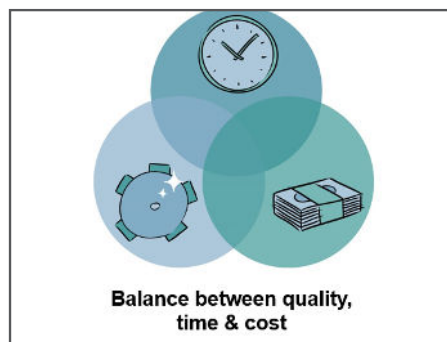
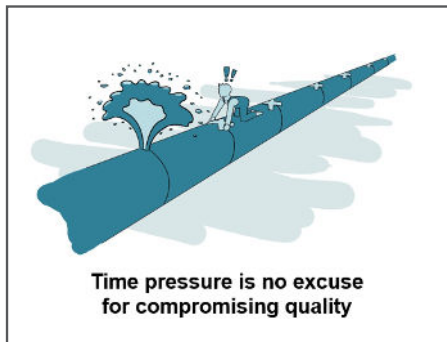
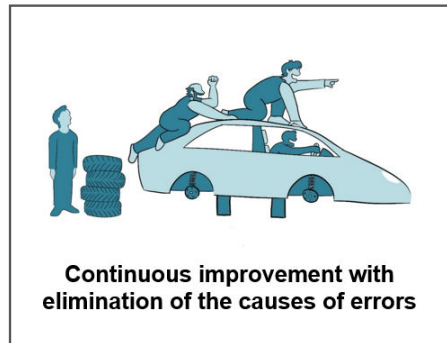
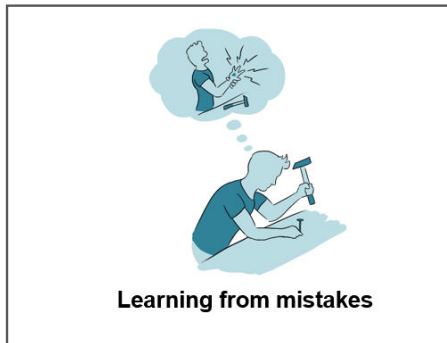


Mutual trust & taking initiatives



Using your own initiative to acquire the necessary skills

9 QUALITY AWARENESS



“Quality Month” initiative in BEW

In September 2023, the Wuxi Business Entity once again launched a month-long “Quality Month” initiative to strengthen the quality awareness of all employees and ensure that all employees pay attention to product quality with the aim of achieving continuous improvement.

The main focus of this initiative was to improve quality management and create excellence.





10 SOCIAL COMMITMENT

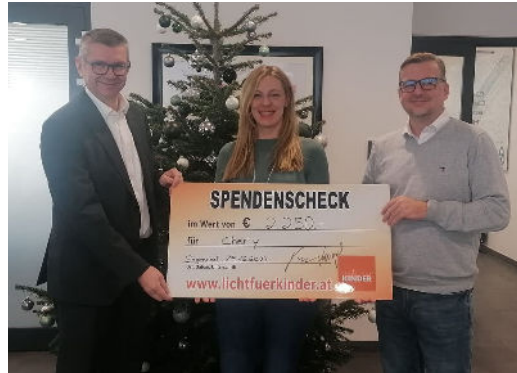
Melecs gets involved where employees live and work, and supports initiatives in the regions surrounding the locations with donations and sponsoring.

Christmas donation 2023

As every year, Melecs once again supported a social project in 2023. This year, EUR 5,000 was donated to the Petz Aladár County Hospital Győr.

The money will go to the LURKÓ Foundation for the hospital's children's ward. Special humidifiers were purchased for the neonatal ward and an air purifier for the pediatric outpatient clinic.

The donation - which was distributed this year from our location in Hungary - was handed over to Bernadett Zajovicsné Vizer, Managing Director of the LURKÓ Foundation Győr, by Katalin Kissné Sághegyi and Szilveszter Tóvizi.



Charity Punsch Siegendorf 2023

At the beginning of December 2023, the traditional Melecs charity punch stand was once again held for employees and their families. 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".

A total of EUR 2,250 was raised for the organization and little Cherry from southern Burgenland.

Business Run 2023

On September 7, 2023, it was time again - the Wien Energie Business Run took place for the 22nd time and Melecs was there again this year. 16 teams of three from the Vienna, Siegendorf and Győr sites took to the starting line for Melecs and duly represented our company with team spirit and good humor. The 2023 running event took place for the first time at a new location, the Danube Island. A very nice location. We will be there again in 2024.



10 SOCIAL COMMITMENT

GSAM Team Event 2023

The GSAM summer party took place for the third time in June 2023 at its usual location, the Vienna City Beach Club (VSBC). Colleagues from the BUs, CE, R&D and Sales came together in fantastic summer weather conditions for a chilled chat, shared food and drink and a cozy get-together.

The atmosphere on the VCBC beach was excellent. With the sun shining brightly and accompanied by cool drinks, the atmosphere was really relaxed. Of course, there was also an opportunity for sporting activity this year at the annual beach volleyball tournament, in which 6 teams of 5 players took part. The opportunity to cool off in the new Danube was also used extensively. The GSAM summer party will remain a fixed date in the Melecs calendar of events in the coming year.



1st Melecs Summer party 2023

At the beginning of June 2023, the 1st Melecs summer party took place on the grounds of the Viva State Sports Center in Steinbrunn in Burgenland. The weather gods were kind to us and in bright sunshine we were able to spend a sporty and cozy afternoon together with around 230 employees from Siegendorf, Vienna and Lenzing! The atmosphere was excellent and the various sports activities and tournaments in the categories of football, beach volleyball and boccia were very popular. The summer festival was a complete success and will be continued in 2024.



10 SOCIAL COMMITMENT

BEW end-of-year party 2023

In 2023, the electronics plant in Wuxi once again held its annual end-of-year party as part of the traditional Chinese New Year celebrations. The colleagues from Melecs Wuxi had a lot of fun together with karaoke and funny dance performances.



BEQ end-of-year party 2023

As every year, BEQ organized a celebration for all employees at the end of December 2023 to thank them for their efforts and commitment throughout the year. All participants enjoyed the good company, music, food and gifts.



Christmas party 2023 Melecs BES

The traditional Melecs EWS Christmas party took place again in December 2023. The usual venue at Lake Neufeld in Burgenland was chosen as the event location. The employees enjoyed a wonderful Christmas evening with a raffle, photo box and a delicious buffet.



10 SOCIAL COMMITMENT

HR Family Day in BEW

In summer 2023, Wuxi hosted the HR Family Day. Numerous family members of employees at the Wuxi electronics plant took the opportunity to gain an insight into the day-to-day work of their relatives. The office and production facilities were open for inspection and left a positive impression on the visitors. The day was rounded off with a variety of fun activities, ensuring that everyone had a good time at Melecs.



“Melecs Likes” campaign in BEW

The “Melecs Likes” campaign was launched at BEW to encourage all employees to actively communicate with and learn from each other. The purpose of this campaign is to actively write compliments that you would like to give to a colleague on a post-it note and place them on the Likes wall. Employees who praise or are praised by others on this wall receive points for each compliment. The three employees with the highest number of points are rewarded with small gifts. This campaign has been very well received and transfers positive energy to colleagues and their workplace.



10 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 2023. 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 2023 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 campaigns in BEG

Every year in February, a blood donation campaign is organized in Győr. Employees can take 2 hours off work and take part in the blood drive at the hospital.





10 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

In August 2023, BEG launched a program to reduce the financial expenses associated with starting school for some of our employees. Various backpack sets for primary school children were put together and handed over. We are delighted that we were able to make a contribution to the children starting school and also support our colleagues.



Small gifts for special occasions in BEG

Special festive occasions are always important in Győr and are therefore particularly appreciated. These occasions are used to give employees at the site a little treat with small gifts. In 2023, 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 happy.



Action on the theme "Pink October"

"Pink October" is a series of events aimed at raising awareness of breast cancer and its prevention. Melecs also joined this initiative in 2023. Melecs is committed to supporting the fight against breast cancer at all levels. Numerous colleagues from the BEG joined together to form an action group to actively fight for breast cancer prevention at Melecs.



10 SOCIAL COMMITMENT

BEG Action “Hike for a Cause”

In 2023, BEG once again launched a special fundraising program - a so-called walk for a good, charitable cause. For every kilometer walked (10 km in total), HUF 500 was donated to the Sün Balázs daycare center 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 colleagues from BEG who joined the walk.



BEG Christmas donation with charity cookie market

In December 2023, the traditional charity cookie market was once again held at BEG - employees from Győr were invited to use their cookie baking skills for a good cause. Everyone could bring their cookie creations to sell on site - the proceeds from the cookie sales were then donated to a good cause. More than 40 employees supported this charity campaign and around 200,000 HUF was collected in donations for families in need.





10 SOCIAL COMMITMENT

BEG competition “Drawing for Santa”

Just in time for the Christmas season, BEG once again launched a drawing competition for the children of BEG employees in 2023. The children were once again extremely creative and had a lot of fun designing their drawings. A total of 66 drawings were submitted. The top three drawings were awarded prizes, but none of the children went away empty-handed - every participating child received a Santa bag, which the children were delighted to receive.



bike to work



“Cycle to work” campaign in BEG

As already successfully carried out in 2022, the “Cycle to work” campaign went into another round in BEG in 2023. Over a period of 5 months, more than 60 colleagues from Győr cycled to work, covering a total distance of over 8,300 km. Not only good for their health, but also to protect the environment by saving the earth 2,400 kg of CO₂ emissions!

Another highlight for Győr in 2023 was the application to become a “bi-cycle-friendly workplace” and the construction of a new, larger bicycle parking area with a roof.





10 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.



Fundraising campaign 2023 in BEQ

A toy and clothing donation campaign was held in BEQ during the December holidays. The collected donations were distributed to boys and girls from a low-income community. The children were delighted with the gifts.

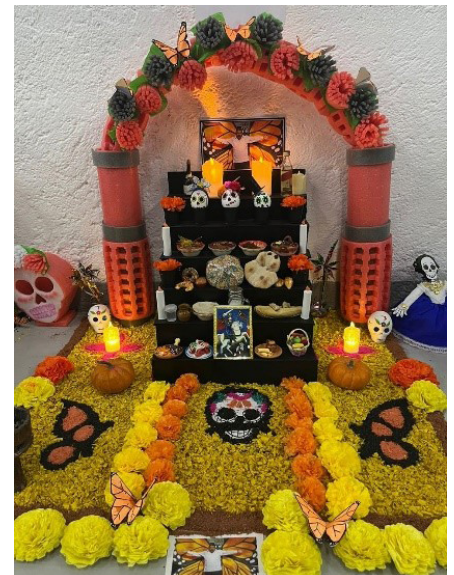




10 SOCIAL COMMITMENT

Celebrating special events at BEQ

To motivate employees and give them the feeling of being part of the Melecs family, various occasions are celebrated together at BEQ. Important dates for Mexicans such as September 16 and the “Day of the Dead” are celebrated in a big way. There is a Mexican fair with delicious snacks and a creative altar competition for the “Day of the Dead”.



11 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.

Participation at HR trade fairs in BEG

Over the course of 2023, BEG's HR team took part in numerous events and job fairs to recruit workers and employees.



Participation in HR event in Győr

Another very interesting HR event in Győr was the Business HR Fest held in spring. BEG Managing Director Szilveszter Tóvizi took part in the panel discussion and HR Manager Katalin Kissné Sághegyi spoke with several leading HR managers about employee retention and fluctuation in the HR department.



Participation in international trade fairs of BES

Melecs once again exhibited at numerous trade fairs in Germany and abroad in 2023.

The trade fairs we attended were: the Aachen Colloquium, the CTI in Novi/Michigan (USA), DRITEV in Baden-Baden, the Vienna Motor Symposium and a trade fair that was new to us, the ELIV in Bonn. We were also present at numerous HR trade fairs.



11 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

Melecs Győr was represented at numerous events organized by the Győr Chamber of Commerce and Industry and the HR Club of the Chamber of Commerce in 2023. The BEQ HR team gave workshops on special HR topics.



Participation in BEQ HR trade fairs

Melecs BEQ was represented at various job fairs in the state of Querétaro in 2023 to raise awareness of Melecs in the region. Due to the many new projects that have been launched at BEQ, more talented people naturally need to be positively approached and recruited for Melecs.

Visit by students from the University of Zitacuaro

Melecs BEQ received a visit from 30 students from the industrial engineering course at the University of Zitacuaro in 2023. They took a closer look at the product development process and learned more about the electronics industry.



12 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:





13 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 2023.

Siegersdorf/Österreich



Győr/Ungarn



Wuxi/China



Querétaro/Mexiko

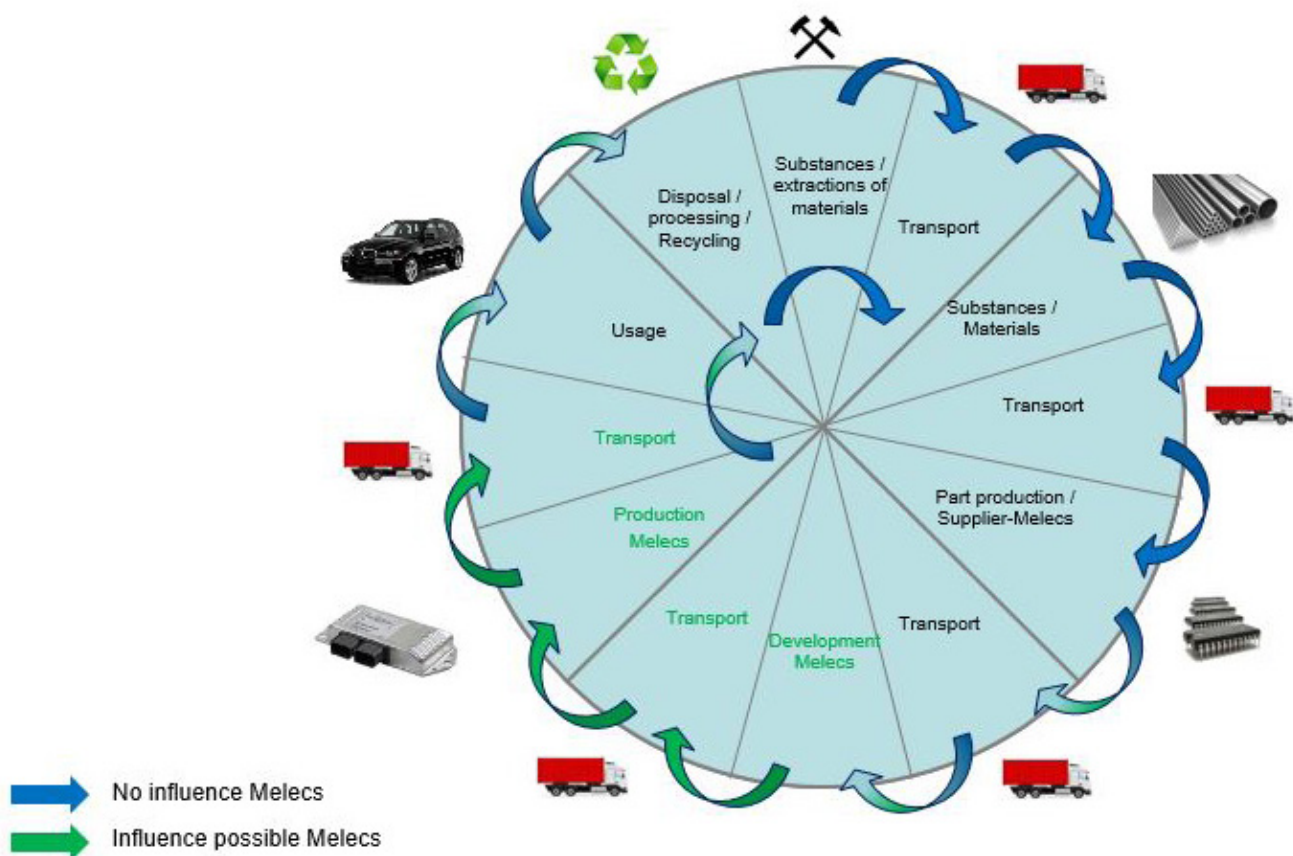




14 ENVIRONMENT / SUSTAINABILITY

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.



14 ENVIRONMENT / SUSTAINABILITY

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.

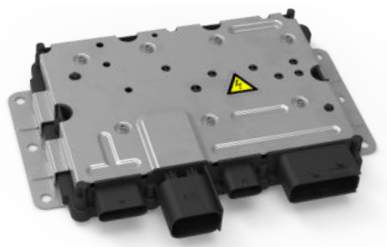
Examples of our sustainable products:

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, CO2 emissions can also be reduced in this way.

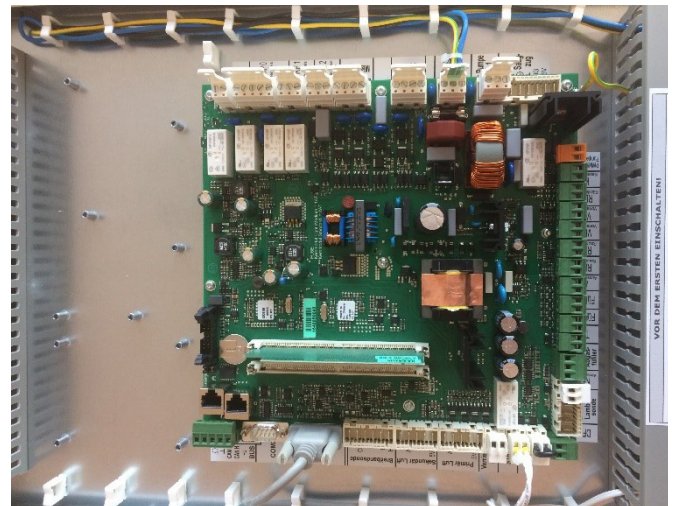


Efficient electric engine controls

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 CO2 emissions. After all, the heating of our homes is responsible for approximately 30 % of total CO2 emissions in Austria.



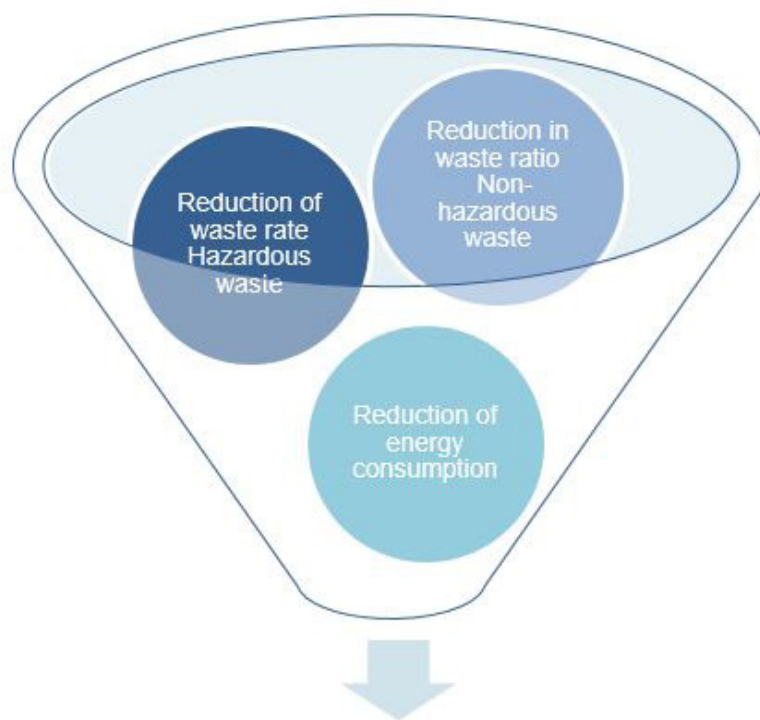
Heating systems are increasingly being connected to “smart home” solutions, meaning that local energy production (solar), fossil fuel generation and local consumers are integrated into an overall control system and can be optimally regulated in order to reduce the total energy requirement. This development,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



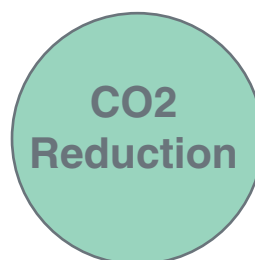
14 ENVIRONMENT / SUSTAINABILITY

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



Our environmental performance indicators are defined each year.

14 ENVIRONMENT / SUSTAINABILITY

Environmental protection measures in electronic plant Siegendorf/Austria

R&D Sustainability Workshop

In 2023, a workshop was held with our R&D colleagues in Vienna to raise awareness of the issue of sustainability. The aim was to give greater consideration to sustainability aspects as early as the product development stage and to integrate them into existing processes.

Goals:

- Anchoring awareness of sustainable development among R&D managers
- Identification of influencing factors for sustainable product design
- Developing guidelines and processes for sustainable development
- Promoting the use of resource-saving materials and energy-efficient technologies
- Reducing environmental impact in production and logistics

Results:

- Sustainability guide for developers with practical recommendations
- Checklist for sustainable projects for standardized application in development
- Raising team awareness of environmentally friendly design and production methods

Findings were sustainably integrated into the development process through guidelines and checklists and now serve as a basis for future optimizations.



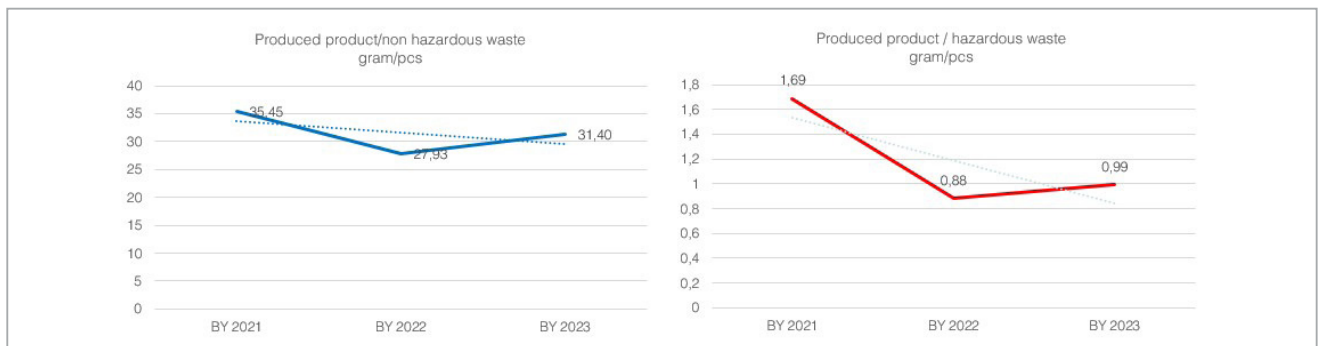
14 ENVIRONMENT / SUSTAINABILITY

Environmental protection measures in electronic plant Siegendorf/Austria

Waste reduction at Siegendorf site (BES):

Measures successfully implemented:

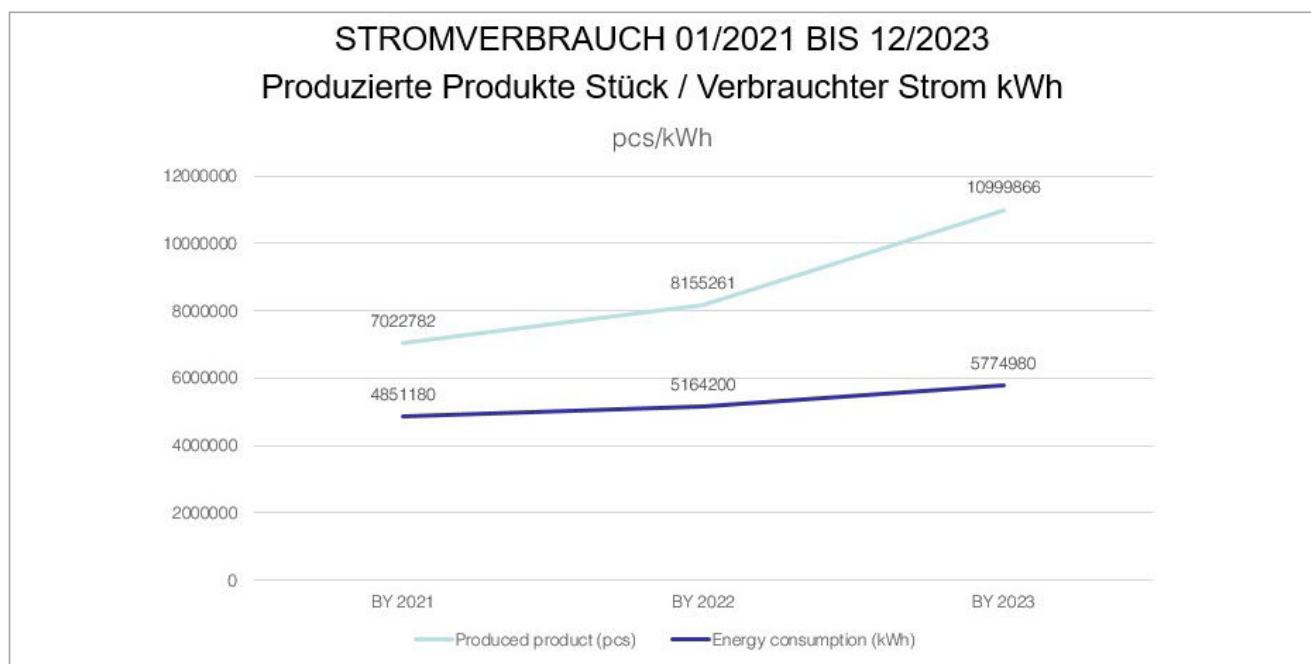
- Waste separation
- Annual recurring awareness raising through the use of learning streets
- Process optimization
- Reduction in paper consumption: preset of printers to double-sided printing by IT



14 ENVIRONMENT / SUSTAINABILITY

Environmental protection measures in electronic plant Siegendorf/Austria

Energy reduction at Siegendorf site (BES):





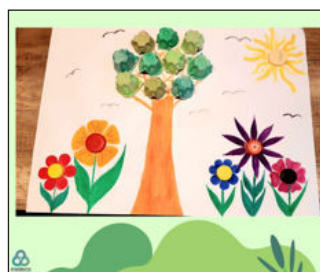
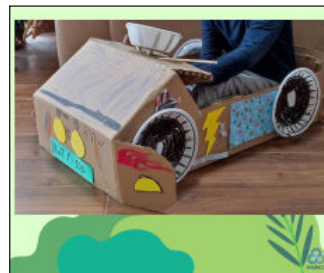
14 ENVIRONMENT / SUSTAINABILITY

ENVIRONMENTAL PROTECTION PROGRAM BEG

The environmental protection program in BEG continued in 2023. The program started in February 2022 with the aim of highlighting and raising 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 in 2023:

- February:** On the occasion of **World Water Day**, attention is drawn to the protection of ecosystems -> **Photo competition** to be held in BEG.
- March:** Call for **participation in „Earth Hour“**, to raise everyone's awareness of climate change and its negative effects.
- April:** Call for **“Earth Day“ – Painting competition + World Health Day**
- May:** Start of the **“Bike to work“ campaign** in BEG
- June:** Call for **“World Oceans Day“** - raising awareness of the issue pollution of the oceans -> **Painting competition** is held in BEG.
- August:** Successful completion of the **campaign „Bike to work“** for 2023
- September:** **Photo competition on the topic “How can we replace plastic?“** to raise employees' awareness of the issue of “plastic in everyday life”, because plastic causes considerable damage to our environment!





14 ENVIRONMENT / SUSTAINABILITY

Environmental protection measures in electronic plant Győr/Hungary

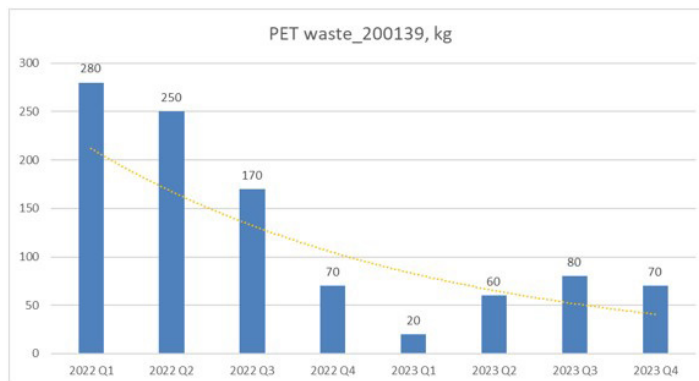
Waste reduction at Győr site (BEG):

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

Measures successfully implemented:

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

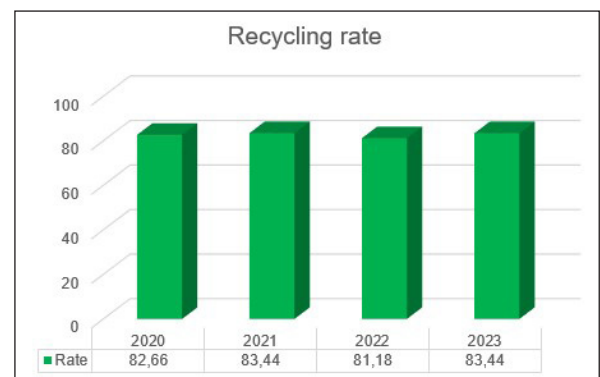
This reduces the amount of PET bottles (from 40 kg to 30 kg per month)
As an incentive for employees to drink tap water instead of mineral water.
Plan: Rental of an additional machine for the plant area.



- **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 2020 - 2023 in BEG



14 ENVIRONMENT / SUSTAINABILITY

Environmental protection measures in electronic plant Győr/Hungary

Energy reduction at Győr site (BEG):

The following measures were implemented in Győr in 2023 to reduce energy requirements.

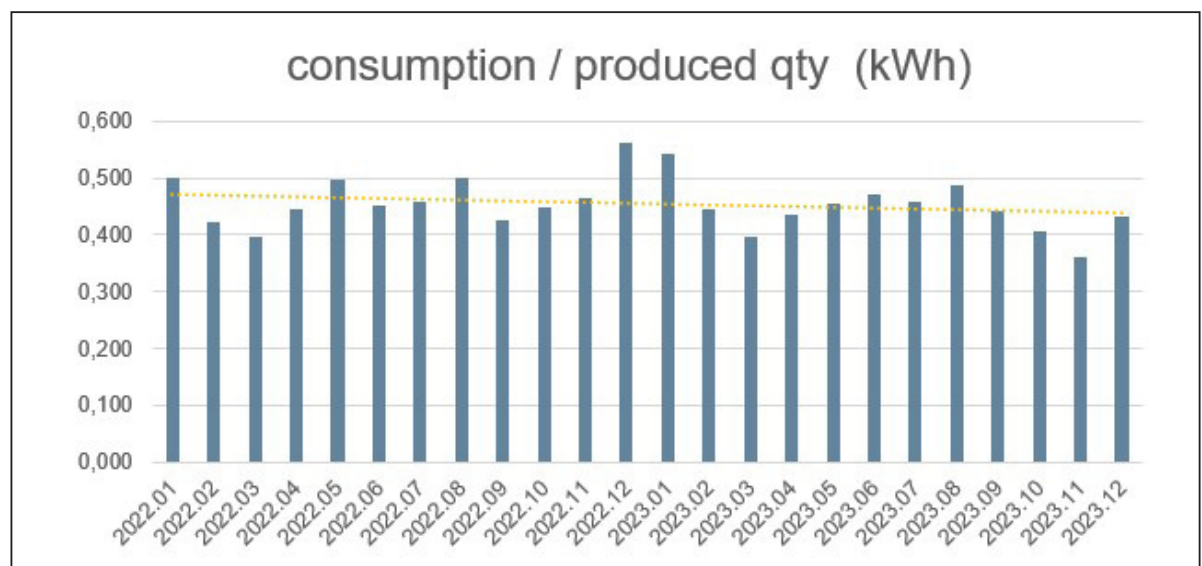
Measures successfully implemented:

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

- Temperature control of the air conditioning in the office area
- 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. Therefore, they are now put into stand-by mode, which saves energy.

In 2023, the production hall in BEG was expanded by 2,500 m² (+34%), which had to be taken into account in the costs for heating, ventilation, lighting and cooling.

	2021		2022		2023
Area	7190 m2	=	7190 m2	< 38 %	9690 m2
Produced qty	11762486	< 15 %	13766771	< 3,5 %	14253022
Energy consumption	6439090	> 1,6 %	6342054	> 1,2 %	6262654



14 ENVIRONMENT / SUSTAINABILITY

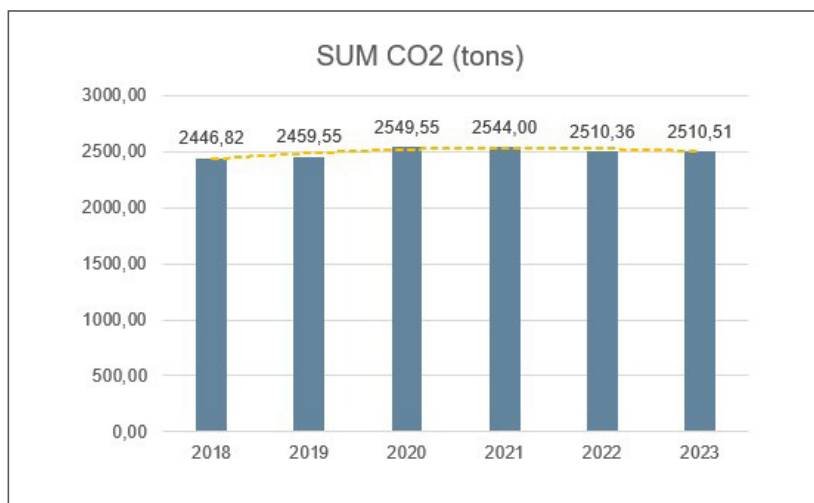
Environmental protection measures in electronic plant Győr/Hungary

CO2 footprint (BEG):

RESULTS FROM 2018 TO 2023

	Gas (kWh)	CO2 Gas (tons)	Electricity kWh	CO2 Electricity (tons)	Fuel (liter)	CO2 fuel (tons)	SUM CO2 (tons)
2018	946068	192,05	6087622	2221,98	12948	32,78	2446,82
2019	824545	167,38	6197790	2262,19	11839	29,98	2459,55
2020	952086	193,27	6417404	2342,35	5498	13,92	2549,55
2021	929214	188,63	6439090	2350,27	2015	5,10	2544,00
2022	942465	191,32	6342054	2314,85	1653	4,19	2510,36
2023	930533	188,90	6262654	2285,87	14118	35,75	2510,51

calculated for 2023: 2.510,51 tons



14 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 ≤ 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





14 ENVIRONMENT / SUSTAINABILITY

Environmental protection measures in electronic plant Quéretaro/Mexico



Health and safety week at BEQ

A health and safety week was held at BEQ in 2023. 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.





14 ENVIRONMENT / SUSTAINABILITY

Environmental protection measures in electronic plant Wuxi/China



Evacuation and emergency drill in the event of a chemical spill

In March 2023, BEW carried out a night-time evacuation drill to improve colleagues' ability to respond in emergency situations. An emergency drill was also carried out to prevent chemical pollution and deal with chemical leaks to protect the environment. This is to prevent potential environmental pollution in the event of a chemical spill.

Annual Fire evacuation training at BEW

In November 2023, BEW carried out the annual fire evacuation training, coordination between the various functional groups of the fire department and practice in using fire extinguishers. This is intended to improve the ability of colleagues in BEW to deal with fires.



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.



Charging stations for electric vehicles

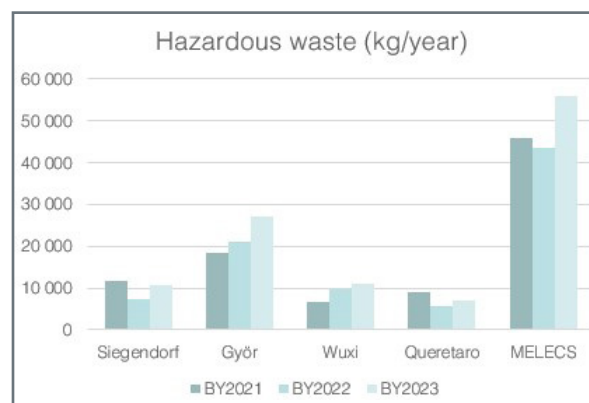
In April 2023, BEW installed two charging stations for electric vehicles with a capacity of 11KW/H in the company parking lot. This measure was a response to the country's requirements for green and clean energy to reduce vehicle emissions. The new charging stations also provide greater convenience for BEW colleagues who use electric vehicles.

15 KEY FIGURES

Non-hazardous waste (kg/year)			
	BY2021	BY2022	BY2023
Siegenderhof	248.927	227.742	343.348
Győr	543.920	629.685	621.169
Wuxi	23.231	25.533	21.998
Queretaro	89.893	166.124	153.358
MELECS	905.971	1.049.084	1.139.873



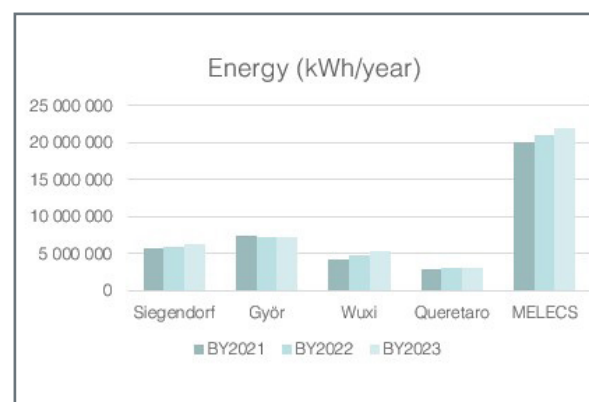
Hazardous waste (kg/year)			
	BY2021	BY2022	BY2023
Siegenderhof	11.848	7.214	10.880
Győr	18.346	21.015	27.199
Wuxi	6.570	9.740	10.960
Queretaro	9.019	5.701	6.995
MELECS	45.783	43.670	56.034



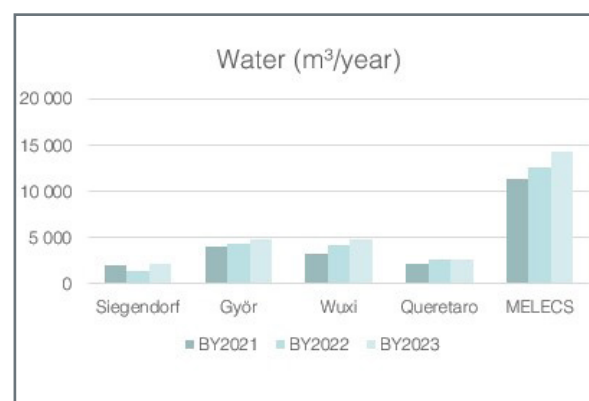
Energy (kWh/year)			
	BY2021	BY2022	BY2023
1 Siegenderhof	5.675.000	5.848.450	6.331.960
Győr	7.368.304	7.284.519	7.173.569
Wuxi	4.108.300	4.694.733	5.318.910
2 Queretaro	2.900.590	3.145.464	3.070.712
MELECS	20.052.194	20.973.166	21.895.151

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

2 Energy from 100% renewable energy sources (hydropower)

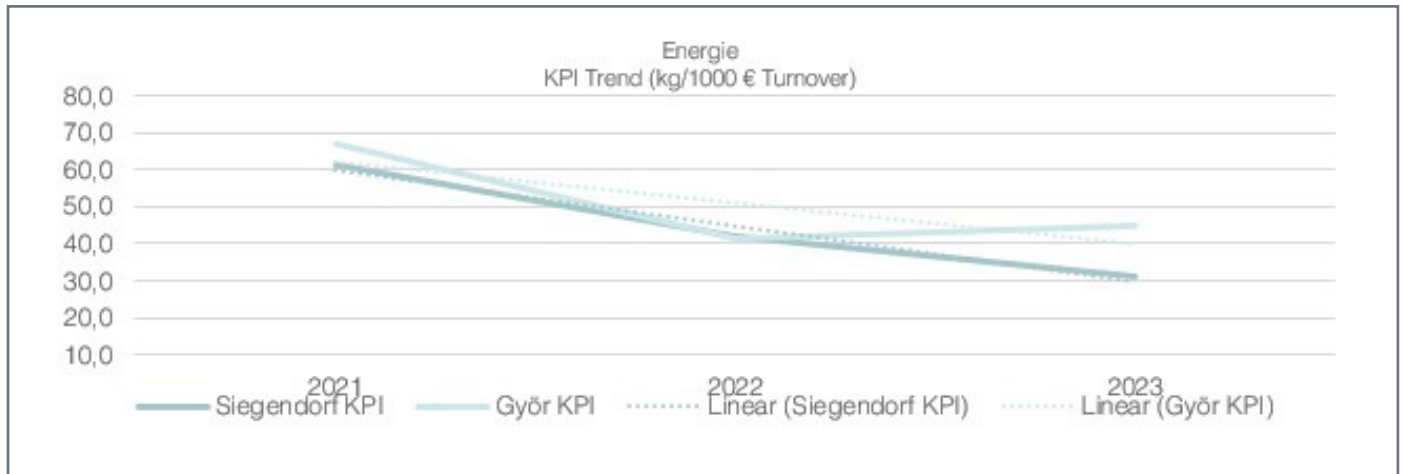


Water (m³/year)			
	BY2021	BY2022	BY2023
Siegenderhof	1.971	1.339	2.151
Győr	3.974	4.310	4.832
Wuxi	3.187	4.239	4.795
Queretaro	2.194	2.696	2.567
MELECS	11.326	12.584	14.345



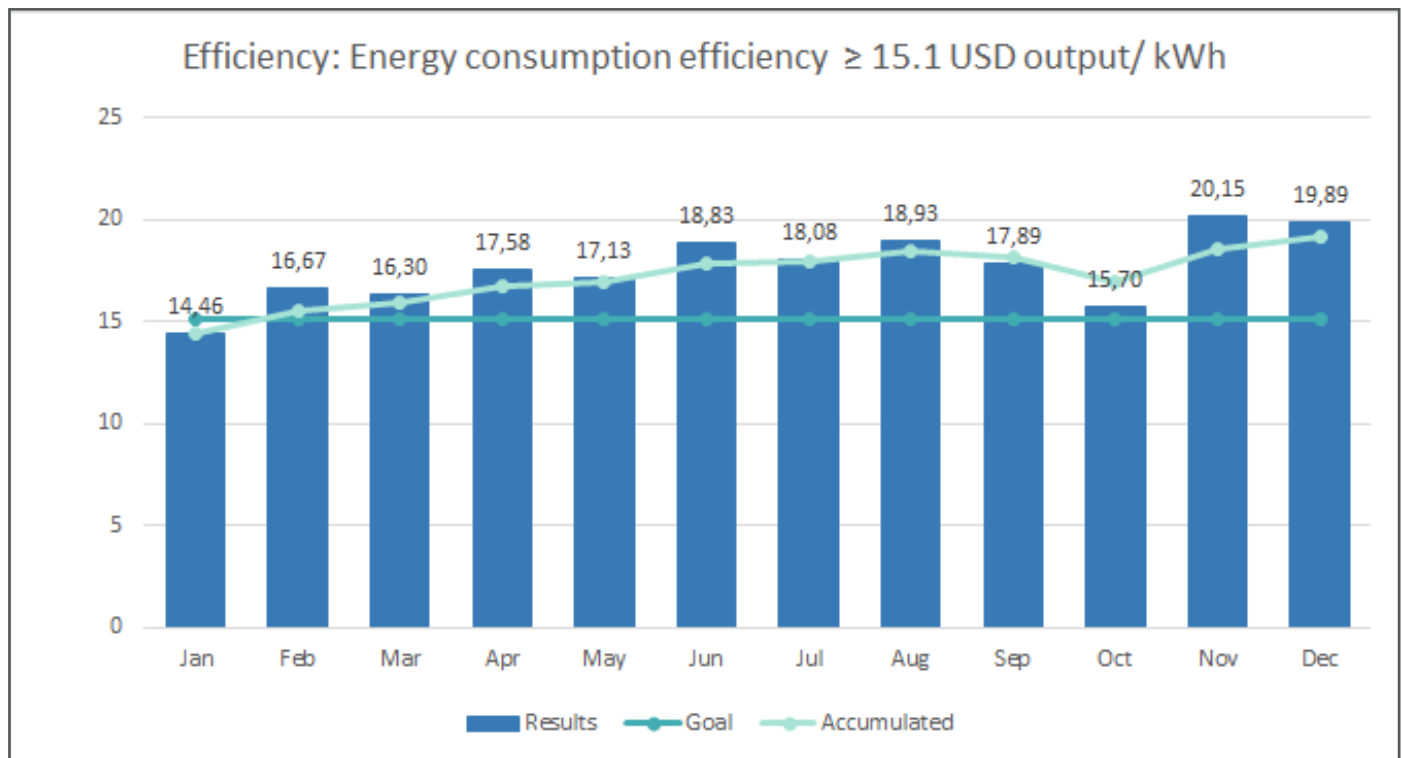
15 KEY FIGURES

Our environmental targets - KPIs (Key Performance Indicators) BY2023



Reduction of total energy consumption

BE Siegendorf: Target: < 61 kWh / 1000 € turnover / Result 2023: 31,4 kWh / 1000 € turnover
 BE Győr: Target: < 69 kWh / 1000 € turnover / Result 2023: 44,89 kWh / 1000 € turnover
 BE Wuxi: Target: < 95 kWh / 10000 RMB turnover / Result 2023: 92,8 kWh / 10000 RMB turnover



BE Querétaro: Target: < 69 kWh / 1000 \$ turnover / Result 2023: 38 kWh / 1000 \$ turnover

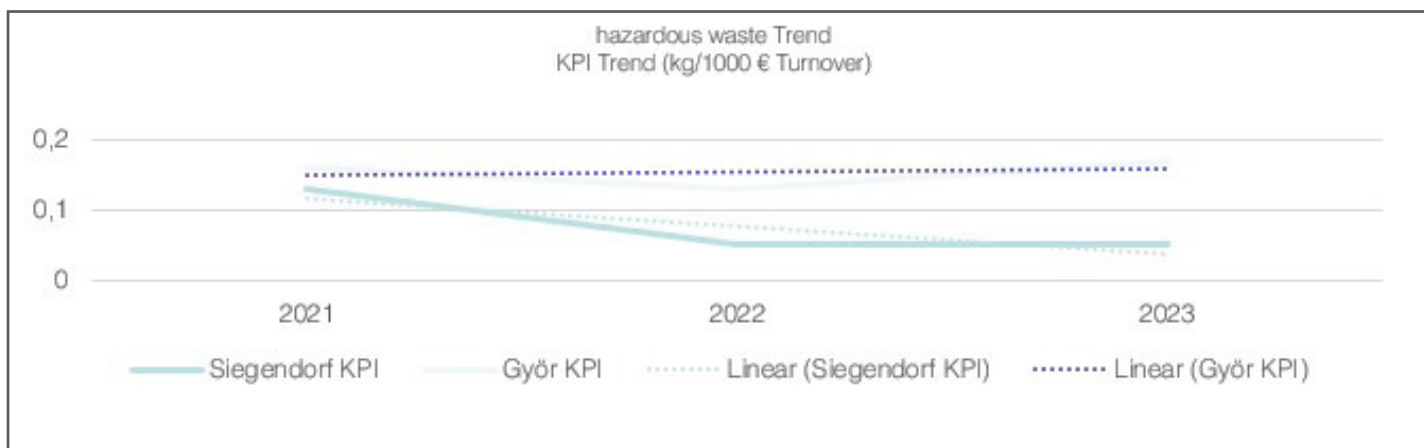
15 KEY FIGURES

Our environmental targets - KPIs (Key Performance Indicators) BY2023



Reduction of the non hazardous waste

BE Siegendorf: Target < 3,0 kg /1000 € turnover / Result 2023: 1,71 kg /1000 € turnover
 BE Győr: Target < 6 kg /1000 € turnover / Result 2023: 3,9 kg /1000 € turnover
 BE Wuxi: Target < 0,55 kg /10000 RMB turnover / Result 2023: 0,38 kg /10000 RMB turnover
 BE Querétaro: Target < 6 kg /1000 \$ turnover / Result 2023: 1,91kg /1000 \$ turnover



Reduction of hazardous waste

BE Siegendorf: Target < 0,05 kg/1000 € turnover / Result 2023: 0,05 kg /1000 € turnover
 BE Győr: Target < 0,17 kg/1000 € turnover / Result 2023: 0,17 kg /1000 € turnover
 BE Wuxi: Target < 0,2 kg/10000 RMB turnover / Result 2023: 0,19 kg /10000 RMB turnover
 BE Querétaro: Target < 0,17 kg/1000 \$ turnover / Result 2023: 0,09 kg /1000 \$ turnover

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