

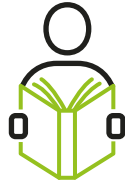
Sustainability Report 2024

Reporting Years 2022 & 2023



trodan[®]

CREATING ORIGINALS



Trodat sustainability report 2024

Reporting Years 2022 & 2023

STAMPIGLIEN

— FRANZ JUST —

EIGENE ERZEUGNISSE
— VON —
Kautschukwaren
STAMPIGLIEN
NUMEROTEURE,
Siegelmarken, Petschaffe
HEFTMASCHINEN,
PAPIERKLAMMERN
ETC.



2301



Preface by the Trodat Management Board

Dear readers,

We are pleased to present Trodat's second sustainability report. As a traditional Austrian company with more than 110 years of history, environmental protection and sustainability have always been an integral part of the way we think and act.

Today, we are No.1 on the global market for self-inking stamps – and this success is closely linked to our holistic understanding of sustainability. One example of how we have long understood sustainability within the company is our climate-compensated core range, which has been awarded the Blue Angel and the Austrian Ecolabel.

By reducing size and weight, using the highest technically possible share of recycled materials and using renewable energy, we have been able to cut CO₂ emissions per unit. We offset unavoidable GHG emissions with high-quality, gold standard-certified climate protection projects.

To further advance the company's focus on sustainability, a project was launched in 2022 to

develop our sustainability strategy. An interdisciplinary team involving key stakeholders has defined the goals and steps to make Trodat and its products even more future-oriented. We see this as another milestone towards making our activities more visible and we will continue to set ourselves ambitious growth and sustainability targets for the future.

What drives us is our desire to make things better – every day. To do this, we need to distinguish between the essential and non-essential, manage resources correctly and make the right entrepreneurial decisions. Regular sustainability reporting will enable us to do this even better in future. Ultimately, the main objectives of our activities are sustainable growth and uncompromising product quality that remain in line with the interests of all our stakeholders. These include our customers, suppliers and employees, as well as the environment and society, whose resources and acceptance we need in the long term.

Roland Rier
CEO Trodat

Helmut Lindner
COO Trodat



Preface by the TroGroup Management Board

Dear readers,

As a globally active family business, we think in terms of generations. We are responsible for over 1,900 employees and pursue the goal of being a sustainable company – economically, ecologically and socially.

For more than 110 years, we have stood for economic stability, high profitability and commitment to our independence. The fact that we are pursuing a clear growth strategy is reflected in our traditional business areas and in our willingness to establish new business areas. Striving for technological leadership is particularly important to us, and this is a goal we can only achieve together with our employees. Without your expertise, your motivation and your ongoing entrepreneurial action, success would not be possible.

In return, TroGroup works tirelessly to create an exciting working environment with attractive

framework conditions. In addition, shared services departments allow us to benefit from each other across the company and utilise synergies.

A positive balance sheet also includes looking beyond our business activities and minimising our impact on the environment. TroGroup and each of our business units work hard to make all our activities CO₂ neutral. The durable quality of our products is an important step in this journey. Apart from their efficient use, their long service life helps us contribute to the reduction of the global consumption of resources and energy.

In this Trodat sustainability report, we aim to transparently demonstrate where we stand with regard to our sustainability efforts. At the same time, we have set the course for Group-wide sustainability reporting and will continue to do everything we can to achieve our ambitious goals.

Bernd Badurek
CEO TroGroup

Peter Köstler
CFO TroGroup

About this report

Trodat produced its first sustainability report (published in January 2019) for the 2017 reporting year in order to provide information on targets, measures and progress made in the area of sustainability: Reporting period 01/01 to 31/12/17 for the Wels and Marchtrenk sites of Trodat GmbH and Trodat Produktions GmbH. This first report was prepared on a voluntary basis and in line with the requirements of the Global Reporting Initiative (GRI), using the “Core” option without external validation.

In June 2022, we published the “Update 2022 to the Trodat Sustainability Report”. The aim of this Trodat ESG update was to provide an up-to-date overview of a wide range of sustainability issues at Trodat:

- Selected facts and key figures for 2020 / 2021 / 2022
- Current outlook on projects in the planning phase or already implemented in 2022 / 2023

The preparation and publication of the ESG update closes the time gap up until completion of the second Trodat Sustainability Report. The report was compiled according to GRI guidelines (without external validation) because the new ESRS guidelines and requirements were under discussion at the time and had not yet been finalised.

This second Trodat Sustainability Report for the reporting years 2022 and 2023 has also been prepared on a voluntary basis and likewise is still

subject to the GRI standard: Publication date September 2024, no external validation currently planned. We see the voluntary groundwork involved in preparing the report as valuable preparation for the future mandatory preparation and publication in accordance with ESRS that will apply to the reporting years from 2025 onwards.

The calculations of our corporate carbon footprint for 2022 and 2023 are a lot more accurate than previously, not least because the scope of application has been expanded in this report.

Scope of application at Trodat

The scope of this second sustainability report for the reporting years 2022 and 2023 includes the following companies:

- **Austria:** Trodat Holding GmbH and Trodat GmbH (Merger of Trodat Produktions GmbH with Trodat GmbH as of 01.07.23)
- **Germany:** Trodat Vertriebs GmbH
- **Romania:** Trodat Productions Srl.
- **France:** Trodat France S.A.S.
- **TroGroup GmbH** (employees of Shared Services)

The companies in Germany, Romania and France were included in the report for the first time. In respect of the mandatory reporting years from 2025 onwards, the scope of annual reporting will be extended to TroGroup level and include the Trodat, Trotec and Iradion divisions.

*Reporting year means financial year from 01.01. to 31.12.



About the company

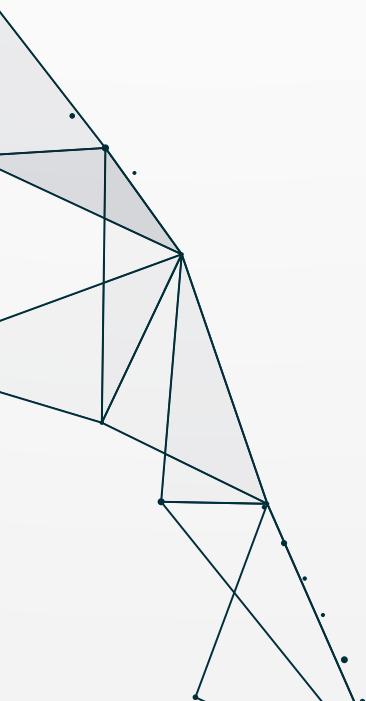
Trodat - Member of TroGroup

Facts & figures, ownership structure, legal form

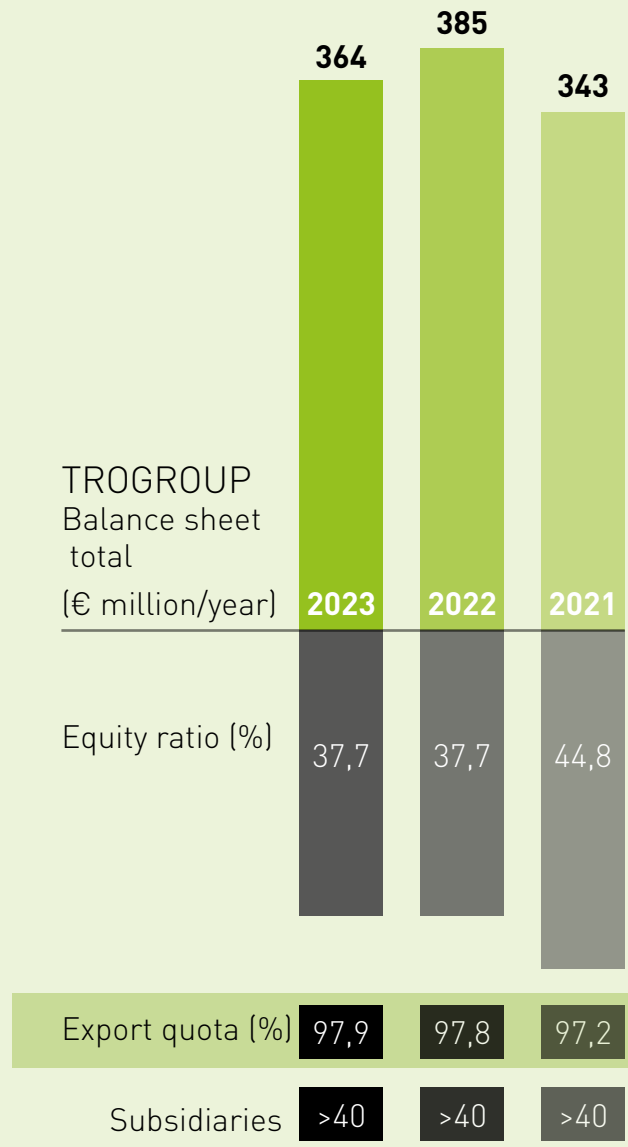
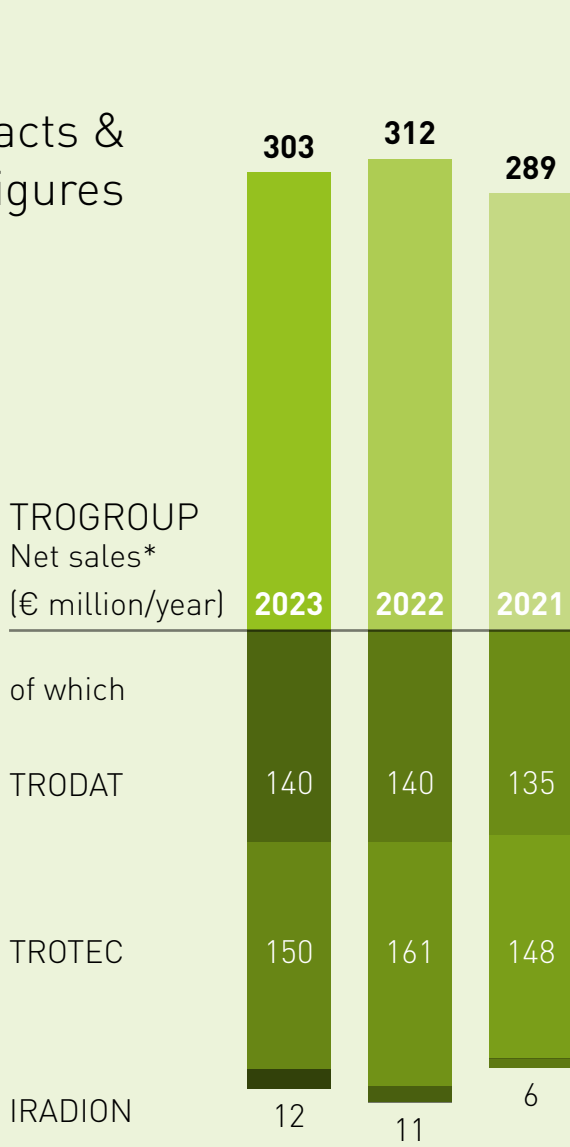
Locations, products

Business model, added value

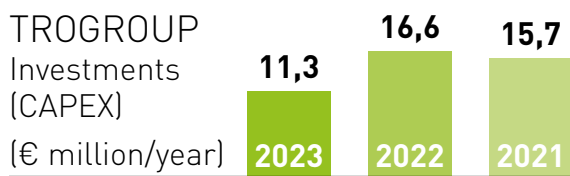
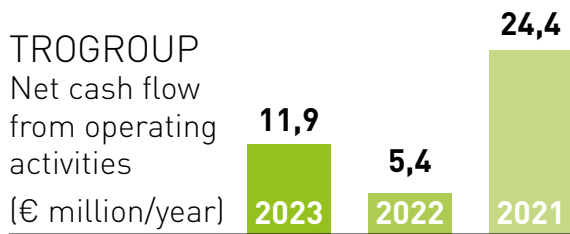
Vision, strategy, values



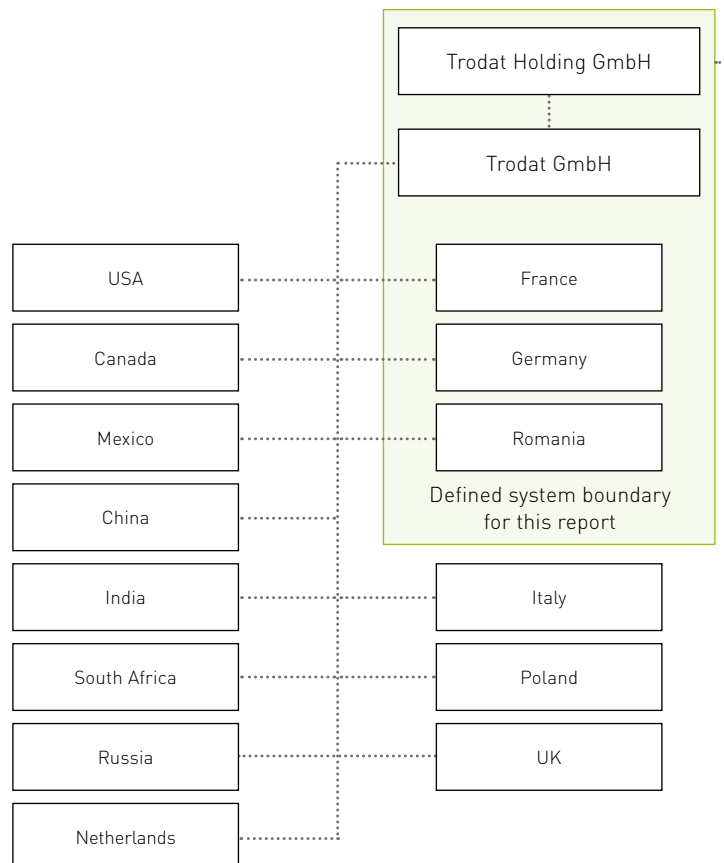
Facts & Figures



Note: Net sales rounded, previous years on a comparable basis to the whole of 2019



EMPLOYEES			
YEAR	2023	2022	2021
Worldwide, in total	1,970	1,980	1,963
TRODAT	1,132	1,113	1,158
TROTEC	678	718	682
IRADION	85	78	60
AUSTRIA	578	593	587
TRODAT AT	294	308	321
TROTEC AT	208	213	201
IRADION AT	2	2	1



**Average number of employees during the financial year including leased employees in FTEs; total includes Shared Services

tro/GROUP

trodan[®] **trotec** IRADION

Legal form, ownership structure

The group of companies known as TroGroup GmbH operate as a leading global stamp business under the Trodat brand name, as a leading global laser business under the brand name Trotec, and as a leading global high-tech laser sources business under the brand name Iradion.

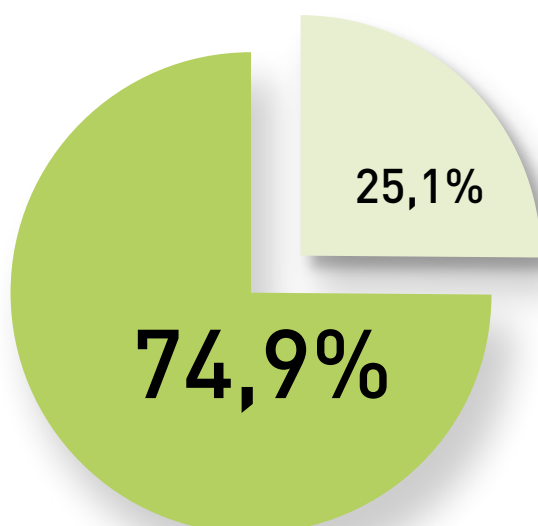
In the 2023 financial year, TroGroup generated sales of EUR 303 million and employed 1,970 people in 44 international subsidiaries worldwide, including around 580 people in Austria.

The Group is present in more than 150 countries, with an export quota of almost 98%. TroGroup is based in Wels, Upper Austria, which is also the

most important production site for stamp production, including research and development. Trotec's production and sales site is in Marchtrenk, approximately two kilometres from Wels.

TroGroup is 74.9% owned by the Müller-Just family foundations and 25.1% by the owners of the Lower Austrian ImWind Group. The Müller-Just family, which holds the majority of the shares, continues to have a strong connection to the founding family and the company's 110-year history.

The Advisory Board is TroGroup's highest governing body, but does not hold a management position within the company.



74.9 % Müller-Just family foundations

25.1 % owner of NÖ IW Group

Locations, products

Locations and subsidiaries

We have 15 subsidiaries and distribute a comprehensive range of different stamps and stamp accessories. Trodat Holding GmbH is headquartered in Austria and has subsidiaries in Germany, France, Poland, the United Kingdom, the USA, Canada, China, South Africa, Benelux, Italy, the Russian Federation, India, Mexico, Brazil and Romania.

Wels in Upper Austria, where R&D is carried out, is the most important production site. Other production

sites are located in China, India and Romania. The product portfolio focuses on self-inking stamps with a built-in ink pad that are ideal for use at work, at home and on the move.

Other products such as pocket stamps, pre-inked stamps, hand stamps, special stamps for a wide range of applications, ink cartridges, seal presses and production materials such as laser rubber, photopolymer and stamp ink complete the product range.



The Trodat Printy product range

Original Trodat Printy is the worldwide bestseller among self-inking stamps and has been sold over 300 million times since it was invented in 1976. Now in its fourth generation (Printy 4.0), it is 30% smaller and thanks to the use of mainly post-consumer recycled plastic, it is significantly lighter than its predecessor, with around half the CO₂ footprint.

The Trodat Professional product range

The Trodat Professional 4.0 with its solid metal construction made of polished stainless steel guarantees maximum stability and durability, even under the toughest usage conditions in offices, logistical applications or public authorities. Trodat Professional 4.0 is manufactured in Austria and uses a high proportion of recycled material.

Business model, added value

Trodat business model – associated with stamps since 1912

Our aim and mission is to provide the best Trodat stamp solutions and components for our customers, regardless of location or time. We create material and non-material added value for them so that they can generate profit and gain a competitive edge.

Transparency and an honest interest in people and their cultures are the prerequisites for long-term business processes. With a global export rate of around 98% and customers in 150 countries, our

team consists of market experts for sustainable stamp solutions. We are determined to develop and produce the most attractive and innovative products and services at all times, in Austria, Romania, China and India.

In countries where we do not own companies, our products are distributed via long-standing partners who perpetuate the Trodat idea and services in their stamp markets.

GRI
2-6



ORIGINAL PRINTY 4911 - 1976
ORIGINAL PRINTY 4.0 4912 - 2010

The Trodat value-added cycle

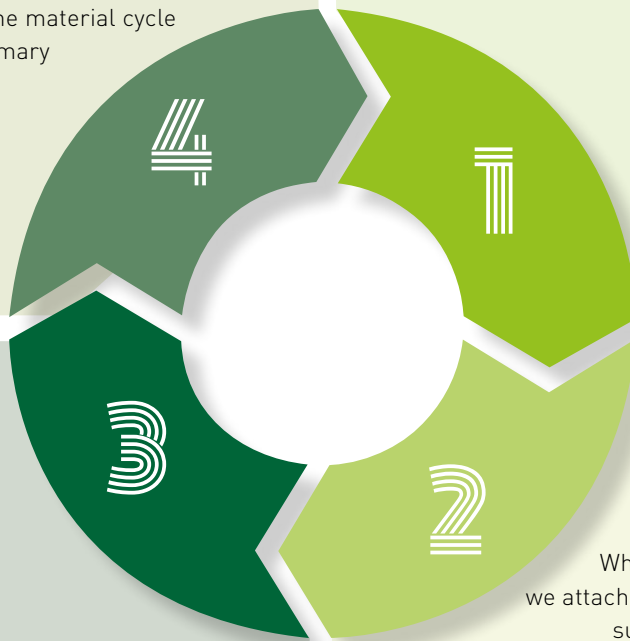
Our business model is characterised by several key elements that enable sustainable development along the value chain.

Take-back & recycling

Our products are characterised by their durability. We also offer refill solutions (replacement boxes, refill ink, etc.) to further improve the durability of our products. We will also be working on take-back systems in the future to enable the simple and environmentally friendly disposal of stamps and consumables. By using recycled materials in our products, we help to close the material cycle and reduce the need for primary resources.

Raw material procurement & production

We source 95% of our raw materials from suppliers in Europe. Our production processes take into account efficiency measures to reduce waste and emissions. We strive to minimise our ecological footprint in this area by continuously optimising our processes.



Sales & customer relations

We offer our customers comprehensive information on the use, care and disposal of our products. We provide training and advice to help them use sustainable and ecological products. Long-term partnerships form the backbone of our value chain. As a member of respACT, we are committed to responsible business practices and we work with other members on an ongoing basis to find sustainable solutions. Through dialogue with various interest groups, we continually strive to improve our sustainability performance and contribute to the development of industry-wide standards and best practices.

Product design & product development

When developing our products, we attach great importance to awards such as the Austrian Ecolabel (for almost 100 of our stamp products) and the Blue Angel (for all 4910 to 4915 Printy 4.0 models in eco-black and eco-grey with black ink cartridges). These are regarded as a benchmark in the industry. Product design encompasses the use of recyclable raw materials, the reduction of packaging materials and the optimisation of products in terms of their energy efficiency and durability. We continuously strive to implement resource-saving solutions through innovative technologies that minimise our products' environmental impact and set new standards in the process.

Overall, we pursue a holistic and long-term orientated business model that takes equal account of economic, ecological and social aspects and ensures sustainable development along the entire value chain.

The downstream value chain

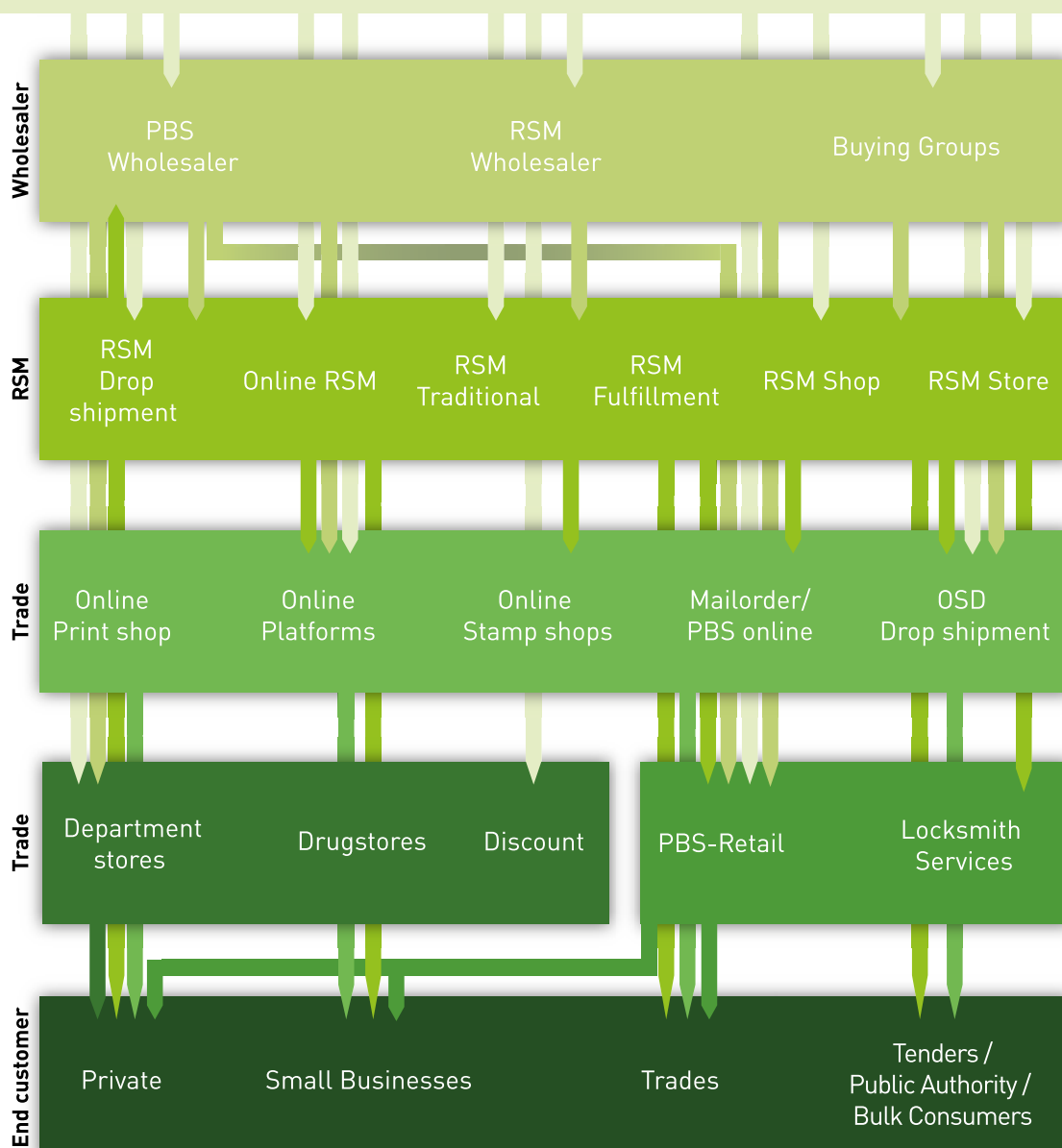
For our traditional stamp makers, our sustainable product lines form a comprehensive range in the B2B sector, with products like the Professional, Printy, Pocket Printy, seal presses, replacement ink cartridges, ink pads, refill ink, stamp racks, Goldring, MaxLight, PSI, Slim & Super Slim, Ultimark, Royal Mark, Classic, JustRite and numbering machines.

In addition, we offer stamp makers a configuration tool for web stores so that they can offer personalised products (stamps, signs, printed products, etc.) to their customers.

By expanding the product range to include B2C products, we have the opportunity to gain a foothold in the mass market (online and offline, via partners such as integrators, trading companies or platforms). Our products are increasingly found in the domestic sphere of our end consumers. After extensive market and needs analysis, special stamp solutions are being developed for different everyday-life applications. We recognised the need for precise and convenient marking of clothing (Stamp 'N Stick) and for the protection of privacy/identity (ID Protector) early on and cover these needs with suitable product solutions.

trodax®

CREATING ORIGINALS



Vision, strategy, values

Consistency and value preservation have always been among the basic principles of our business activities.

Steady volume growth and securing market share, as well as increasing sales and profitability, have made us the global market leader in the stamp sector.

The aim of our vision, “Trodat – sustainable stamp solutions, everywhere” and our strategy’s three key cornerstones, which are based on this vision, are designed not only to maintain our position as global market leader and innovation driver in the stamp industry, but to expand it further; this is despite the digital transformation and associated challenges in the global PBS* industry.

Significant cornerstones of the Trodat strategy:



Strengthening and further expanding market leadership in the core business



Development of new stamp solutions based on our core competences



Expansion of our online presence

The digital transformation presents new challenges for many products and business models. For the paper and stationery industry, these challenges include a level of accompanying decline in terms of volume, which therefore also affects the stamp market. Despite stagnating and slightly declining sales volumes in the industry worldwide, we have succeeded in steadily increasing our production volumes by identifying and targeting growth potential.

Our modern range of stamps focuses on self-inking stamps with integrated ink cartridges. In many markets, the switch from traditional hand stamps

(with separate ink pad) to self-inking stamps itself offers huge growth potential – in developing and emerging countries, for example, but also in industrialised countries such as Germany.

By developing market-specific stamp models, we are tapping into further growth potential, such as in the Chinese market with the production of legally required company stamps, and in the Indian market with special office stamps.

With the expansion of our range of stamps beyond traditional office application, there are also oppor-



Customer orientated

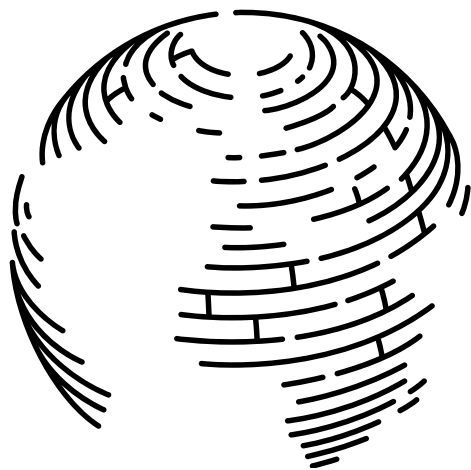


Employee orientated



Result orientated

*PBS industry: paper, business supplies and stationery industry



TRODAT SUSTAINABLE STAMPING SOLUTIONS EVERYWHERE

tunities to expand sales by developing new stamp solutions, such as Stamp 'N Stick and ID Protector.

Through the expansion of our online presence, we are selling our core range and these new stamp solutions worldwide. We sell our finished products directly and our customisable products indirectly via customers and partners.

Our focus is above all on increasing the share of sales in Asia, especially China and India. We are represented in both these markets with our own production facilities in order to facilitate and drive this development. Other key markets include the important and large Latin American market.

At the same time, the focus at our core locations in Wels and Marchtrenk remains on the development and production of innovative product solutions for stamps and continuous improvements throughout the entire production process.

Corporate values

We are convinced that a company can only be successful in the long term if it is supported by

shared values and convictions. It is therefore of great importance to us that our managers and employees share our corporate values and place them at the centre of their own thoughts and actions. Our management systems reflect the corporate values and contain corresponding KPIs and key figures to ensure that our employees act in accordance with these values.

Against the background of our long history, however, we also know that values and convictions do change over time. For this reason, we regularly review our corporate values and adapt them to changing conditions. Yet our core values – such as customer orientation, employee orientation or our innovative strength – are retained as a matter of course.

Our corporate values

- > Customer orientation,
 - > Focus on results,
 - > Employee orientation
 - > Competitive advantage through innovation
 - > Desire for individual responsibility
 - > An explanation of appreciation as a basis
- can be found using the QR code.



Competitive advantage through innovation



Desire for individual responsibility



Valuing each other as a basis





Sustainability

Sustainability, corporate governance, anchoring in the organisation

Sustainability strategy

Sustainability roadmap

Materiality analysis

Key topics, strategic directions

Sustainability

Sustainability, corporate governance, anchoring in the organisation

GRI
2-12
2-13
2-14
2-15

As the global market leader for high-quality stamps, it is in line with our mission to also be a leader in the field of sustainability and to take our responsibility and sphere of influence seriously.

Our integrated management system acts as a centralised control and monitoring tool, which helps us ensure that our goals and objectives are met throughout the entire company. We use it to formulate and monitor strategic and operational goals in all areas of sustainability. The people responsible for the respective management systems (e.g. quality, environmental, energy and safety management) are appointed directly by the Executive Board and report to it.

Initial measures to achieve this were taken back in the 1990s. With the implementation and subsequent certification of our environmental management system in accordance with ISO 14001 in 2008, we have combined these long-standing measures with ISO 9001 for quality management into a structured and integrated management system.

In 2011, we developed a management system in cooperation with the Austrian Workers' Compensation Board (AUVA) to improve occupational health and safety standards in accordance with OHSAS 18001. This certification was transferred to ISO 45001 in 2020. As a manufacturer of high-quality stamp

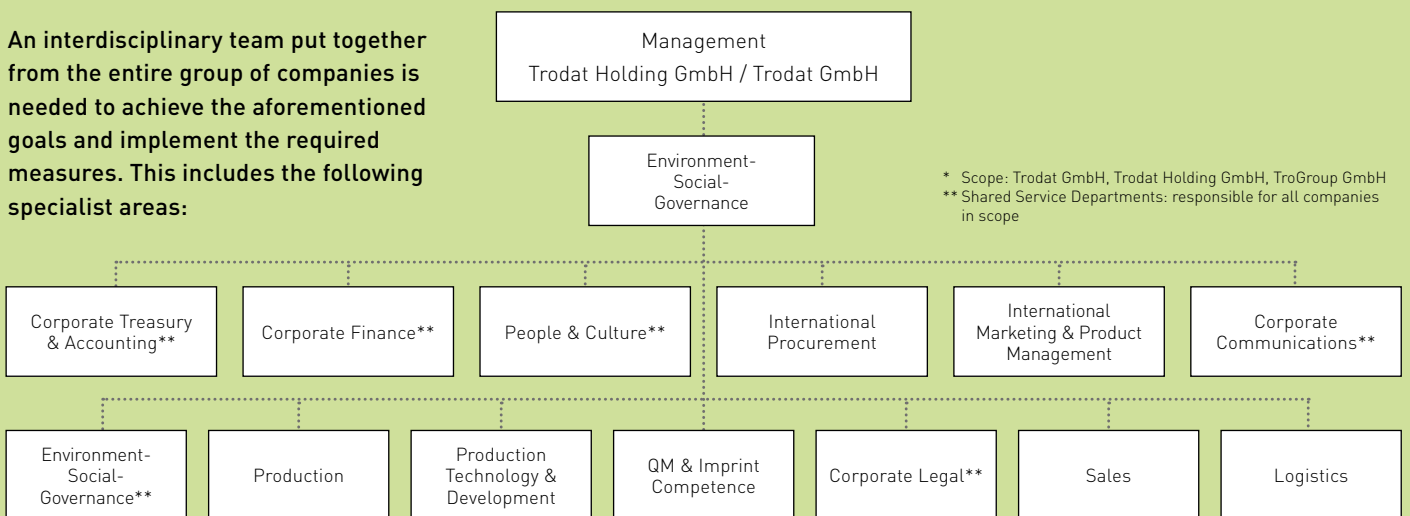
components and stamp products, we are aware of our responsibilities in respect of the environment. In 2013, we introduced an energy management system in accordance with ISO 50001 and obtained initial certification.

Our certified management systems are based on specific system policies that are subject to regular monitoring. This means that we operate an integrated management system that contains four core areas:

- > EN ISO 9001 (Quality management systems)
- > EN ISO 14001 (Environmental management systems)
- > EN ISO 45001 (Occupational health and safety management systems)
- > EN ISO 50001 (Energy management)

The targets and resulting measures are defined at annual intervals to ensure the ongoing development of the management systems. These goals can be found in the strategic roadmaps of our specialist departments as well as in our employees' personal target agreements. This ensures that we continue to focus on key sustainability issues and that we are constantly improving our environmental performance. Assessments of key performance indicators (KPIs) take place once a quarter and also form part of our annual assessment of the management systems and management review.

An interdisciplinary team put together from the entire group of companies is needed to achieve the aforementioned goals and implement the required measures. This includes the following specialist areas:



* Scope: Trodat GmbH, Trodat Holding GmbH, TroGroup GmbH
 ** Shared Service Departments: responsible for all companies in scope

In addition to those management systems that are already certified, operational risk management was introduced in recent years. For example, since 2019, an annual risk assessment that can be customised as needed has been carried out in accordance with ISO 31000 for the entire production

process. The risks of all departments are identified, analysed, evaluated and minimised by taking appropriate measures. The assessment is carried out systematically, iteratively (step-by-step) and collaboratively with the necessary relevant departments.

Sustainability strategy

Trodat's sustainability strategy includes a strategic approach with a medium-term to long-term focus as well as work at an operational level with the implementation of measures required to achieve our overall strategic objectives.

GRI

2-22

2-23



Sustainable Development Goals (SDGs)

On 25 September 2015, the 2030 Agenda for Sustainable Development was adopted by all 193 member states at the UN General Assembly. It sets out 17 goals for the “transformation of our world” and is divided into 169 sub-goals. These sub-goals include a networked understanding of, for example, poverty, environmental degradation, inequality, production and consumption methods and corruption. All the targets and sub-targets apply to all

countries. Responsibility for realising the goals lies with society, both domestically and internationally.

The Sustainable Development Goals relevant to Trodat were identified in our SDG mapping. The main focus was on the significance of each goal definition for Trodat, what points of contact exist and how the respective SDG can support the company.

The following SDGs were identified as relevant for Trodat:

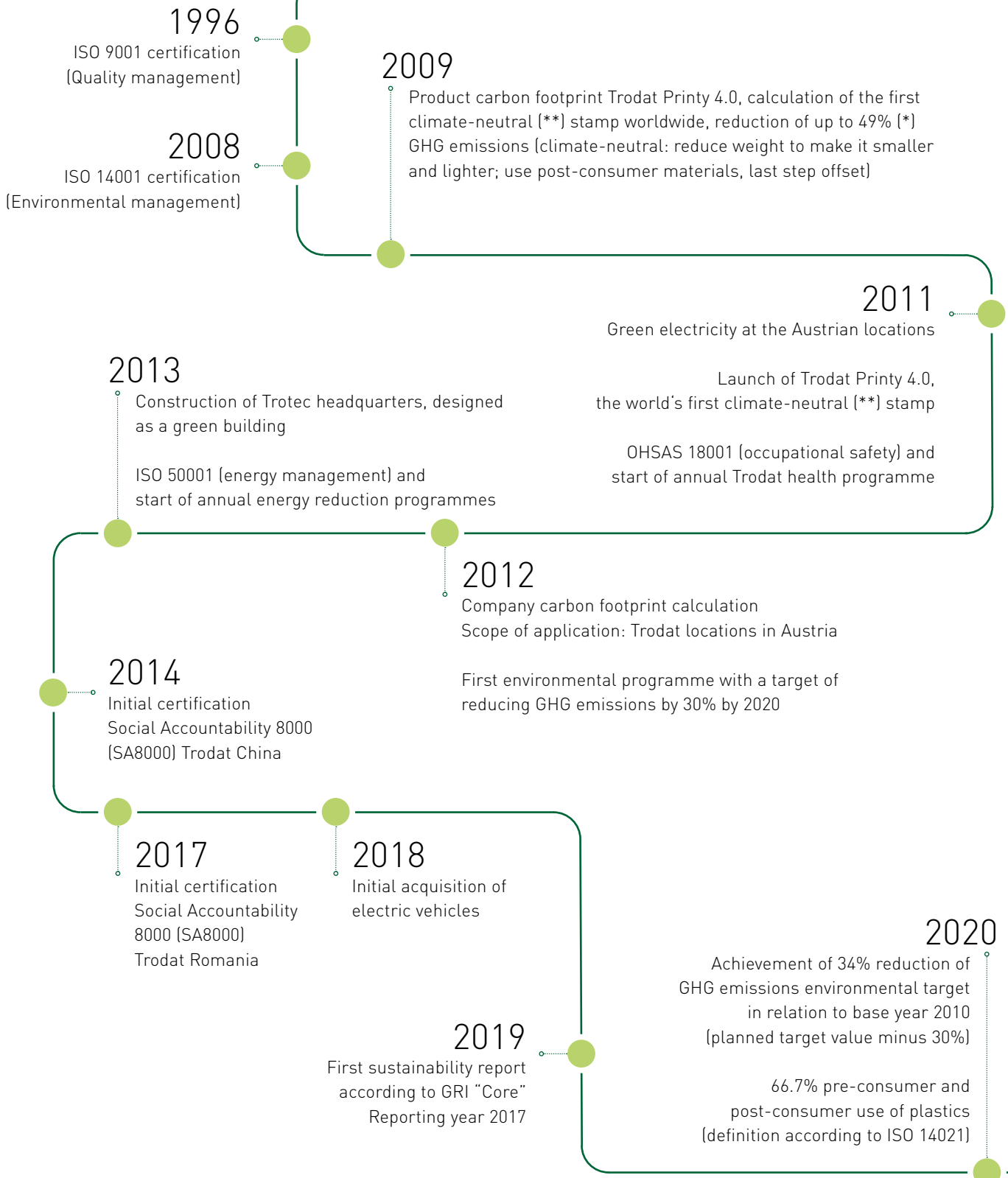


Sustainability roadmap

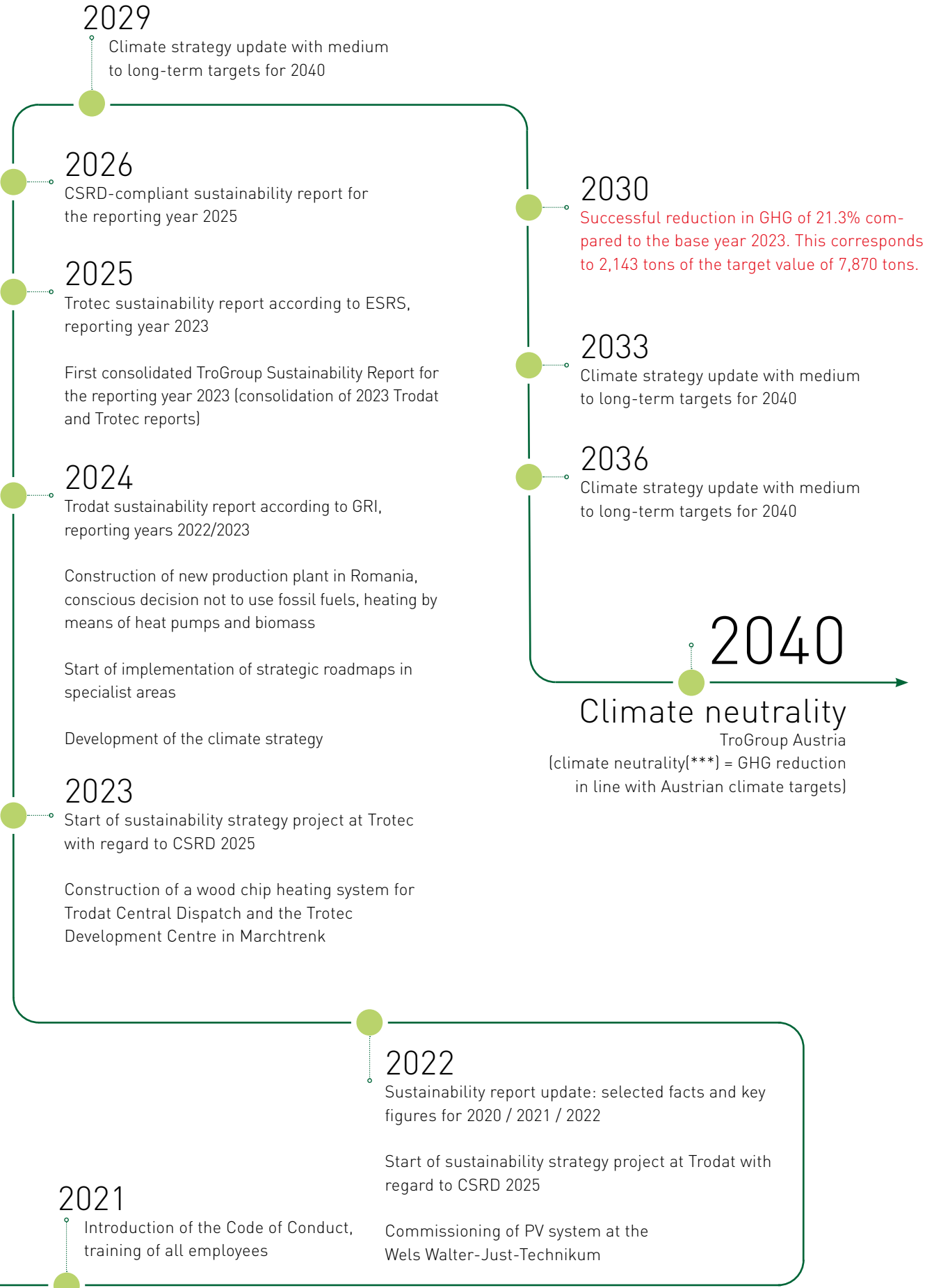
The increasing role of sustainability and climate neutrality

Sustainability, climate neutrality and the corresponding certificates are becoming increasingly important, and the demand for ecologically manufactured

products is growing steadily, especially in established markets. The same applies to ensuring social standards along the entire global supply chain.



(*) ECO-black and ECO-grey, other colours lower percentage
(**) climate-neutral according to 2009 definition
(***) or depending on applicable definition



2029

Climate strategy update with medium to long-term targets for 2040

2026

CSRD-compliant sustainability report for the reporting year 2025

2025

Trotec sustainability report according to ESRS, reporting year 2023

First consolidated TroGroup Sustainability Report for the reporting year 2023 (consolidation of 2023 Trodat and Trotec reports)

2024

Trodat sustainability report according to GRI, reporting years 2022/2023

Construction of new production plant in Romania, conscious decision not to use fossil fuels, heating by means of heat pumps and biomass

Start of implementation of strategic roadmaps in specialist areas

Development of the climate strategy

2023

Start of sustainability strategy project at Trotec with regard to CSRD 2025

Construction of a wood chip heating system for Trodat Central Dispatch and the Trotec Development Centre in Marchtrenk

2030

Successful reduction in GHG of 21.3% compared to the base year 2023. This corresponds to 2,143 tons of the target value of 7,870 tons.

2033

Climate strategy update with medium to long-term targets for 2040

2036

Climate strategy update with medium to long-term targets for 2040

2040

Climate neutrality
TroGroup Austria
(climate neutrality(***) = GHG reduction in line with Austrian climate targets)

2022

Sustainability report update: selected facts and key figures for 2020 / 2021 / 2022

Start of sustainability strategy project at Trodat with regard to CSRD 2025

2021

Introduction of the Code of Conduct, training of all employees

Commissioning of PV system at the Wels Walter-Just-Technikum

Materiality analysis

Materiality analysis process

GRI
3-1

The materiality analysis plays a key role in the sustainability management process. It serves as a tool for identifying all non-financial content that is subject to reporting requirements. In the CSRD (Corporate Sustainability Reporting Directive), the importance of the materiality analysis is defined by the concept of 'dual materiality'. A company is required to view the key issues from two different perspectives: the inside-out perspective and the outside-in perspective.

The inside-out perspective is the other pillar of double materiality. The main objective is for companies to take responsibility for the impact of their actions on society and the environment. This requires conscious scrutiny of the ecological, economic and social impact of entrepreneurial activities.

The outside-in perspective relates to the effects of external factors, such as climate change, and how these changes can influence the company. Sustainability risks, but also the opportunities that arise from them, can have considerable financial consequences.

The comprehensive involvement of all relevant stakeholders is crucial for such an analysis.

It ensures that the results take appropriate account of the various perspectives and provide a balanced view of the company's sustainability profile. The aim is to ascertain that ecological, economic and social aspects of entrepreneurial activity are fully recognised and evaluated.

As mentioned in the foreword, this revision of the report is intended to prepare for the requirements of the Corporate Sustainability Reporting Directive (CSRD). We have therefore revised our previous process for determining the key issues and identified these together with sustainability experts and Trodat's sustainability team. A collection of relevant topics was compiled in the course of several workshops. The key topics were analysed in a multi-stage process. Firstly, a list of possible sustainability topics was drawn up, which was based entirely on the standards of the Global Reporting Initiative (GRI) ('longlist'). In their initial analysis, the sustainability team assessed the list of possible topics based on relevance and impact for and on Trodat. This evaluation resulted in a reduced list of sustainability topics relevant to Trodat ('shortlist'). In the subsequent steps, the risks and opportunities related to these topics were assessed and a stakeholder survey was conducted.



ESG opportunities and risks

Analysis and shortlist

Identifying sustainability opportunities and risks is crucial to ensuring holistic and responsible corporate governance. This process enables us to proactively address our potential impact on the environment, society and the economy. As part of the preparations for the sustainability report, the sustainability team conducted a comprehensive workshop together with experts to analyse

sustainability risks and opportunities on the basis of the shortlist. They were categorised into physical and transitory risks. The individual opportunities and risks were then assessed in terms of their probability of occurrence and financial impact. This assessment takes into account not only direct opportunities and risks, but also changes resulting from climate change (e.g. temperature changes).

GRI
201-2

Excerpt from the most important ESG opportunities and risks for Trodat

↑ OPPORTUNITIES

- > Proactive measures lead to increased customer satisfaction
- > Use of alternative materials
- > Energy efficiency and renewable energies
- > Market trend Green Office
- > Positioning as a sustainable employer

↓ RISKS

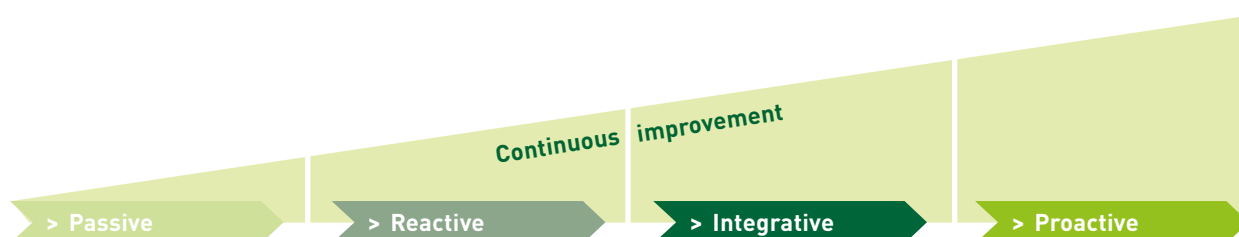
- > Rising costs due to CO2 prices, use of fossil fuels, limited raw materials
- > Extreme weather situations, flooding, temperature rises
- > Cyber attacks
- > Increasing requirements (customers)
- > Additional expenses due to inspections
- > Blackouts
- > Water consumption and discharge

Maturity level and GAP analysis

Trodat's level of maturity was assessed in addition to the kick-off workshop and initial in-depth information on the Europe-wide orientation in respect of sustainability for companies. In the process, the extent to which sustainability already exists at Trodat was determined. Four different stages were used as a basis for evaluation: This identified that Trodat was developing from a reactive to an integrative

level of maturity. Strong anchoring in day-to-day operations and in the overarching corporate strategy serves as a starting point.

The GAP analysis identified great development potential in the areas of employees, supply chain, society & social affairs and the environment.



Stakeholders

GRI
2-29

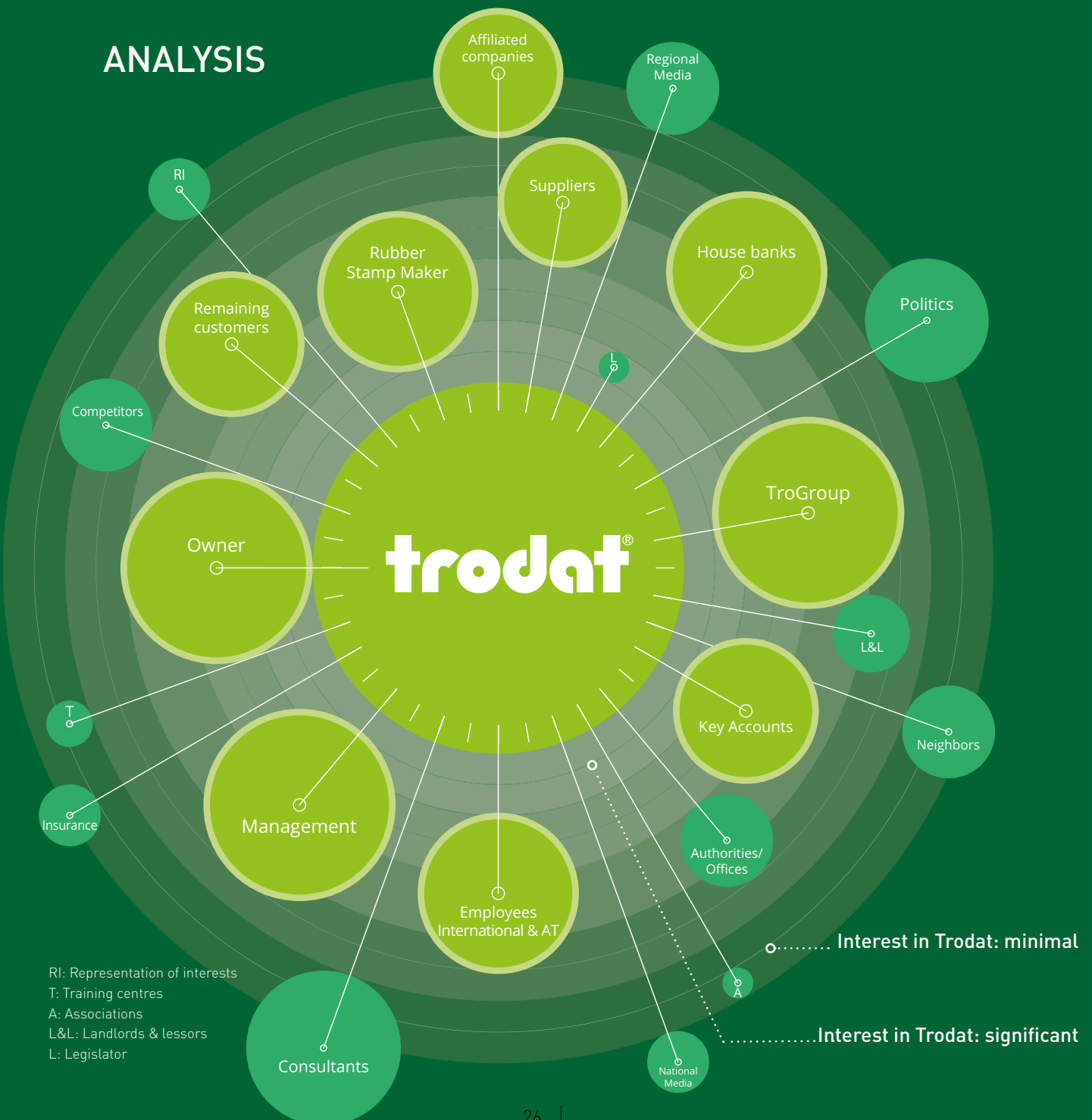
Trodat's corporate activities are centred on interest groups (stakeholders) who either have an impact on our business activities or are affected by them. The integration of these diverse interests and perspectives into our workflows and decision-making processes creates a common framework for our daily actions and the decisions we make.

We have conducted another stakeholder analysis and revised our existing analysis. During this

process, employees, customers, suppliers and banks were identified as important stakeholder groups in addition to the owners and affiliated companies.

It is important to us to include the opinions of these stakeholder groups in our decisions. As in previous reporting cycles, we have communicated intensively with our stakeholders and have also conducted a thorough stakeholder survey.

ANALYSIS



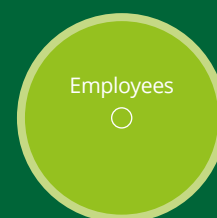
The shortlist of relevant sustainability topics identified by the sustainability team was incorporated into an online questionnaire and sent to the stakeholder groups that have the greatest influence on, and interest in Trodat. Between mid-April and the end of June 2023, 275 people took part in the stakeholder survey. The respondents were:

- Owners and employees**
- Customers**
- Suppliers**
- Bank representatives**



Customers

Our customers are the focus of all our business activities. Their requirements, expectations and needs are decisive for us in all decisions made in the company. Our role as a global player with an export ratio of 98% requires cultural understanding and sensitivity, as requirements, habits and product characteristics often fundamentally differ in different markets and regions. The fact that we take our customers' needs seriously is also demonstrated by the way we handle complaints, which remains a high priority for us and is firmly anchored in our integrated management system through corresponding KPIs. For each individual complaint, we conduct a comprehensive root cause analysis and draw the necessary conclusions to avoid a re-occurrence in the future.



Employees

Our employees are our most important resource and the basis for the sustainable growth of our company. We have therefore made it our mission to place the occupational safety, satisfaction and health of our employees at the centre of our business activities. We also want to set an example as a training company and offer talented young people attractive opportunities for the future. Our measures are proving successful: All the measures we have taken in this area are aimed at positioning Trodat as one of the most attractive employers in Austria.



Suppliers

Our products are only as good as the raw materials we process. Since our products must meet the highest requirements, long-term partnerships with suppliers is a key prerequisite for our business success. Our suppliers are of central importance for the implementation of our bundled activities in the area of sustainability and we therefore evaluate them regularly and in depth with regard to their social and ecological indicators.



Owners

Thanks to its ownership structure, our company still has a strong connection to the founding family and therefore to over 110 years of company tradition. The owners are interested in sustainable economic success. Long-term perspectives in our thinking and actions are therefore decisive for us.

Key topics, strategic directions

GRI
2-29

The results of the stakeholder survey, identification of risks and opportunities, and topics on the short-list formed the basis for carrying out an impact assessment. This assessment took place as a workshop organised by the sustainability team with the

involvement of the management. The focus was not only on the financial consequences, but above all on the social and ecological impact of our company. The result of this process is the list of key issues for Trodat:



SUSTAINABLE PROCUREMENT



ENERGY EFFICIENCY



CLIMATE PROTECTION AND REDUCTION OF GREENHOUSE GASES



CIRCULAR ECONOMY AND MATERIAL EFFICIENCY



STABLE EMPLOYMENT CONDITIONS



OCCUPATIONAL SAFETY AND HEALTH PROTECTION



TRAINING AND FURTHER EDUCATION



DIVERSITY AND EQUAL OPPORTUNITIES



ECONOMIC SUCCESS



COMPLIANCE

In the next step, objectives and measures were developed in small groups to identify the strategic direction for each key topic. To provide a reference to

Trodat's previous sustainability report, the table shows not only the current key topics, but also the areas of action from 2019.

FIELD OF ACTION 2019 & 2022

FIELD OF ACTION 2023

KEY TOPICS 2023

Environmental – sustainability along the value chain

Trodat as a buyer	Sustainable procurement at Trodat	Sustainable procurement
Trodat as a production company	Sustainable production at Trodat	Energy efficiency, climate protection & reduction of greenhouse gases
Trodat and its products	Trodat's sustainable products	Circular economy & material efficiency

Social - sustainable working environment: Stability, security, development and diversity

Trodat as an employer	Sustainable working environment at Trodat	Stable employment conditions Occupational safety & health protection Training and further education
Trodat as a social actor		Diversity and equal opportunities

Governance - focus on sustainable management and compliance

Trodat as a commercial enterprise	Sustainable management at Trodat	Economic success Compliance
-----------------------------------	----------------------------------	--------------------------------





ESG

Environment | Social | Governance

Sustainable procurement

Energy efficiency

Climate protection and reduction of greenhouse gases

Circular economy and material efficiency

Stable employment conditions

Occupational safety and health protection

Training and further education

Diversity and equal opportunities

Economic success

Compliance



Sustainable procurement

Why is this topic so important for us?

GRI
204-1
308-1
414-1

The topic of sustainable procurement has had high priority for us for many years. Due to increasingly extensive legal requirements, such as supply chain laws, CBAM and much more, it is essential to scrutinise our own supply chains ever more closely.

The procurement sector is above all characterised by long-term business partnerships that focus on fair dealings and close cooperation, especially in the area of continuous development. We see our suppliers as proactive partners in the search for new, alternative, more eco-friendly materials and their use in our products.

We are continuously working to increase the use of recycled or recyclable materials, particularly in the major product groups such as plastics and packaging (from shipping cartons to single boxes). Various certifications required in the market or for specific customer requirements are increasingly forcing the procurement of renewable raw materials. In this way, we have repeatedly succeeded in taking on a pioneering role, at times setting new standards in the industry: see, for example, the Blue Angel award in the climate protection section.

The majority of our suppliers are located in Europe and are therefore relatively close to our main production sites in Austria and Romania. Auxiliary and operating materials are purchased almost exclusively locally, i.e. directly in Austria or Romania.

For both the main raw material groups and our service providers, 95% of our supplier base is located in Europe. This enables us to keep transport routes short and optimise resourcing.

We remain in constant dialogue with our suppliers about current activities, trends and news in the area of sustainability, which enables us to implement joint measures.

As part of the sustainability project, Trodat is setting the course to further sharpen and optimise the focus of sustainable procurement. To this end, standards are being revised and helpful tools integrated.

Standards include annual supplier inspections with baseline criteria such as delivery performance, complaint rate, ISO certifications, payment terms, etc.

E Responsibilities and organisation Head of International Procurement	Guidelines/policies	Opportunities & risks	Activities & successes in the reporting year 2023
	<ul style="list-style-type: none"> > Procurement guidelines, General Terms and Conditions, sourcing in accordance with specific product requirements (eco label, Blue Angel etc.) > Inspecting suppliers 	<ul style="list-style-type: none"> + Fulfilment of and compliance with legal balance between sustainability and commercial goals (local vs. global sourcing) 	<ul style="list-style-type: none"> > Conversion to plastic-free packaging > Blue Angel certification > Conversion to 100% recycled paper for specific cardboard inserts > Removal of fragrances from rubber (oil-based)
	Goals and measures		By when?
	Strategic direction: Development of supplier risk management Development of sustainable supplier risk management including qualification, onboarding, evaluation, inspection plans for our suppliers and monitoring of risk factors using software. This will be selected on the basis of a catalogue of criteria and according to commercial guidelines.		2026

Supplier risk management

Supplier risk management is the focus of development in the field of sustainable procurement. In addition to a Supplier Code of Conduct as a minimum requirement, we proactively and systematically monitor our suppliers and their supply chains on an ongoing basis using online tools, and we work closely with the Quality Management, ESG (Environmental, Social, Governance), Product Management and Legal & Compliance departments, both for

existing suppliers and when onboarding new suppliers. The aim of our supplier risk management is not only to comply with the required legal frameworks, but, above all, to use it as a control element: to minimise procurement bottlenecks and failures, and to identify and manage problems in the supply chain at an early stage. As a global procurement organisation, we aim to establish global standards in our international purchasing departments.



Energy efficiency

Why is this topic so important for us?

Low electricity and water consumption is an important strategic issue for us: the aim is to continuously improve energy efficiency in order to lower energy consumption in the long term. Conserving resources in our daily activities has top priority. In addition, energy-efficient procurement of products and services is of particular importance. We take responsibility for reducing energy-related greenhouse gas emissions and promote the use of renewable energy sources.

The thermoplastic and elastomer production process is 100% based on the use of electrical energy as the primary energy source and therefore generates a high thermal output. Our headquarters in Wels require the annual consumption of around 1,200 average single-family

homes. In addition to the use of raw materials, this represents another significant cost factor in the manufacture of our products.

We have already implemented numerous measures in the past to reduce energy consumption at the Wels site. The focus here has been the ongoing development and improvement of efficiency in the provision of the forms of energy required throughout the company: electricity, heat and compressed air.

Energy efficiency is not just about the ratio of service and goods or the energy yield to the energy supplied. The transformation of energy forms, such as the use of electrical energy as a form of propulsion in mobility, is also crucial.

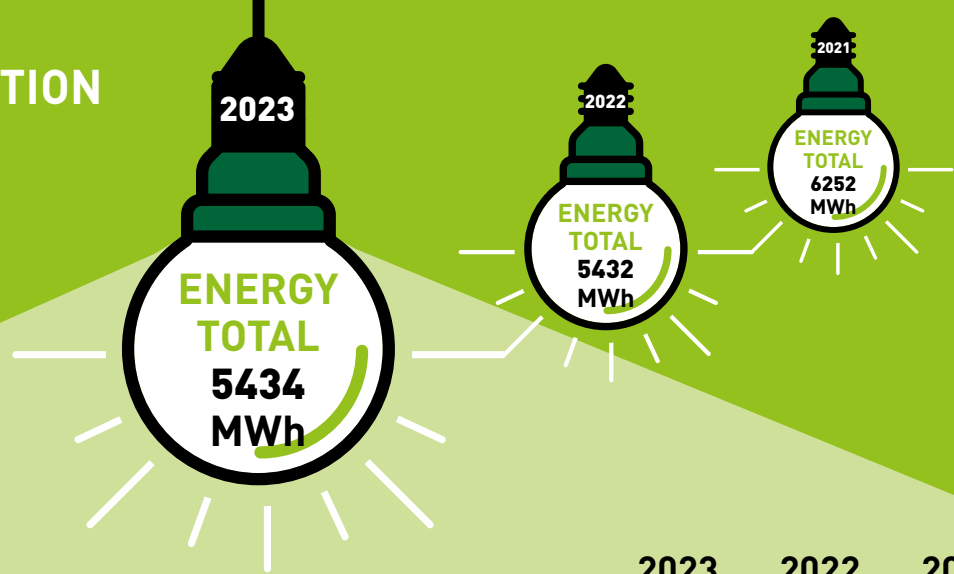
GRI
302-1
302-3
302-4
303-1



ENERGY CONSUMPTION

GHG-SCOPE 1

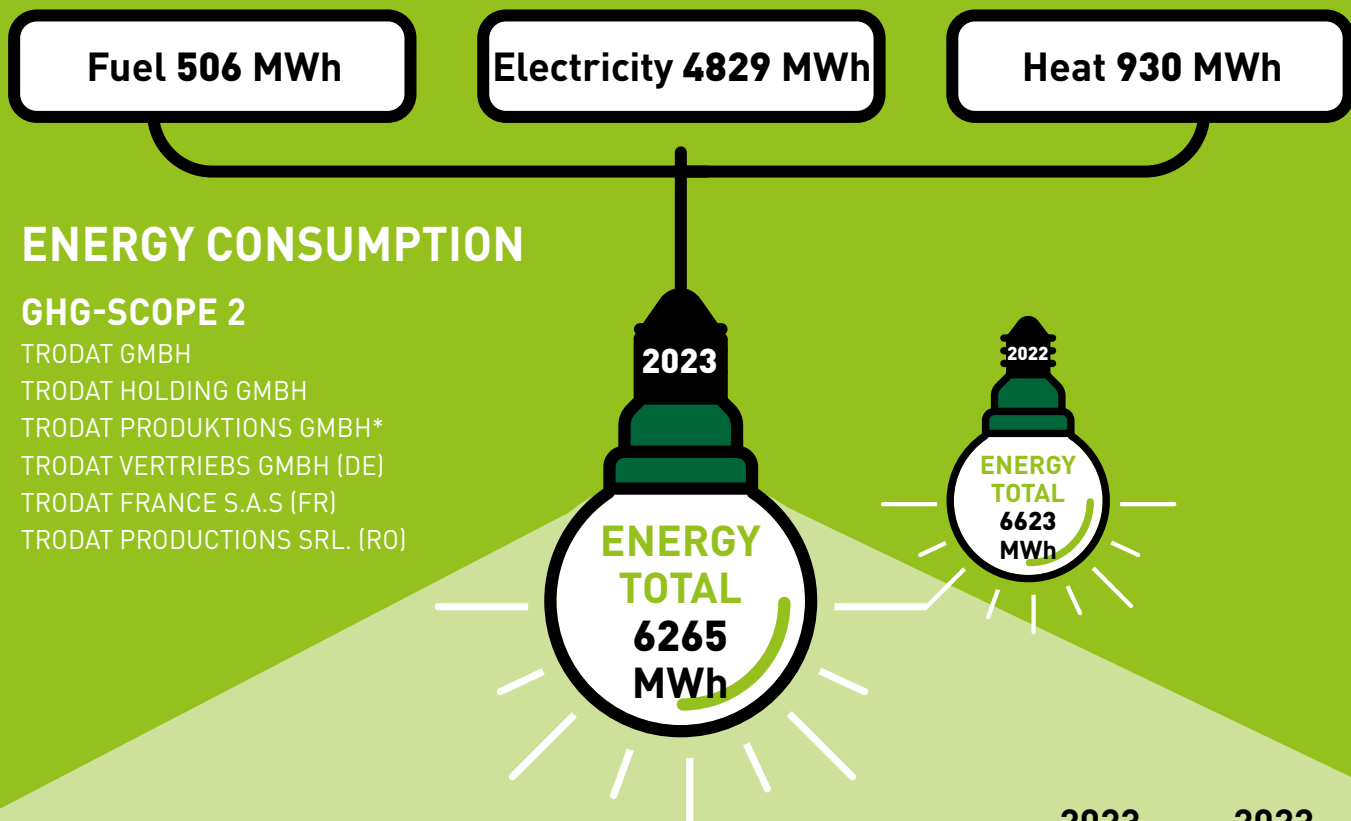
TRODAT GMBH
TRODAT HOLDING GMBH
TRODAT PRODUKTIONS GMBH



Key figures - Energy consumption		Unit	2023 Value	2022 Value	2021 Value
Power consumption	total	MWh	5.433,8	5.658,9	6.252,0
electricity consumption	total	MWh	4.619,0	4.776,8	5.225,9
electricity consumption	of which E-Vs	MWh	39,1	29,5	25,2
Heat consumption	total	MWh	606,9	642,7	675,9
	of which natural gas	MWh	201,6	319,7	389,8
	of which biomass	MWh	121,5	--,-	--,-
	of which district heating	MWh	283,8	323,0	286,1
Fuel consumption	Total vehicle fleet	MWh	207,8	239,5	339,5
	of which diesel	MWh	190,4	239,5	239,5
	of which petrol	MWh	17,4	--,-	--,-

Energy efficiency

Even though we have already achieved great successes when it comes to saving energy, our plans for the future are ambitious. As part of our continuous improvement process, we are constantly looking for new ways to reduce our energy consumption.



Key figures - Energy consumption		Unit	2023	2022
			Value	Value
Power consumption	total	MWh	6264,4	6622,8
electricity consumption	total	MWh	4828,5	4998,8
electricity consumption	of which E-Vs	MWh	39,6	29,5
Heat consumption	total	MWh	930,0	1028,3
	of which natural gas	MWh	524,7	705,3
	of which biomass	MWh	121,5	--,-
	of which district heating	MWh	283,8	323,0
Fuel consumption	Total vehicle fleet	MWh	505,9	595,7
	of which diesel	MWh	488,5	595,7
	of which petrol	MWh	17,4	--,-

*Merger of Trodat Produktions GmbH with Trodat GmbH as of 01/07/2023



We record our progress in achieving our energy-saving targets in a bespoke database of measures, in which all potential energy efficiency measures are evaluated according to different criteria. In addition to the savings effect (in MWh), we evaluate CO₂ savings resulting from each measure, alongside the costs associated with its

implementation. We have been maintaining the measures database since 2012. To assess the potential for reducing energy consumption and GHG emissions in line with current technical possibilities, we will carry out another potentials analysis for energy savings in 2024 and identify activities for future energy optimisation.

Guidelines/policies		Opportunities & risks
<ul style="list-style-type: none"> > Federal Energy Efficiency Act > EN ISO 50001:2018 > EN ISO 14001:2015 		<ul style="list-style-type: none"> + Reduction of energy consumption → increasing efficiency and reducing energy consumption costs + Increasing the share of renewable energies, especially in-house production of electricity through our PV systems, reduces GHG emissions and creates independence from high and fluctuating energy costs
Activities & successes in the reporting year		
2022	<ul style="list-style-type: none"> > Creation of a folder to raise awareness among employees, annual updates > Optimisation and adaptation of building services in Wels/Marchtrenk (energy centre - heating, ventilation, cooling) > Optimisation and adaptation of building services in the new Trotec building (heating, ventilation, cooling) > Replacement of 3 injection moulding machines and adaptation to Trodat standards (servo-hydraulic drive) > Replacing a vulcanising press with an electric drive > Ongoing conversion of lighting to LED > Energy concept, implementation, commissioning of a new training workshop > Analysis of alternative heating media in Marchtrenk, Freilingerstraße 98 and 100 > Survey and analysis of energy requirements for company vehicles, definition of potential through conversion to EVs > Monitoring of key energy figures and derivation of measures 	
2023	<ul style="list-style-type: none"> > Development of a charging management system for electric cars > Marchtrenk: 2023 Conversion from gas to biomass (Trodat dispatch and Trotec TIC building) > Wels: Walter-Just-Technikum 135kWp PV system > Wels: Carports 25 kWp PV system > Monitoring of key energy figures and derivation of measures 	
Goals and measures		By when?
Strategic direction: Thermal energy		
Trodat GmbH: Ensuring the highest energy standards for new builds and building refurbishments		ongoing
Trodat GmbH: External energy monitoring to determine energy-saving potentials		2024
Production site Romania: Installation of heat pump and pellet heating		2024
Trodat GmbH and Trodat Holding GmbH: Expansion of existing PV systems in Wels and Marchtrenk		2025

Responsibilities and organisation
Energy management officer in the ESG team / ESG organisation

Climate protection and reduction of greenhouse gases

Why is this topic so important for us?

GRI

302-5

305-1

305-2

305-3

305-4

305-5

Climate protection is one of the most important dimensions of our sustainability strategy and it is each individual's responsibility to make their own contribution to protecting the environment. This is the only way we, as a global community, have a chance of achieving our ambitious climate targets.

We have been working intensively on our environmental and climate protection responsibilities since 2010 and continuously analyse those areas in which there is room for manoeuvre so that we can optimise our GHG balance and eco-balance. Our production is free of waste water and harmful emissions (e.g. CO, NOX), but we do need large quantities of purchased materials (especially plastic granulate) and energy (electricity) for our production. This makes us indirectly responsible for CO₂ emissions and global warming.

The basis of all our climate protection efforts is the regular recording of our GHG emissions at company and product level. In 2012, an external CO₂ study on the Trodat Printy 4.0 stamp family was conducted in cooperation with the climate protection organisation Climate Partner. This became the basis for all later CO₂ examinations.

In 2024, we prepared a GHG balance sheet for the company for the fourth time, which identified four main sources of emissions: Emissions from raw materials and their

transport, energy use in the company, employee mobility and logistics.

Calculations of the corporate carbon footprint for 2022 and 2023 were much more accurate than in previous years, not least because the scope was expanded over the course of preparing this report.

Due to the organic growth in the calculation of Trodat's corporate carbon footprint, it became necessary to define different scopes.

► GHG scope 1: Trodat GmbH

Trodat Holding GmbH, Trodat Produktions GmbH

► GHG-scope 2: Trodat GmbH

Trodat Holding GmbH, Trodat Produktions GmbH*

Trodat Vertriebs GmbH (DE), Trodat France S.A.S (FR)

Trodat Productions Srl. (RO)

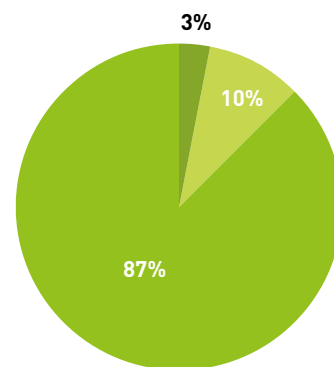
In view of the European Union's climate targets, we will need to extend the scope of the GHG emissions survey to all Trodat Group companies from the initial legally required reporting year 2025.

The following table shows the result of our GHG balance sheet, which is based on the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (GHG Protocol), in GHG scope 2 on a location basis for the reporting years 2022 and 2023.

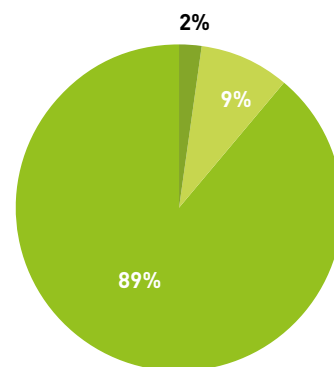
CCF Trodat 2022 location-based values in tonnes CO ₂ e	Source of emissions	Scope 1	Scope 2	Scope 3	Total
	Electricity	0	905	226	1131
	Heating energy source	142	0	42	184
	Heat purchased from third parties (incl. district heating)	0	18	9	26
	Mobility and transport	149	0	1.165	1.315
	Employee mobility	0	0	1.069	1.069
	Vehicles (production)	0	0	43	43
	Materials	0	0	5.467	5.467
	Waste	0	0	308	308
	Water & waste water	0	0	2	2
Total (all values rounded up)	292	923	8.333	9.547	

CCF Trodat 2023 location-based values in tonnes CO ₂ e	Source of emissions	Scope 1	Scope 2	Scope 3	Total
	Electricity	0	878	216	1.094
	Heating energy source	98	0	29	127
	Heat purchased from third parties (incl. district heating)	0	18	8	20
	Mobility and transport	127	0	1.850	1.977
	Employee mobility	0	0	1.069	1.069
	Vehicles (production)	0	0	85	85
	Materials	0	0	5.375	5.375
	Waste	0	0	265	265
	Water & waste water	0	0	2	2
Total (all values rounded up)	226	890	8.898	10.013	

CCF 2022 scopes



CCF 2023 scopes



*Merger of Trodat Produktions GmbH with Trodat GmbH as of 01/07/2023

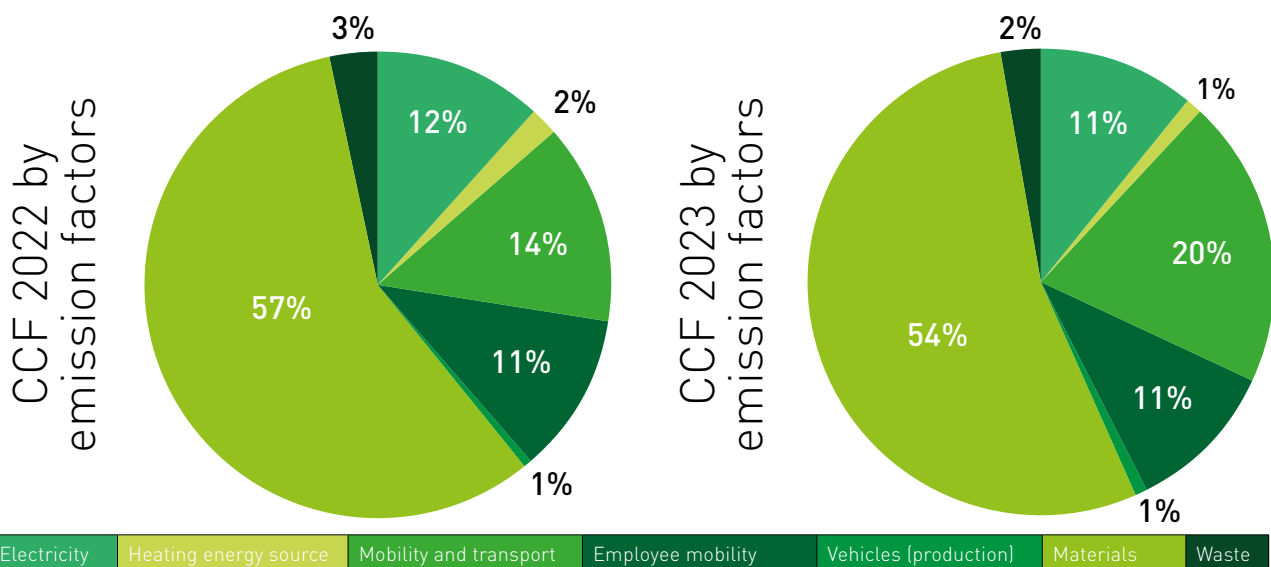


In addition to direct greenhouse gas emissions (scope 1) resulting from the combustion of fossil fuels and refrigerant leaks, indirect emissions were taken into account when calculating our GHG balance sheet. These include emissions from purchased electricity and heat (scope 2), emissions caused by raw materials and their transport, business trips, employee travel, procurement of paper and print products, as well as water and waste (scope 3). This covers all relevant sources of emissions that occur in the company.

At 87 and 89% respectively, scope 3 emissions have the greatest impact. Special attention had to be paid to the calculation of material procurement. The cut-off was set at 80 to 85% of the monetary purchase volume, which corresponds to the TOP 150 purchased parts of the respective reporting year.

The first step was to request the equivalence data of raw materials from suppliers. Where manufacturers did not provide emissions values for purchased parts but did provide information on materials, we used factors from databases: this allowed us to determine corresponding equivalent values per purchased part. Using this approach, we were able to calculate a material footprint for 73% of our TOP 150 articles in 2022 and 65% in 2023. To guarantee the target 80% cut-off as a threshold value, the difference was added to the calculated footprints as a surcharge. By adding a 20% safety margin, we completed to 100%.

The breakdown by emissions factors clearly shows that the inflow of materials plus production accounts for the largest share of the greenhouse gas balance at over 50%.



The CCF last calculated for the 2020 reporting year was 8,731 t for GHG impact scope 1. This means that the target set in 2010 for a reduction of 30% by 2020 was exceeded by 4%.

Comparing the development of GHG emissions in scope 1 from 2020 with those from 2022, shows an increase of 400 t of CO₂e** to 9,131 t CO₂e.

As the main source of energy in the production and manufacturing process, electricity plays a major role in greenhouse gas accounting. In recent years, we have purchased conventional electricity from a regional electricity supplier. By acquiring certificates of origin, the electricity supplier has confirmed that we are supplied with “purely renewable energy” (in the form of electricity).

According to the Austrian Federal Environment Agency, however, gaining these certificates of origin does not, unfortunately, ensure that there is a real and verifiable reduction in greenhouse gases.

We have calculated location-based emissions on the basis of the factor for the Austrian electricity mix. This results in a CCF of 9,547 t CO₂e for scope 2 in 2022. By way of contrast, the market-based CCF for 2022 is 8,596 t of CO₂e based on the purchased guarantees of origin. For 2023, the location-based result for the same scope of application is 10,013 t CO₂e and the market-based result is 9,057 t CO₂e.

We therefore see corresponding potential for reducing our greenhouse gas emissions in the above figures, which we have defined in our climate strategy.

**In order to compare and summarise the climate impact of individual greenhouse gases, these are converted into CO₂equivalents (CO₂e) using the Global Warming Potential (GWP).

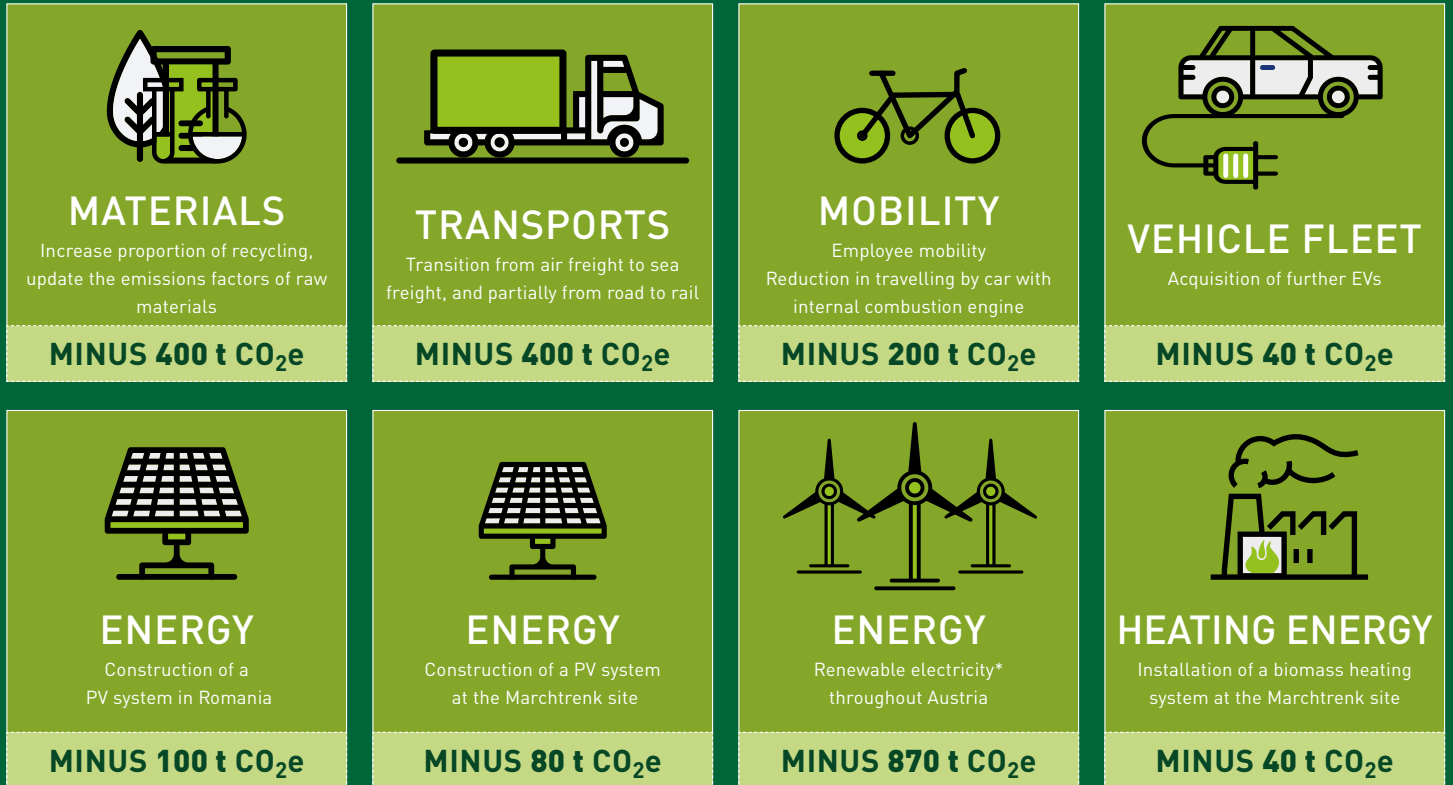
Climate protection and reduction of greenhouse gases

Climate strategy

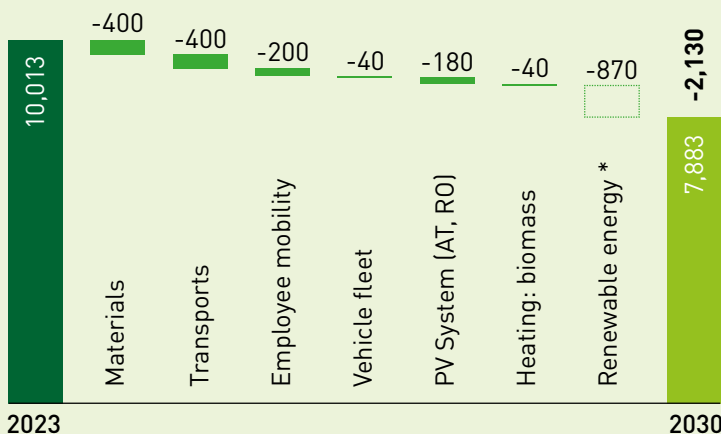
Based on the calculations of the GHG accounting, and following the Trodat strategy, a sustainability strategy project created a trajectory to define the steps required to reduce GHG emissions.

Starting from the base year 2023 in GHG impact scope 2 with annual emissions of 10,013 t CO₂e, we have set ourselves the target of a 21,3% reduction by 2030. This corresponds to an absolute reduction of approx. 2,130 t CO₂e.

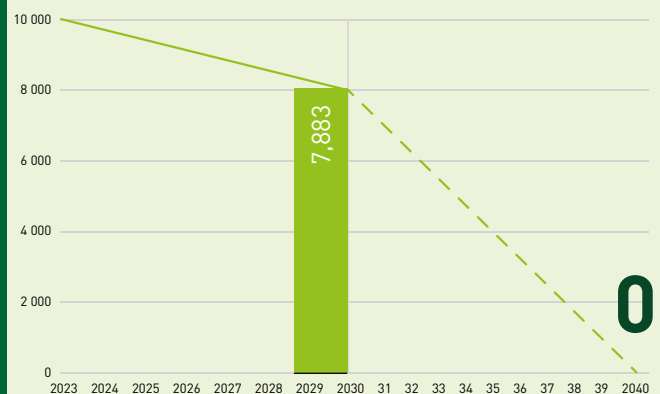
By working out the maximum savings potential, we have estimated the following sub-targets:



CLIMATE STRATEGY 2030



WE HAVE STATED THAT OUR GOAL IS TO REDUCE OUR GREENHOUSE GAS EMISSIONS TO NET ZERO BY 2040..



* according to Under the Renewable Energy Expansion Act, Austria aims to cover 100% of its total national electricity consumption from renewable energy sources by 2030.

The climate strategy is subject to annual updates and adjusted as necessary. This will ensure that we gradually move towards our net zero target and the complete decarbonisation of our company.

Every company operates in a volatile environment and it is possible that GHG emissions, impacted by the ready availability or scarcity of raw materials and energy flows, can decrease or increase regardless of market developments. We will respond to these circumstances appropriately.

From climate-neutral to climate-compensated

As global market leader for self-inking stamps, the Trodat name is closely associated with the concept of climate neutrality – our core product Original Printy 4.0 was launched on the markets as a climate-neutral product at the end of 2010. Since 2013, we have produced more than 70 of our

best-selling products using the highest proportion of recycled plastic that is technically possible.

True to the motto “Avoiding CO₂ in preference to reducing or offsetting” we only consider offsetting CO₂ emissions through Gold Standard certified climate protection projects as a last resort, so that this only happens for unavoidable CO₂emissions. As a result, Trodat offers all of its best-selling products climate-compensated as standard.

Due to the changing times, communications surrounding environmental product claims (keyword “climate-neutral”) are being handled more and more strictly, including in respect of preventing greenwashing. Since 2022, we have been seeking to ensure even greater transparency in product labelling and we use the term “climate-compensated” rather than “climate-neutral”.



Guidelines/policies	Opportunities & risks	Activities & successes in the reporting year 2023	Responsibilities and organisation Head of ESG - CSR organisation
<ul style="list-style-type: none"> > Trodat strategy > Travel policy > Car policy > Internal work instructions for freight planning 	<ul style="list-style-type: none"> + Expand pioneering role and increase presence as market leader + Positioning as a sustainable company - Loss of market share - Marketing communications - greenwashing 	<ul style="list-style-type: none"> > Collection of employee mobility data through extensive surveys > Acquisition of further EVs > Creation of a climate pathway 	
Goals and measures		By when?	
Strategic direction: Employee mobility, business trips & vehicle fleet			
Employee mobility - evaluation of options for optimisation		2024	
Adjustment of car policy		2024	
Adjustment of travel policy		2024	
Updating the emission factors in the internal database		2024	
Update PCFs (Product Carbon Footprints) for the most important products		2024	
Creation of a policy regarding choice of means of transport		2024	
Acquisition of further EVs		ongoing	

Circular economy & material efficiency

Why is this topic so important for us?

GRI

301-1

301-2

306

In addition to maximising the use of recycled materials, we have placed a strong focus on optimising waste management. The aim has always been and will continue to be the reduction of our annual waste volumes wherever possible. To this end, the quantities of waste produced are regularly analysed and ways of reducing them further are explored wherever it makes sense.

The most important measure for waste avoidance is our internal plastics recycling, whereby we recover material that would otherwise have to be disposed of. We also make sure that our packaging is designed as efficiently as possible, using recycled raw materials and avoiding non-recycled materials wherever possible. In future, there will also be a key figure for this.

Planned waste management measures:

- We constantly monitor the market to see whether fractions of our waste can be reused as raw materials for other companies: for example, pallets, rubber, plastic film and PET. In this way, we can make a contribution to the circular economy.
- Ongoing improvements in waste separation

Potential for loop closing

In a workshop on the key topic of the “circular economy”, the ESG organisation conducted an extensive brainstorming session with the aim of identifying ways in the future in which our products can be reintroduced into the production process at the end of their service life.

As a first step, we are analysing what loop closing potential already exists worldwide in order to potentially develop local projects.

In cooperation with our customer Lyreco, a joint initiative was launched on the French market at the end of 2023 via our subsidiary Trodat France: Issuing collection boxes for stamps and accessories to enable them to be collected at the end of their service life. The aim is to gather experience and identify opportunities and potentials for ‘loop closing’ in the core market of France. This could form the basis for further developments.

Product innovation

For us, product innovation means having a deep understanding of the needs and issues of all our target groups – e.g. stamp makers, stamp dealers, resellers and stamp users – and developing products that meet their needs. To achieve this, we conduct extensive market research with all our target groups in the course of our product developments and test prototypes before we launch them on the market.

The development of the Trodat Professional 4.0 model series and the best-selling Original Trodat Printy 4.0, for example, was based entirely on customer insights gained from a wide range of market research around the world.

Sustainable product design

We take a holistic approach to sustainability, which is why we not only look at our own energy consumption, but also pay particular attention to CO₂ emissions along our supply chain. A large proportion of these emissions are caused by the raw materials we use for our products.

With well thought-out product design, it is possible to make full use of the sustainability potential of our products. Our aim is to maximise the durability of our products while ensuring the lowest possible environmental impact.

Reducing the amount of raw materials used

The greatest potential for reducing CO₂ intensity lies in reducing the quantity of each raw material category required for our products. There are two key measures that are decisive for us:

1. Consistent avoidance of rejects in production (see above)
2. Designing new products to be as small and light as possible to avoid CO₂ emissions from the outset.

For example, our core product, Original Trodat Printy 4.0, is 30% smaller and significantly lighter than the preceding models. This enables us to save considerable amounts of raw materials and significantly improves the CO₂ footprint of our products.

Reduction of the CO₂ intensity of raw materials

In addition to the quantities consumed, the second lever in product design is the type and composition of raw materials used. By using up to 66% recycled plastic made from post-consumer material, we can further reduce the CO₂ footprint of Original Printy 4.0 and make an important contribution to the circular economy. That said, the reduction of CO₂ emissions is only one factor in product sustainability. We also consider many other aspects that influence the design of our products:

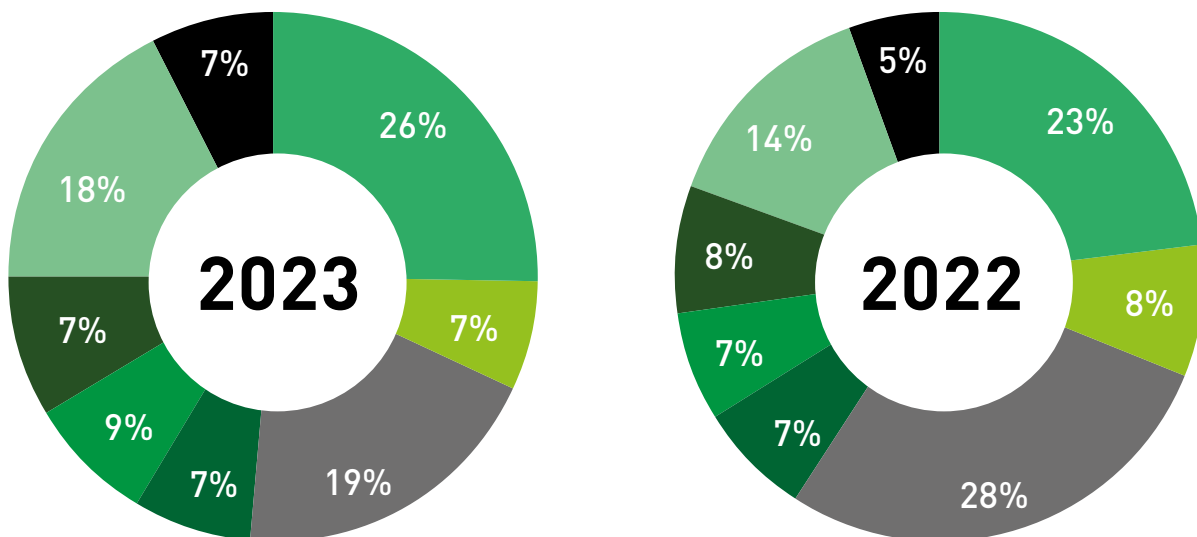
- Raw materials are subject to RoHS (Restriction of Hazardous Substances)
- No PVC in the manufacture of our stamps
- A quality, environmental, energy and occupational safety management system certified by TÜV Austria ensures the permanent monitoring of raw materials.
- The sparing use of energy.

Most of our stamp products are made from plastic, which is why the main focus is on sustainable material procurement and utilisation. The goal is to use as much recycled

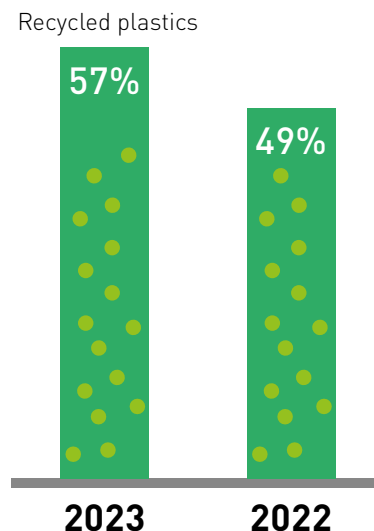
material as possible. Around half of the plastics we use are recycled (49% in 2022, 57% in 2023). We distinguish between post-consumer (purchased) and pre-consumer (recycled internally) materials. The internally recycled plastic is obtained from process waste that is collected by type, granulated and reprocessed in a separate process step before being reused. Therefore, in addition to the consumption of raw materials, we additionally reduce unnecessary transport routes and CO₂ emissions.

Purchased raw materials

The raw materials* purchased in 2023 and 2022 are made up of the following materials:



- Post-consumer plastics
- Pre-consumer plastics
- Virgin plastics
- Rubber
- Colorants
- Punched parts and stamp components
- Cardboard
- Other raw materials: Textiles
Foams
Photopolymer
Plastic packaging
Labels
Self-adhesive and embossing films



*of the TOP 150 purchased parts (cut-off at 80-85 % of the monetary purchase volume)

Circular economy & material efficiency

Plastic-free packaging

Following the switch from plastic blister packs to eco-friendly packaging for replacement ink cartridges and some re-inking bottles at the beginning of 2022, the next systematic step in eco-friendly packaging followed at the end of 2023: the conversion from plastic blister packs to eco-friendly cardboard packaging for our stamp products.

The new packaging is made from recycled cardboard. In addition, it is much smaller, which is advantageous for transport, inventory and the necessary sales area. Our eco-friendly packaging therefore fulfils the criteria of the Austrian Ecolabel.

The switch will save around eight tons of plastic film per year. This corresponds to a CO₂ reduction of approx. 17 tons per year.

Future product developments and actions

Future product developments will focus on sustainable product design in combination with the most efficient and resource-conserving production technologies. In terms of material use, our annual goal is to process 100% of the plastic waste generated at Trodat and return it back into the manufacturing process. We try to sell materials that cannot be recycled in-house as recyclables and thus re-utilise them.

The Blue Angel ecolabel

The Blue Angel is an environmental label that has been awarded in Germany since 1978 for particularly eco-friendly products and services. The strict criteria for the award are set by the Federal Environment Agency. The label is awarded by a jury of representatives from environmental and consumer organisations, commerce, the skilled trades, science and the federal states.

The aim of the label is to provide customers with reliable guidance for environmentally conscious purchasing. This is because the targeted demand for eco-friendly products promotes ecological product innovations and reduces environmental pollution. The Blue Angel stands for independent, transparent and sophisticated product characterisation.

The Blue Angel is known as a TYPE I environmental label based on the international standard DIN EN ISO 14024 "Environmental labels and declarations - Type I environmental labelling - principles and procedures (ISO 14024:2018)". It differs from product labels that only consider one criterion or are awarded by manufacturers themselves and offers a comprehensive, independent award for the best products in a product group.

In mid-October 2023, we were the first stamp manufacturer to receive the Blue Angel award for our Original Trodat Printy 4.0 models, an award that is well-known and recognised for its importance in Europe: 4910, 4911, 4912, 4913, 4914 and 4915 (eco-black and eco-grey with black ink cartridge).



The most important criteria for the award:

(DE-UZ-200 for writing instruments and stamps)

Stamp components like the top plastic frame, bottom housing, ink cartridge holder made from at least 80% post-consumer recycled material

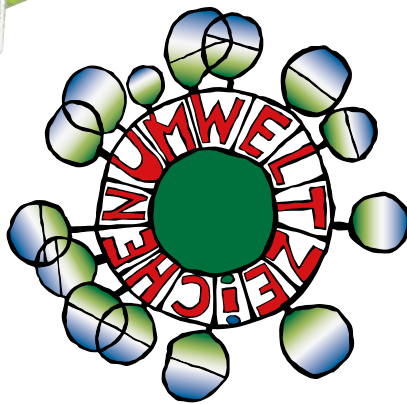
Replacement ink cartridge available

Ink tested in accordance with DIN EN ISO 71-3 for compliance with limit values

Cardboard insert made from 100% recycled paper



Single box made from min. 80% recycled paper



The Austrian ecolabel

The Austrian Ecolabel is a success story of environmental policy. The Ecolabel guidelines have set ecological standards for 80 product groups, which have shaped product development and guarantee transparent and credible information for consumers.

More than 1,050 Austrian Ecolabel licence holders demonstrate the dynamic development and high acceptance of the label.

More than 80 guidelines with binding criteria form the basis for the certification of a product. They are drawn up with the involvement of environmental and technical experts and revised every four years. The “life cycle approach” is used: products, including packaging, information and service, are analysed over their entire life cycle, i.e. from raw material extraction to disposal.

We have been awarded the Austrian Ecolabel for all product groups, the Trodat Professional, Trodat Printy, replacement ink cartridges, ink pads and stamp inks – which amounts to over 90 products.

Guidelines/policies		Responsibilities and organisation Product development / product technology, ESG organisation
> Product development process		
Opportunities & risks	Activities & successes in the reporting year 2023	
+ Positioning as a sustainable company	> Introduction of plastic-free packaging	
+ Further reductions of CO2 emissions	> Increase in recycled content	
+ Advancing new technologies in the field of production engineering	> Start monitoring close-the-loop potentials	
+ Market potential through products with maximum possible recycled content	> Recertification of the Austrian ecolabel	
- Innovation backlog	> Blue Angel award	
- Shortage of recycled raw materials		
- Negative price spiral of recycled materials		
Goals and measures	By when?	
Strategic direction: Increase recycled content		
Market monitoring with regard to new Poco alternatives	ongoing	
Determining the effect on PCF and CCF when increasing the post-consumer and pre-consumer percentage	2024	
Expansion of key figures on the topic of the circular economy	2024	
Strategic direction: Close the loop (collecting system)		
Status survey of existing close-the-loop potentials	2024	
Evaluation of the results and derivation of measures from cooperation between Trodat France and Lyreco in the French core market	2024	

Stable employment conditions

Why is this topic so important for us?

GRI Employee satisfaction within the company is an important key to achieving sustained corporate development.

2-7
2-30
401-1
401-2 The increasing complexity and dynamics of today's business world emphasise the importance of employee satisfaction as a decisive factor for Trodat's long-term success.

The creation of a positive corporate culture that focuses on employee satisfaction is increasingly being recognised as a strategic necessity. It is no longer only a question of attracting qualified specialists, but of retaining them. A motivated workforce is not only more productive, but also forms the foundation for innovation and competitiveness.



Early identification of challenges

A bi-monthly employee poll helps Trodat to identify problems at an early stage. Employee insights on satisfaction, working conditions and teamwork provide valuable information. They enable managers to take preventative measures to avoid dissatisfaction or conflict. Based on this, team workshops were organised and measures implemented to increase employee satisfaction.



Promoting transparency and communication

Employee surveys promote transparency and demonstrate that the opinions of colleagues are valued. This increases trust and promotes open communication. The results are communicated transparently to show that the company takes the needs of its employees seriously.



Participation in decision-making processes

Successful employee surveys actively involve employees in decision-making processes through workshops or feedback sessions, which increases their commitment and sense of belonging.

Regular employee surveys

Conducting regular surveys is an essential pillar for promoting employee satisfaction at Trodat. This was successfully implemented in 2022 for all employees at the Austrian site. We use the "teamecho" application from an established Austrian company. The functions and possibilities of "teamecho" go beyond a mere exchange of opinions. It has developed into a powerful tool for shaping a positive corporate culture. Various aspects of surveys that have had far-reaching effects on employee satisfaction are highlighted below.

Utilising employees' strengths

Recognising and making targeted use of employees' individual strengths is not only a tool for increasing personal satisfaction, but also makes a significant contribution to the company's overall performance. Differentiated talent management that recognises and promotes the skills and potentials of employees not only creates a working

environment where everyone is able to develop, but also generates a competitive advantage through diverse and well-utilised resources.

Regular dialogue with the management team

The relationship between employees and management is crucial for job satisfaction. Regular conversations, including informal ones, not only provide space to discuss tasks and performance but also promote an understanding of individual needs and goals. Managers who actively listen, give constructive feedback and promote individual development not only create trust and a supportive environment but also motivate good performance.

Error culture and trust

Creating a positive error culture, where mistakes are not seen as failures but as learning opportunities, promotes innovation and strengthens trust within the team. At Trodat, such a culture allows us to think creatively, take



www.trogroup.com/en/guidelines



Measurable improvements through targeted actions

Employee surveys lead to targeted measures to improve working conditions and culture at Trodat. Short and long-term strategies whose success is measurable are implemented. The clear link between employee feedback and actions taken strengthens trust and shows employees that their opinions are valued and will be acted upon. Publishing the actions taken on the intranet increases employees' trust and self-efficacy.



Establishing a feedback culture

Regular employee surveys promote a constructive feedback culture. Employees learn that constructive feedback is welcome and that ongoing improvement is a shared goal. Managers play an important role in not only taking feedback into account, but also actively seeking it and making it visible.



Identifying good practices

Employee surveys not only reveal problems, but also identify successful practices and positive aspects at Trodat. Promoting these practices creates an inspiring working environment.

risks and learn from mistakes without fear of negative consequences. The trust that grows in this way has a positive effect on cooperation and the general atmosphere in our company.

Guidelines for leadership and cooperation

Our clear leadership and collaboration guidelines are the backbone of our corporate culture and provide the direction needed to coherently implement our corporate values. They are an integral part of the onboarding process and our internal management training programme. These guidelines promote commitment, and effective collaboration and communication, which increases employee satisfaction and supports long-term success. A contented workforce contributes to higher productivity and loyalty and becomes a decisive competitive advantage. Promoting employee satisfaction is therefore both ethically and strategically important to us.

Our guidelines

We turn ideas into reality! In a sustainable, reasonable way!

We are eager to ignite your potential!

We believe in one another – and in ourselves!

We are bold enough to strive for the extraordinary – we learn from our mistakes!

We help you stay afloat, even in rough waters.

We call things by their names.

We can only be successful together! It's me who makes the difference.

Find out more with the QR code above.



Stable employment conditions

Company benefits for employees

GRI

2-7

401-1

> Company life insurance for all employees (from three years with the company)

> Special-class insurance supported

> Events

> Shopping discounts

> Workplace health promotion activities

> Catering: Canteen, fruit, tea, etc.

> All of our employees in Austria are in an employment relationship that is covered by a collective labour agreement.

Total number of employees - white-collar and blue-collar - and breakdown by gender* and country <small>* Gender, as indicated by the individuals themselves</small>		2023	2022	2023	2022	2023	2022	
	Number of full-time employees (headcount)	female	female	male	male	Total	Total	
	Austria	155	146	181	184	336	330	
	Romania	63	58	18	14	81	72	
	Germany	0	0	4	4	4	4	
	France	19	19	8	8	27	27	
	Number of part-time employees (headcount)	female	female	male	male	Total	Total	
	Austria	65	70	7	6	72	76	
	Romania	0	0	0	0	0	0	
	Germany	0	0	0	0	0	0	
	France	0	0	0	0	0	0	
	Number of employees (headcount)	female	female	male	male	Total	Total	
	Austria	220	216	188	190	408	406	
	Romania	63	58	18	14	81	72	
Germany	0	0	4	4	4	4		
France	21	19	8	8	29	27		

S Head of Corporate People and Culture Team Lead Organisational and Personnel Development	Guidelines/policies	Opportunities & risks	Activities & successes in the reporting year 2023
	<ul style="list-style-type: none"> > Code of Conduct > Company value Employee focus > Corporate value Appreciation as a basis 	<ul style="list-style-type: none"> + Reduction in staff turnover expenses + Sustainable safeguarding of "corporate knowledge" - Migration of high potentials - Increased recruiting costs - "Brain drain" and therefore long-term risk to the company's success 	<ul style="list-style-type: none"> > Personnel risk analyses were carried out
	Goals and measures	By when?	
	Strategic direction: Stable employment conditions		
	Maintain level of benefits (focus on health measures & monetary benefits)	ongoing	
	Maintain and expand existing attractive framework conditions	ongoing	
	Identification of potential candidates & their qualifications	ongoing	
	Establishment of a learning culture	ongoing	
	Anchoring the leadership guidelines in management work	ongoing	
	Creating awareness	ongoing	
Anchoring the understanding of values in management training	ongoing		
Develop and implement career paths	2025		
International management training	2025		
Clear requirement profiles for managers	2026		

Occupational safety and health protection

Why is this topic so important for us?

At Trodat, occupational safety and employee health play a central role in the company-wide sustainability efforts. The systematic minimisation of safety risks in the workplace and the implementation of measures to maintain health has top priority. In addition to legally required activities, like compliance with preventative working hours in cooperation with external (occupational medicine) and internal experts (safety specialists), Trodat has been running a company health promotion programme for over 12 years. This programme provides activities that are made available by the company.

Occupational safety

Systematically minimising safety risks in the workplace is a top priority for Trodat. We are committed to reducing the frequency and severity of work-related accidents to an absolute minimum through a comprehensive package of measures. In order to record and evaluate the development in a differentiated way, we follow internationally standardised key figures in the company, which also enable a comparison with companies in similar sectors:

- > Number of work-related accidents in the reporting period
- > Number of commuting accidents in the reporting period
- > Total of commuting accidents and work-related accidents
- > Accident rate in work-related accidents/100 employees
- > Accident frequency (accidents per 1 million hours)
- > Accident severity (absence per accident in hours)

- > Accident absence time (absence time as a percentage of working hours)
- > Hours lost (per year and employee)

GRI
401-2
403

At Trodat in Austria, we had five work-related accidents in the 2022 reporting year and six work-related accidents in the 2023 reporting year. Compared with the average number of 5.9 work-related accidents per year throughout the period 2005 to 2023, this is in line with the average.

The investigation of work-related accidents at Trodat is carried out by a team consisting of a safety specialist, occupational medicine, the respective manager and a safety officer. It involves determining and categorising the cause of the accident, initiating measures, monitoring them and checking their effectiveness. The causes of accidents are categorised internally as follows: Slips and falls of persons, mechanical equipment, sharp and pointed objects, vehicles and other means of transport, falling and toppling of objects, hand tools and simple equipment, bumping, handling work (by hand) and commuting accidents.

In accordance with legal requirements, an accident report signed by the management is submitted to the competent authority.

In the area of occupational safety, activities totalling 133 hours were carried out at Trodat in Austria in 2022 in cooperation with our occupational health support.

In 2023, the following activities were implemented:

- > Inspections of workstations
- > Re-evaluation of workstations
- > Updating health and safety documents
- > Follow-up of work-related accidents
- > Consultation hours: screen glasses, "WIETZ" (Part-time reintegration act), orthopaedic insoles
- > Hearing tests according to VGÜ
- > First aid kits serviced, first aider lists updated
- > Annual eye test
- > Advice for employees with predominantly sedentary work
- > "Sitting is the new smoking"
- > Implementation of the OP service line (occupational psychology hotline)
- > Planning the re-evaluation of mental stress for 2024

In 2022, the following activities were implemented:

- > Integration and renewal of existing evaluations in accordance with legal provisions
- > Carrying out eye tests
- > Updating of health and safety documents
- > Updating of workplace, maternity leave, youth protection as well as one worker evaluations / maternity leave discussions
- > Workstation inspections with a view to preventing musculoskeletal disorders
- > Handling of part-time reintegration into the work process
- > Office inspection: advice on office ergonomics
- > Individual counselling on cardiovascular health and risk profile
- > Preventative measures and counselling on the subject of respiratory function
- > Preventative measures and advice on back health
- > Advice on the current Covid strategy
- > Focus coordination: Advice on infection control, COVID, vaccination passport control, etc.

! At the other locations in France, Germany and Romania, the legal obligations regarding occupational safety are being met and compliance with these obligations is monitored by public bodies / external partners.

Occupational safety and health protection

Workplace health promotion

In addition to preventing accidents, Trodat is strongly committed to maintaining the health of all employees.

We implemented a comprehensive catalogue of health measures in the reporting years 2022 and 2023. The measures relating to the Covid pandemic, including a vaccination campaign and advisory services provided by internal and external experts was among the focal points of our activities.

We have also set ourselves the goal of promoting our employees' general sporting activities. In addition to financial subsidies for gym memberships, we support the local running event "Wels Business Run" as the main sponsor, where we pay the entry fee for all participating Trodat employees and organise running training sessions.

In 2022, the company successfully implemented an action that prompted 131 participants to purchase a job bike. Other activities include:

Boat trip, subsidised fitness centre, first aid courses, yoga, hypnosis, Medimouse back check, eye tests, lung function tests, in-house massage and physiotherapy service. Overall, around 1,000 participants take part each year.

Objectives

We already cover a wide range of contents with our programmes in the area of health promotion and prevention. The primary goal for the future is to further expand the measures on offer and to set new focal points each year. In order to improve the accessibility of our services, we aim to offer the majority of them in-house in future.

We have decided to focus and divide our 2024 health promotion programmes into three areas:

- > Active programmes
- > Mental and social programmes
- > Inhouse services

Thanks to our wide-ranging programme for 2024, we will be able to further increase the number of participants and reach even more people.

Fire protection

Fire protection is another central aspect of occupational safety for us. The following measures were implemented in this area in 2022 and 2023: Implementation of

- > fire extinguishing drills
- > Annual fire safety training
- > Annual evacuation drill and test alarms
- > Annual fire inspections
- > Regular rounds with the insurance companies.

There was also a

- > Revision of the company fire protection process
- > Improvement of escape routes and their labelling
- > Additions and repairs to fire barriers
- > Installation of new transmission technology at the Marchtrenk sites.

Projects 2024

- > To implement measures from trade authority submissions
- > To implement measures from BMA (fire alarm systems) and "Smoke and Heat Exhaust Vents" revisions
- > New fire protection plans according to TRVB
- > New emergency lighting Wels – Production
- > Continuous improvement of fire barriers

S Responsibilities and organisation ESG management / safety representatives (SR) Safety specialist (SSP) / Occupational medicine	Guidelines/policies	Opportunities & risks	Activities & successes in the reporting year 2023
	<ul style="list-style-type: none"> > ISO 45001 > SA8000 (Romania) > Code of Conduct 	<ul style="list-style-type: none"> + Employee retention + Improving our corporate image 	<ul style="list-style-type: none"> > Occupational safety (p.47) > Workplace health promotion > Fire protection
Goals and measures	Strategic direction: Maintain existing level & build up expertise		By when?
	Strengthening the mental health of employees		ongoing
	Ongoing monitoring / internal inspection / CIP		ongoing
	Concept and implementation of heat control in production		2024
	Strengthen awareness and responsibility among managers ('Responsible leadership')		2025
	SSP structure		2025



Training and further education

Why is this topic so important for us?

Training and ongoing professional development at Trodat is crucial for our long-term success. Targeted training and professional development opportunities ensure that our employees have the latest knowledge and skills to meet the constantly changing demands of the market and of everyday working life. They both increase efficiency and productivity and promote the company's ability to innovate.

In addition, comprehensive training and professional development contributes significantly to motivation. Employees who have opportunities for personal and professional development are generally more committed and contented. This in turn has a positive effect on the working atmosphere and can increase loyalty to the company.

A well-trained team that is in tune with current requirements is also better able to react flexibly to new challenges and changes. This is of great importance in times of rapidly developing technologies and global markets. Our training and development programmes lay the foundations for our competitiveness and future security.

Internal training catalogue

We offer all our employees a comprehensive range of personal development opportunities as part of the internal training catalogue designed by People & Culture. We focus on personal development training as well as on methods. In terms of personal development, our employees can develop their skills in the areas of resilience, time and conflict management,

and communication skills. Regarding training in methods, there are various courses on project management, efficient meeting organisation and workshop moderation.

The training catalogue is available to all employees in Austria, Germany and Switzerland. About 30 training days are run each year. For an optimised transfer of the skills acquired, especially in the area of personal development, we rely on follow-up coaching sessions that give employees the opportunity to increase their self-efficacy for their particular situation.

Specialised professional training

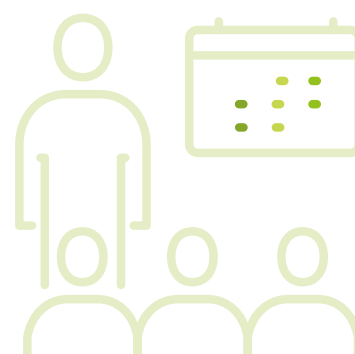
In addition to our internal personal development programme, we also offer specialist professional training and development. These are discussed in the specialist department and implemented together with People & Culture.

More and more internal training courses are also being organised for divisions and departments, such as forklift training, Excel courses and team workshops to strengthen teamwork.

Employee appraisal

Our annual employee appraisal, which focuses on personal development, is especially important. Development potential is discussed with the manager and specific measures are defined. These can include training and further education courses, on-the-job training, job changes within the Group, job enrichment or enlargement.

GRI
404



Training and further education

Leadership training

We endeavour to fill the majority of our management positions with employees from the company. To help our newly appointed managers get off to the best possible start in their roles, we offer numerous tools, such as

- a special onboarding programme for managers (leadership principles, labour law, understanding HR processes, etc.)
- Inclusion in the management development programme
- accompanying measures, such as coaching and team development programmes

Training future managers therefore plays a central role in our personnel development work. They are the key to a successful company. We are revising the concept behind all our measures on an ongoing basis to keep our finger on the pulse. Our focus is on personality development and training in different methods. This is because we are placing an increasing focus on the development of human skills compared to technical qualifications. The next step is to expand this to the global level alongside strategic succession planning.

We have been running an externally supported leadership programme since 2018. This is divided into four modules and designed to optimally prepare our high-potential employees for future management work. The content of the four modules consists of

- the tasks & responsibilities of a manager
- business simulations
- Team development – promoting performance
- Accompanying change



S Responsibilities and organisation Head of Corporate People & Culture Team Lead Organisational & Personnel Development	Guidelines/policies	Opportunities & risks	Activities & successes in the reporting year 2023
	> Internal training catalogue	+ Continuous development of the company to secure its corporate success + Contribution to employee retention and safeguarding existing knowledge in the company - Loss of position as an attractive employer in the region - Migration of high potentials	> Planning and establishment of commercial apprenticeship programmes > Internal training and further professional development catalogue > various coaching programmes for managers and employees
	Goals and measures		By when?
Strategic direction: Establishing a career as a professional			
Start of a pilot project		2024	



Diversity and equal opportunities

Why is this topic so important for us?

Strategies as building blocks

In a time of increasing globalisation, cultural diversity and social change, promoting diversity and ensuring equal opportunities is becoming an indispensable part of successful corporate management. That's how we view it at Trodat, which is why we are addressing these dimensions in the workplace. We are concentrating in particular on HR strategies, flexible working conditions and working hours as keystones for an inclusive and sustainable corporate culture.

Diversity in the workplace

Diversity is not only defined by obvious characteristics such as gender, ethnicity or age. It extends to a broad spectrum of characteristics, including cultural background, sexual orientation, abilities and individual perspectives. We view diversity as enrichment, and not only benefit from a diverse workforce, but promote innovation, creativity and problem-solving skills.

Promoting equal opportunities

The concept of equal opportunities is directly related to diversity and aims to create an environment where all employees have the same development opportunities and access to resources. At Trodat, we guarantee fair recruitment practices, transparent promotion criteria and equal training opportunities. In our company, fair pay and opportunities for advancement regardless of personal characteristics are regarded as essential to promote an inclusive culture.

Women in leadership roles

At Trodat, we have a high proportion of female managers throughout the company. We consider a diverse management important to ensure that different perspectives are represented. We benefit greatly from different experiences and approaches, which promote the innovative strength and creativity of our company. We have also recognised that promoting women in management roles makes our company more appealing for qualified female specialists. It helps to increase the company's appeal to potential talent.

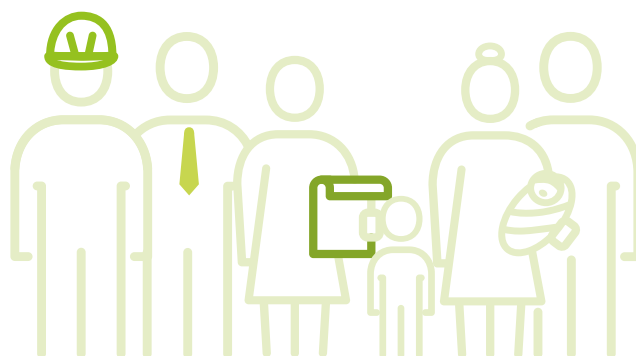
Strategies for an inclusive working environment

Flexible working conditions: the promotion of flexible working conditions, including the option to work from home, is more than just a benefit with us. By meeting individual needs and improving the work-life balance, we make a strategic investment in the satisfaction and productivity of our employees.

Flexible working hours

The introduction of flexible working hours as part of a generous flexitime agreement makes it possible to adapt working hours to individual life circumstances. This not only promotes work-life balance, but also helps specific groups of employees, such as parents and carers, to better participate in working life. Similarly, the introduction of trust-based working hours for certain roles offers employees the freedom to determine their own working hours as long as agreed targets are met. This creates an environment of trust and personal responsibility.

GRI
405-1



Diversity and equal opportunities

The importance of HR practices

The implementation of HR policies and actions that promote diversity and equal opportunities is a decisive step for our company. This not only includes the introduction of diversity criteria for recruitment, but also requires the continuous review and adjustment of general HR practices to ensure that equal opportunities are safeguarded in all areas of the company. The main point here is the integration of these practices into the daily activities of managers. To further strengthen this, our internal management training programme focuses on promoting an inclusive approach to employee management. In this respect, Trodat's top management always honours the fact it is regarded as a role model.

Number in management bodies* in diversity categories (headcount)		
Year	2023	2022
female	6	5
male	22	22

Flexible working conditions and working hours as key elements

Promoting flexible working conditions and working hours is more than just a response to the demands of the modern working world. By creating a framework that is responsive to individual needs, companies can retain talent and promote a positive corporate culture. Diversity and equal opportunities are not just buzzwords for us but essential cornerstones of successful corporate management. We are aware that the path to an inclusive corporate culture requires continuous effort and a willingness to adapt. For us, diversity and equal opportunities are an indispensable part of Trodat's DNA.



S Responsibilities and organisation Head of Corporate People and Culture Team Lead Talent Attraction	Guidelines/policies	Opportunities & risks	Activities & successes in the reporting year 2023	
	<ul style="list-style-type: none"> > Code of Conduct > Company value Employee focus > Company value Appreciation as a basis 	<ul style="list-style-type: none"> + Attracting the best minds for the company 	<ul style="list-style-type: none"> > Project start conceptual design International leadership development from September 2023 > Development of an internal high-potential pool, starting end of 2023 	
	Goals and measures		By when?	
	Strategic direction: International management development / internal high-potential pool			
	First modules of international leadership development programme		2024	
	Targeted promotion of part-time managers and fostering of a diverse management structure		ongoing	

* Employees with personnel management / management of legal entities



Economic success

Why is this topic so important for us?

Trodat is the largest stamp manufacturer in the world and has increased its production volume for years, even bucking the international trend in the industry. The digital transformation poses challenges for many products and business models in the stationery sector (the paper, office supplies and stationery industry) and naturally, it affects us as a stamp manufacturer. The total volume of stamps sold internationally has been determined to be steadily decreasing.

Despite a difficult market environment, the pandemic and wars such as the one in Ukraine, we have been able to operate successfully thanks to the high level of commitment of our international teams.

This constantly successful economic development and our positive results not only ensure the continued existence of the company but even form the basis for further growth in a stagnating or declining market segment.

Profits are necessary to make not only investments that maintain the company’s existence, but above all sustainable investments. Trodat’s declared aim is to enable organic growth and to grow steadily through acquisitions and worldwide takeovers, to further expand its market position.

For many years, we have also seen it as our responsibility to make a meaningful contribution to a more sustainable future.

Trodat’s success story is characterised by innovative strength, which plays an important role in all our divisions. All our processes and procedures have been developed and optimised over many years; we are constantly on the lookout for new possibilities and development opportunities.

The global economy in general

The global economy continues to face the challenges of persistent inflation and subdued growth prospects. Global GDP growth was stronger than expected in 2023, but has continued to weaken as the effects of tighter financial conditions, weak trade growth, and lower business and consumer confidence have been increasingly felt. Financial conditions are restrictive while future-orientated real interest rates have risen further. Especially in Europe, economic activity has slowed in interest-sensitive sectors, such as the housing market and economies that rely on bank financing. Increased geopolitical tensions are also once more contributing to uncertainty about the short-term outlook. Overall, inflation has fallen in almost all economies, which has reduced the pressure on private household incomes, but core inflation remains relatively high. According to OECD* figures, global GDP growth will be 2.9% in 2023.

Innovation in the production process

An important key to our innovative strength lies in our high level of vertical integration, which ranges from planning and realisation to series production, maintenance of our production machines and the ongoing development of our products. This specialised, far-reaching expertise enables us to improve and develop our products and processes on an ongoing basis. In turn, this enables us to keep expanding our position as global market leader in stamp products and enable long-term corporate growth.

The continuous improvement process (CIP) is an important part of our integrated management system and is practised on a daily basis. A structured process ensures that in all areas of the company, employees have the opportunity to make suggestions for (product) improvements, potential savings, efficiency increases and process or workflow optimisations.

GRI
201-1
201-4

G



*Source: OECD Economic Outlook 11/2023

Economic success

Many of these efforts have resulted in high-quality products and services that are recognised worldwide: here are some examples of prizes and awards won in recent years.

> 2016 INEO

Award for exemplary teaching organisation (Austria, Wels)

> 2016 Export Prize Silver, WKO (Chamber of Commerce)

(Austria, Vienna)

> 2016 Eco Award and office supplies award

Trodat Professional 4.0 (Papershow, Belgium)

> 2016 German Brand Award

Trodat Professional 4.0 (Germany, Frankfurt)

> 2016 POS (paper, office and stationery industry) award

Trodat Ideal Monogram seal press (Germany, Frankfurt)

> 2017 Energy Globe Austria Award

“K-CSI project: Cradle to cradle plastics” with schools and institutes (Cooperation project Business Upper Austria)

> 2017 Gold Medal

4.0 Gold Medal “Development of Trodat Professional 4.0” (Cuba, Havana)

> 2017 Upper Austria WKO (Chamber of Commerce) online award

uTypia/DCCS GmbH (Austria, Wels)

> 2018 Red Dot Award 2018

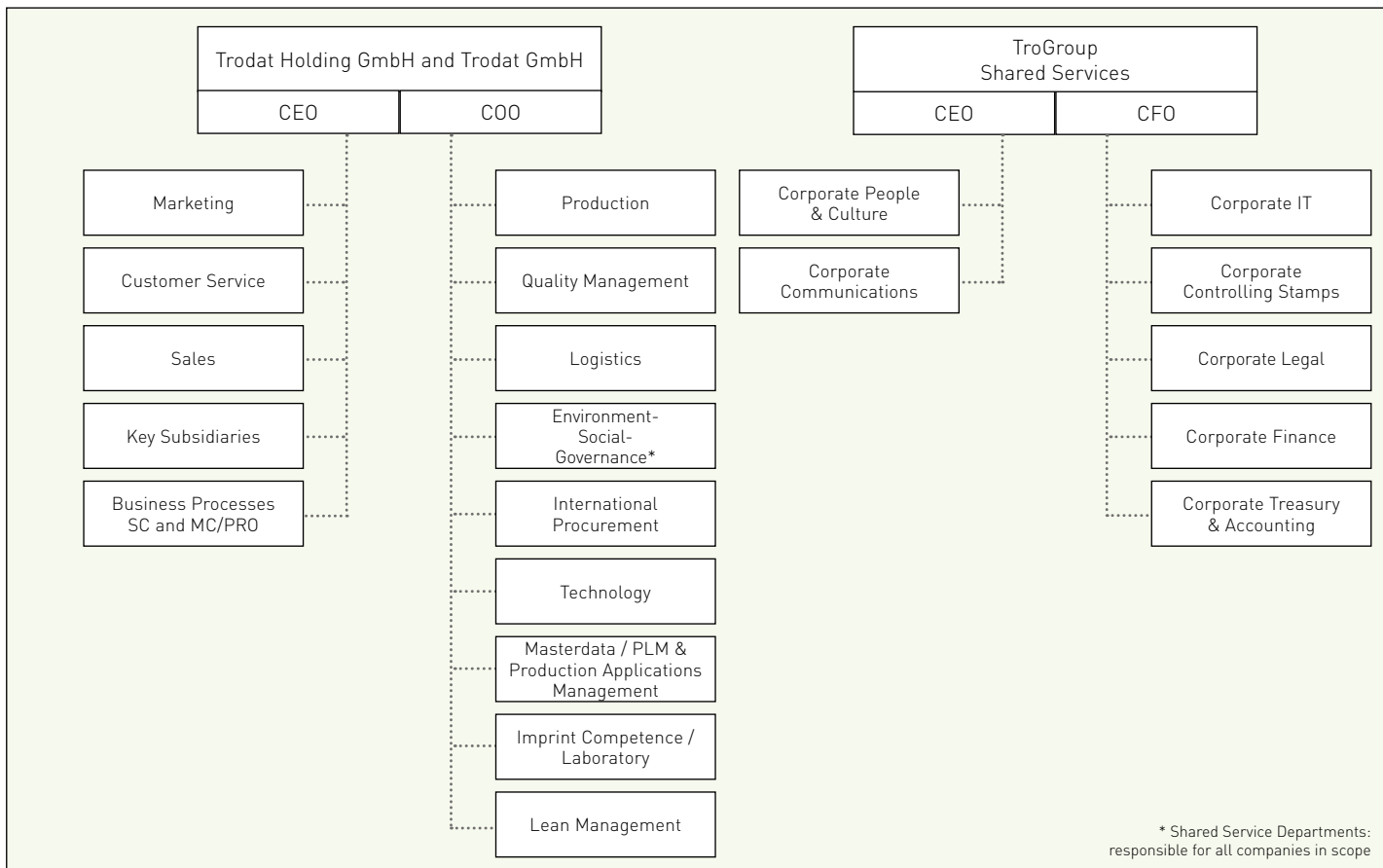
Trodat Professional 5460 (Germany, Essen)

> 2021 Austrian Ecolabel (Austria, Vienna)

> 2023 Recertification Austrian Ecolabel currently for over 90 Trodat products (Austria, Vienna)

> 2023 Blue Angel ecolabel

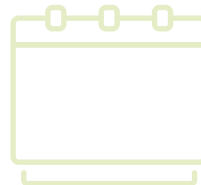
Printy models 4910, 4911, 4912, 4913, 4914 and 4915, eco-black and eco-grey with black ink cartridge (Germany, Bonn)





Successful defence against cyber attack 2023

2023 got off to a turbulent start when we became the victim of a cyber attack at the beginning of February. As a result, our data centres were not accessible and most of the central IT services were temporarily unavailable at numerous sites worldwide. Thanks to new technologies introduced just two years previously, all systems were reactivated from their own backups and major damage was averted. In collaboration with cyber security teams and our internal TroGroup crisis team, the cyber attack was successfully ward off in 2023.



Priority goals and measures

In accordance with the EU Taxonomy Regulation (EU 2020/852, TroGroup is required to disclose three key performance indicators (KPIs) relating to revenue, capital expenditure (CAPEX) and operating expenditure (OPEX) for taxonomy-eligible economic activities from the 2025 financial year onwards.

We have already made a start and carried out an initial assessment for taxonomy-eligible and taxonomy-compliant economic activities. OPEX and CAPEX ratios are already being calculated.

Guidelines/policies		Responsibilities & organisation: The internal organisational structure is categorised into departments, which are essentially divided into the company's areas of activity and managed by divisional heads > See organisational chart
> UGB (Austrian Commercial Code) > Strategy - vision, mission > Guidelines, values		
Opportunities & risks	Activities & successes in the reporting year 2023	
<ul style="list-style-type: none"> + Trodat offers high-quality marking solutions: Complete range + The focus of the core range is on self-inking stamps + We are constantly improving and expanding our standard range + We develop new stamp solutions based on our core competences + By expanding our online presence we strengthen our business model + We are a technology company and number 1 in our industry: Research and development help us to expand our market position through innovations in the stamping and marking sector - Attacks by hackers on the company's IT servers can have a significant impact on business activities: in 2023, an IT cyberattack was successfully fended off (1) - In times of a shortage of skilled labour, we need to be seen as an attractive employer if we want to attract the best employees 	<ul style="list-style-type: none"> > Sales and earnings growth in 2022 and 2023 despite difficult market environment and challenging economic conditions in the POS (paper, office and stationery) industry > Increase in production volume: Over 40 million stamps sold worldwide for the first time in 2023 > Successful launch of new products for the mass market in 2022 and 2023: For example, Stamp 'N Stick, ID Protector 	
Goals & measures (2)	By when?	
Strategic direction: Strategic reorganisation of the entire supply chain Review and adaptation of Trodat Strategy 2025 - > Trodat Strategy 2030	Start in 2024 2024	

Compliance

Why is this topic so important for us?

GRI
2-16
2-23
2-25
2-27

Compliance with legal and ethical standards as well as recognised principles of good corporate governance are topics that are particularly relevant to us. Consequently, there are no significant violations of laws and regulations.

We have summarised the key principles and rules for our actions in our Code of Conduct. It defines the standards that both we and our stakeholders are expected to adhere to in respect of all relevant legal and ethical principles. Managers are responsible for exemplifying our corporate culture and ensuring that these rules of conduct are followed by employees.

In the context of its internal control and steering instruments, Trodat pursues strict requirements for compliance with the principles of good corporate governance. For example, in addition to the Group-wide Code of Conduct, there are rules of procedure for the Management Board. The four-eyes principle applies in the company, and key company decisions are made by the Management Board. Invoices are approved by the respective cost centre manager. Approval of payments is likewise subject to the four-eyes principle. There is a meeting of the Managing Directors several times a year, with the corresponding reporting obligations.

Our products are designed to not only offer great value for our customers and users, but also to be safe and compliant with the applicable laws and regulations at all times and in all parts of the world. Compliance with supra-regional laws such as the REACH Regulation, CLP Directive or Product Safety Regulation is just as decisive and mandatory for our development work as are regional regulations in our customers' home countries and adherence to the criteria of both self-imposed quality and environmental labels, such as the Austrian Ecolabel and the Blue Angel.

Whistleblower system

The whistleblower system is available for reporting violations and misconduct that have been identified in connection with our company. The information can be

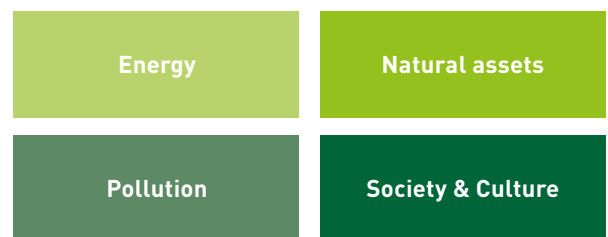
submitted digitally (anonymously, directly or in writing), by telephone (anonymously using the interface telephone number) or in person. Employees are free to submit the report anonymously or to include their contact details. Information about the whistleblower system is communicated to all employees in internal training sessions and is also permanently available on the SharePoint/intranet.

Risks & opportunities management

Trodat has had an established risk management system in place for production since 2020. Relevant risks are defined once a year by the responsible managers and assessed in a process based on ISO 31000 using the criteria of probability of occurrence and extent of damage. A risk graph shows a graphical representation, which enables good visualisation of risks that are dangerous for the company.

The purpose of risk management has always been to create and preserve material and intellectual value. Improving performance, stimulating innovation and achieving goals have been the driving forces to date.

Until now, the focus has been on purely economic objectives. This was supplemented three years ago by adding physical risks, including extreme weather and changes in precipitation behaviour, but still excluding the issue of rising temperatures. The latter, and its triggering factors – known as transitory risks that are directly or indirectly related to global warming – have now been added.



To derive a proactive benefit from the assessment regarding Trodat's business activities, the opportunities arising were identified and summarised together with the risks in the risk graph.



www.trogroup.com/en/compliance

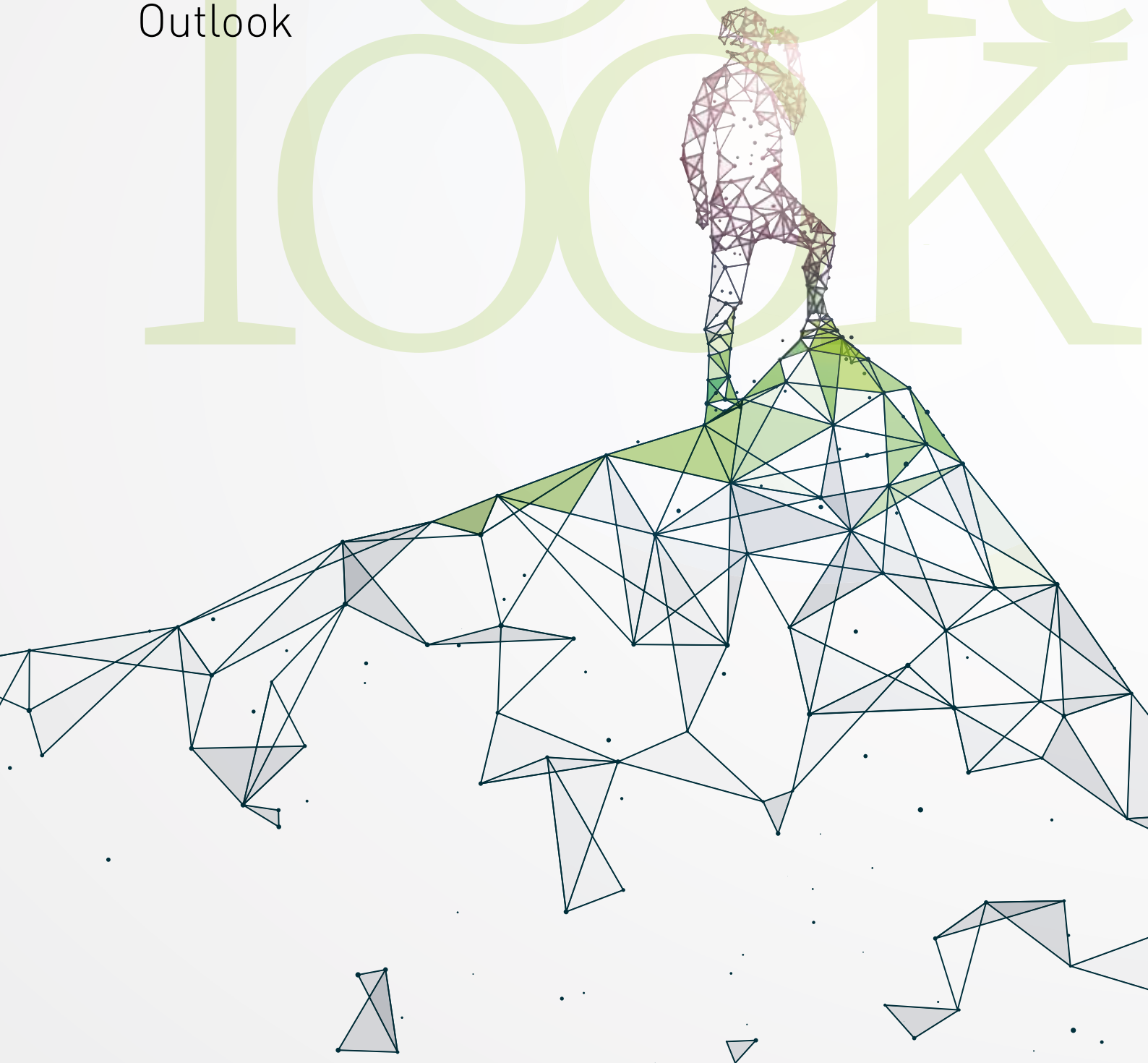


Guidelines/policies	
<ul style="list-style-type: none"> > TroGroup Code of Conduct > Guidelines TroGroup Shared Services: Roles, Tasks, Targets ,Service Catalog „Corporate Legal” > Training > Rules of procedure 	
Opportunities & risks	Activities & successes in the reporting year 2023
<ul style="list-style-type: none"> + Reliable long-term partner for stakeholders + Clear processes and interface management + Structured, company-specific risk management + Part of the leadership culture + Enhanced image as an employer - Reputational damage due to loss of trust among stakeholders, for example - Loss of business opportunities - High costs - Liability (for companies as well as managing directors) - Loss of employer image - Risk premium on the capital market 	<ul style="list-style-type: none"> > Recurring internal compliance training > Fraud task force
Goals and measures	By when?
Strategic direction: Establish corporate legal function	
Evaluate legal & compliance requirements	2024
Define legal & compliance roadmap	2024
Standardisation of processes and documents (sample documents, guidelines)	2024
Revise training concepts / training courses	2024
Evaluation and description of legal compliance management process	2025
Development/upgrade of a compliance and risk management system (incl. risk matrix)	2025

Responsibilities and organisation
- Legal & Compliance / Management

Outlook

1000+



This sustainability report is a milestone in the ongoing development of our sustainability strategy. Building on our successes and findings to date, we have defined specific steps and measures to achieve our sustainability goals and pave the way for a climate-friendly future.

Climate strategy and reduction of CO₂

The goal we have set ourselves is to reduce GHG emissions by 21,3% by 2030 compared to the base year 2022. This ambitious objective is supported by a large number of measures that have been defined in the roadmaps drawn up for our various specialist departments. These measures include optimising our energy efficiency, increasing the use of renewable energies and the continuous improvement of our production processes.

Sustainable procurement and circular economy

Promoting sustainable procurement practices is a central component of our strategy. This includes the development of a supplier risk management system that ensures the continuous monitoring and evaluation of our suppliers. In addition, we are increasingly focusing on the use of recycled materials and the promotion of the circular economy to increase resource efficiency and minimise waste.

Employees and society

Our employees are the heart of our company. This is why we invest in their safety, health and training on an ongoing basis. Flexible working conditions and a comprehensive health promotion programme are just some of the measures we have implemented to create a healthy and

productive work environment. We are also committed to diversity and equal opportunities to promote an inclusive corporate culture.

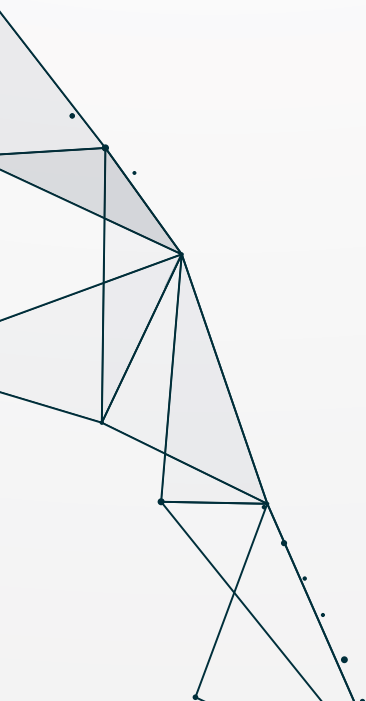
Stakeholder engagement and transparency

Involving our stakeholders is essential to the success of our sustainability strategy. Regular stakeholder dialogues and transparent reporting ensure that the interests and expectations of all relevant parties are taken into account. Our aim is to create trust and promote mutual development through an open and continuous system of dialogues.

Future developments and innovations

In the coming years, we will continue to invest in innovative solutions to improve our CO₂ footprint and expand our product range. The construction of a new production plant in Romania, which relies exclusively on renewable energy, is an example of our commitment to avoiding fossil fuels and promoting sustainable production methods.

With these measures and our strong commitment to sustainability, we are convinced that we will not only achieve our environmental and social goals, but also secure long-term economic success. We look to the future with optimism and energy despite the many challenges we face.



TABLES

Energy efficiency - GRI 302-1

Energy consumption within the organisation	2023	2022	2023	2022
	kWh	kWh	MJ	MJ
Total fuel consumption from non-renewable sources	508,594	509,075	1,830,939	1,832,670
Total fuel consumption from renewable sources	1,643	532	5,914	1,915
Electricity consumption from non-renewable sources	3,268,135	3,384,193	11,765,285	12,183,097
Electricity consumption from renewable sources	1,561,647	1,614,567	5,621,930	5,812,439
Thermal energy consumption from non-renewable sources	524,755	701,124	1,889,118	2,524,048
Thermal energy consumption from renewable sources	405,417	323,000	1,459,501	1,162,800
Overall energy consumption within the organisation	6,270,191	6,532,491	22,572,688	23,516,969
Total energy consumption - non-renewable	4,301,484	4,594,393	15,485,342	16,539,815
Total energy consumption - renewable	1,968,707	1,938,098	7,087,345	6,977,154

Circular economy - GRI 306-3, 306-4, 306-5

Waste generated [in t]		Austria		Romania		France		Germany		TOTAL		
		2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	
Off-site disposal	Non-hazardous waste	Recycled paper	55.0	56.5	27.0	27.0	0.4	0.6	0.0	0.0	82.4	84.1
		Used glass (recycling)	0.7	0.7	0.0	0.0	0.0	0.0	0.0	0.0	0.7	0.7
		Scrap metals (recycling)	41.7	22.8	0.0	0.0	0.0	0.0	0.0	0.0	41.7	22.8
		Plastics (recycling)	0.0	34.2	12.0	10.0	0.0	0.0	0.0	0.0	12.0	44.2
		Organic waste (recycling)	4.7	7.3	0.0	0.0	0.2	0.2	0.0	0.0	4.9	7.5
		Reclaimed wood (recycling)	34.0	31.6	0.0	0.0	0.0	0.0	0.0	0.0	34.0	31.6
		Waste diverted from disposal	136.1	153.1	39.0	37.0	0.6	0.8	0.0	0.0	175.7	190.9
		Residual waster (thermal utilisation)	99.3	88.5	40.0	35.0	0.2	0.2	0.0	0.0	139.5	123.7
		Building rubble (landfill)	7.4	8.9	0.0	0.0	0.1	0.1	0.0	0.0	7.5	9.0
		Other non-hazardous waste (external disposal)	3.6	5.0	3.0	3.0	0.0	0.0	0.0	0.0	6.6	8.0
		Alternative fuels (therm. utilisation)	66.9	81.3	0.0	0.0	0.0	0.0	0.0	0.0	66.9	81.3
		Waste sent for disposal	177.2	183.7	43.0	38.0	0.3	0.3	0.0	0.0	220.5	222.0
	Total non-hazardous waste	313.3	336.8	82.0	75.0	0.9	1.1	0.0	0.0	396.2	412.9	
Hazardous waste	Hazardous waste (external disposal)	12.1	7.5	0.0	0.0	0.0	0.0	0.0	0.0	12.1	7.5	
	Hazardous waste sent for disposal	12.1	7.5	0.0	0.0	0.0	0.0	0.0	0.0	12.1	7.5	
TOTAL waste										408.3	420.4	

Climate protection and reduction of greenhouse gases- GRI 305

GRI 305	Emissions		2023	2022	Value
GRI 305-1	Direct GHG emissions (Scope 1)	Gross volume of direct GHG emissions (Scope 1)	226	292	t CO ₂ e
GRI 305-2	Energy indirect GHG emissions (Scope 2)	Gross volume of indirect energy-related GHG emissions (Scope 2, location-based)	890	923	t CO ₂ e
GRI 305-3	Other indirect GHG emissions (Scope 3)	Gross volume of other indirect GHG emissions (Scope 3), energy-related emissions location-based	8,898	8,333	t CO ₂ e
		Categories and activities relating to other indirect GHG emissions (Scope 3) included in the calculation	3.1 Purchased goods (raw materials, packaging materials) 3.2 Capital goods (vehicle fleet & IT) 3.3 Energy and fuel-related activities 3.4 Contracted transport 3.5 Waste 3.6 Business trips 3.7 Employee mobility		
GRI 305-4	GHG emissions intensity	Total GHG emissions, location-based (Scope 1 + Scope 2 + Scope 3)	10,013	9,547	t CO ₂ e
		Total GHG emissions, market-based (Scope 1 + Scope 2 + Scope 3)	9,057	8,596	t CO₂e
		Intensity quotient of GHG emissions (location-based)	19	19	t CO₂e per employee
			226	224	t CO₂e per million EUR turnover
		Types of GHG emissions included in the intensity calculation (Scope 1, Scope 2 and/or Scope 3)	Scope 1, 2 and 3		
General information		Gases included in the calculation	CO ₂ , CH ₄ , N ₂ O, F gases (refrigerant)		
		Source of emission factors and values used	ESG cockpit; factors from the Ecoinvent database and the German Environment Agency		
		Consolidation approach for emissions	Equity share approach or defined system boundaries		
		Standards, methods, assumptions and/or calculation programmes used	Greenhouse gas protocol, akaryon ESG cockpit, GRI standard		

Economic Performance - GRI 201-1

GRI 201-1	2023	2022
Direct economic value generated and distributed (in euros)		
Austria incl. Romania	20,860,000	19,442,000
Germany	11,316,000	11,276,000
France	12,080,000	11,924,000

GRI 201-1	2023	2022
Financial contribution from the public sector (in euros)		
Investment subsidies	1,045,000	725,000
R&D grants	12,000	166,000

Occupational Health and Safety - GRI 403

GRI 405	2023	2022
Number of work-related accidents	6	5
Number of commuting accidents	1	7
Total work-related and commuting accidents	7	12
Number of work-related fatalities	0	0
Rate of work-related accidents / 100 employees	1.46	2.91
Accident frequency (accidents per 1 million hours)	11.40	15.20
Accident severity (duration of absence per accident in hours)	102.26	76.69
Accident absence time (absence time as a percentage of working time)	0.05	0.12
Number of hours worked	664,800	526,280
Hours lost (per year and employee)	0.63	1.49
Employees who are covered by an occupational safety and health protection management system	100%	100%

TABLES

Stable employment conditions - GRI 2-7, GRI 401-1

GRI 2-7	2023	2022	2023	2022	2023	2022
Number of permanent employees (headcount)	female	female	male	male	Total	Total
Austria	220	216	188	190	408	406
Romania	63	58	18	14	81	72
Germany	0	0	4	4	4	4
France	19	18	8	7	27	25
Number of employees on fixed-term contracts (headcount)	female	female	male	male	Total	Total
Austria	0	0	0	0	0	0
Romania	0	0	0	0	0	0
Germany	0	0	0	0	0	0
France	2	1	0	1	2	2
Number of full-time employees (headcount)	female	female	male	male	Total	Total
Austria	155	146	181	184	336	330
Romania	63	58	18	14	81	72
Germany	0	0	4	4	4	4
France	19	19	8	8	27	27
Number of part-time employees (headcount)	female	female	male	male	Total	Total
Austria	65	70	7	6	72	76
Romania	0	0	0	0	0	0
Germany	0	0	0	0	0	0
France	0	0	0	0	0	0
Number of employees (headcount)	female	female	male	male	Total	Total
Austria	220	216	188	190	408	406
Romania	63	58	18	14	81	72
Germany	0	0	4	4	4	4
France	21	19	8	8	29	27
Staff turnover (as a percentage)						Total
Austria	-	-	-	-	10%	11.26%
Romania	-	-	-	-	12%	9%
Germany	-	-	-	-	0%	0%
France	-	-	-	-	7%	7%

New employee hires and employee turnover - GRI 401-1		Austria	Romania	Germany	France
Total number of new employees (headcount) by gender					
2023	female	18	14	0	1
2022	female	20	8	0	2
2023	male	25	2	0	1
2022	male	25	2	0	1
Total number of new employees (headcount) by age group					
2023	<30 years of age	23	2	0	3
2022	<30 years of age	17	30	0	2
2023	30-50 years	20	7	0	0
2022	30-50 years	23	7	0	0
2023	>50 years	2	1	0	0
2022	>50 years	3	5	0	0

Parental leave - GRI 401-3		Austria	Romania	Germany	France
Total number of employees who have taken parental leave (headcount)		all employees in line with the statutory provisions	All	0	0
2023	Parental leave (headcount)	29	2	0	0
2022	Parental leave (headcount)	37	2	0	0

Training and further education GRI 401-1

GRI 401-1		Austria	Romania	Germany	France
Average number of hours of training per year					
2023	female	1.15 hours per person	1 hour per person	n.A	132 hours per person
2022	female	0.5 hours per person	1 hour per person	n.A	128 hours per person
2023	male	1 hour per person	2 hours per person	32 hours per person	76 hours per person
2022	male	0.5 hours per person	2 hours per person	32 hours per person	33 hours per person

Programs for upgrading employee skills and transition assistance programs - 2022/2023 GRI 404-2

Austria	An internal training catalogue that is revised annually is available to all employees. In addition, specialist training courses are organised within the respective department as required. The training catalogue is published on the internal 'Sharepoint/Intranet' communication platform.
Romania	Team building for managers, English courses, internal training for production employees
Germany	Management training, business simulation for all to increase entrepreneurial expertise, sales training for field staff, internal training on Sales Force, Excel and PowerPoint, peer group training (Mastermind)
France	Internal and external training to improve employees' skills. Competencies are summarised in a competence sheet for each department. The provision of sabbatical periods is legally required in France, but there is currently no demand from employees.

Transition support programmes that enable employability to be maintained or that support career endings due to retirement or redundancy - 2022/2023 GRI 404-2

Austria	For all employees, a certain percentage of the gross salary is paid monthly into a pension fund, as required by law. This amount is available at the time of retirement at the latest. In addition, at the manager's discretion, outplacement consulting is paid for in the event of termination by the company in specific cases.
Romania	Not available
Germany	Not currently applicable
France	There is a legal obligation to offer employees a CSP (Conversion Support Programme) for a maximum of 12 months. The company supports the notice period for this. There is a statutory retirement programme known as "progressive retirement", which requires certain conditions to be met: - Performing the job on a part-time basis – fulfil age requirements - Insurance period of 150 quarters (all tariffs combined) When employees eventually retire, first aid training must be offered.

Percentage of employees receiving regular performance and career development reviews - GRI 404-3

	2023	2022
Austria	100	100
Romania - Employee appraisals are conducted but not currently documented	100	100
Germany	100	100
France	100	100

Diversity and equal opportunities – GRI 405-1

Diversity of governance bodies and employees	2023	2022
Number of governance bodies* in diversity categories (headcount)		
female	6	5
male	21	22
Number of governance bodies* by age group (headcount)		
<30 years of age	0	0
30-50 years	15	17
>50 years	12	10

* Employees with personnel management / management of legal entities

Diversity of governance bodies* and employees		Austria	Romania	Germany	France
Proportion of employees in diversity categories		Percentage	Percentage	Percentage	Percentage
2023	female	56	60	0	72
2022	female	56	60	0	72
2023	male	44	40	100	28
2022	male	44	40	100	28

GRI content index and appendix

GRI-No.	DESCRIPTION ACC. TO GRI	CHAPTER IN THE REPORT <i>NOTE</i>
GRI 2	General Disclosures 2021	
GRI 2-1	Organizational details	About the company
GRI 2-2	Entities included in the organisation's sustainability reporting	About this report <i>Financial reporting includes the same entities</i>
GRI 2-3	Reporting period, frequency and contact point	About this report Imprint <i>Reporting period 01/01/22–31/12/23</i>
GRI 2-4	Restatements of information	About this report
GRI 2-5	External assurance	About this report
GRI 2-6	Activities, value chain and other business relationships	About the company
GRI 2-7	Employees	About the company Tables
GRI 2-9	Governance structure and composition	About the company
GRI 2-11	Chair of the highest governance body	About the company
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability
GRI 2-13	Delegation of responsibility for managing impacts	Sustainability
GRI 2-14	The role of the highest governance body in sustainability reporting	Sustainability
GRI 2-15	Conflicts of interest	Sustainability
GRI 2-16	Communication of critical concerns	Compliance
GRI 2-22	Statement on sustainable development strategy	Sustainability strategy Sustainability Roadmap
GRI 2-23	Policy commitments	Sustainability strategy Compliance
GRI 2-25	Processes to remediate negative impacts	Compliance
GRI 2-27	Compliance with laws and regulations	Compliance
GRI 2-28	Membership associations	<i>WKO, PBS Markenindustrie Deutschland, KC Kunststoff-Cluster, respACT, Markenverband.de</i>
GRI 2-29	Approach to stakeholder engagement	Sustainability
GRI 2-30	Collective bargaining agreements	Stable employment conditions
GRI 3	Material Topics 2021	
GRI 3-1	Process to determine material topics	Sustainability
GRI 3-2	List of material topics	Sustainability
GRI 3-3	Management of material topics	Presented in every key topic

GRI-No.	DESCRIPTION ACC. TO GRI	CHAPTER IN THE REPORT <i>NOTE</i>
GRI 201	Economic Performance 2016	
GRI 201-1	Direct economic value generated and distributed	Economic success
GRI 201-2	Financial implications and other risks and opportunities due to climate change	Sustainability
GRI 201-4	Financial assistance received from government	Economic success
GRI 204	Procurement Practices 2016	
GRI 204-1	Proportion of spending on local suppliers	Sustainable procurement
GRI 301	Materials 2016	
GRI 301-1	Materials used by weight or volume	Circular economy & material efficiency
GRI 301-2	Recycled input materials used	Circular economy & material efficiency
GRI 302	Energy 2016	
GRI 302-1	Energy consumption within the organisation	Energy efficiency
GRI 302-4	Reduction of energy consumption	Energy efficiency
GRI 302-5	Reductions in energy requirements of products and services	Circular economy & material efficiency
GRI 305	Emissions 2016	
GRI 305-1	Direct GHG emissions (Scope 1)	Climate protection and reduction of greenhouse gases
GRI 305-2	Indirect energy-related GHG emissions (Scope 2)	Climate protection and reduction of greenhouse gases
GRI 305-3	Other indirect GHG emissions (scope 3)	Climate protection and reduction of greenhouse gases
GRI 305-4	Intensity of greenhouse gas emissions	Climate protection and reduction of greenhouse gases
GRI 305-5	Reduction of GHG emissions	Climate protection and reduction of greenhouse gases
GRI 306	Waste 2020	
GRI 306-1	Waste generation and significant waste-related impacts	Circular economy & material efficiency
GRI 306-2	Management of significant waste-related impacts	Circular economy & material efficiency
GRI 306-3	Waste generated	Tables
GRI 306-4	Waste diverted from disposal	Tables
GRI 306-5	Waste directed to disposal	Tables
GRI 308	Supplier Environmental Assessment 2016	
GRI 308-1	New suppliers that were screened using environmental criteria	Sustainable procurement

GRI content index and appendix

GRI-No.	DESCRIPTION ACC. TO GRI	CHAPTER IN THE REPORT <i>NOTE</i>
GRI 401	Employment 2016	
GRI 401-1	New employee hires and employee turnover	Stable employment conditions Tables
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Stable employment conditions Tables
GRI 401-3	Parental leave	Tables
GRI 403	Occupational Health and Safety 2018	
GRI 403-1	Occupational health and safety management system	Occupational safety & health protection
GRI 403-2	Hazard identification, risk assessment, and incident investigation	Occupational safety & health protection
GRI 403-3	Occupational health services	Occupational safety & health protection
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational safety & health protection
GRI 403-5	Worker training on occupational health and safety	Occupational safety & health protection
GRI 403-6	Promotion of worker health	Occupational safety & health protection
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<i>External companies must undergo safety training when they first join the company. In addition, release notes must be signed for work requiring heat sources, which may only be carried out in the presence of the maintenance manager.</i>
GRI 403-8	Workers covered by an occupational health and safety management system	Occupational safety & health protection
GRI 403-9	Work-related injuries	Occupational safety & health protection tables
GRI 404	Training and Education 2016	
GRI 404-1	Average hours of training per year per employee	Tables
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	Tables
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	Tables
GRI 405	Diversity and Equal Opportunity 2016	
GRI 405-1	Diversity of governance bodies and employees	Diversity and equal opportunities Tables
GRI 414	Supplier Social Assessment 2016	
GRI 414-1	New suppliers that were screened using social criteria	Sustainable procurement

PUBLISHER

Name: Trodat Holding GmbH
Legal form: Limited liability company

Address: Linzer Straße 156, 4600 Wels, Austria
Phone number: +43 7242 / 239 - 0
Email: trodat@trodat.net
Internet: trodat.net, trogroup.com

Managing Director: CEO Roland Rier, COO Helmut Lindner

EDITORIAL

Trodat Holding GmbH
Claudia Höllinger, Thomas Mathia, Werner Mayr

DESIGN

Trodat Holding GmbH
Rudolf Wimmer

PHOTOS & ILLUSTRATIONS

Fotostudio Eder, Trodat GmbH, Istock®

PUBLICATION

September 2024

Misprints and errors excepted

This Trodat Sustainability Report was produced in collaboration with the following consulting agencies:

ICT Impact GmbH, 1030 Vienna
Payer & Partner ESG Consulting GmbH, 4224 Wartberg



trodat[®]

©Trodat Holding GmbH
Sustainability Report 2022 / 2023
4600 Wels
Austria
English version 1.0
09/2024