

CORPORATE SOCIAL RESPONSIBILITY REPORT 2024



A MESSAGE FROM URBAN SILLER

“Engineering ideas to improve efficiency and safety” is the purpose of Identec Solutions. Our robust and industry-proven solutions enable our customers to eliminate waste in their day-to-day operations while ensuring the safety of their workforce.

By helping our customers to eliminate MUDA, as we call inefficiencies, Identec Solutions contributes to a more sustainable world. Ensuring smooth operations in container terminals, taking care of the thermo-controlled cargo, and reducing scrap rates in tire production plants are examples that manifest Identec Solutions walks the talk.

Sustainability is engraved into our company’s DNA, it is what gets us up in the morning. Sustainability is essential in how we act and do business at Identec Solutions every single day and is not just limited to the solutions we offer to the market. This Corporate Social Responsibility Report outlines several areas that we focus on to comply with global social responsibility standards.



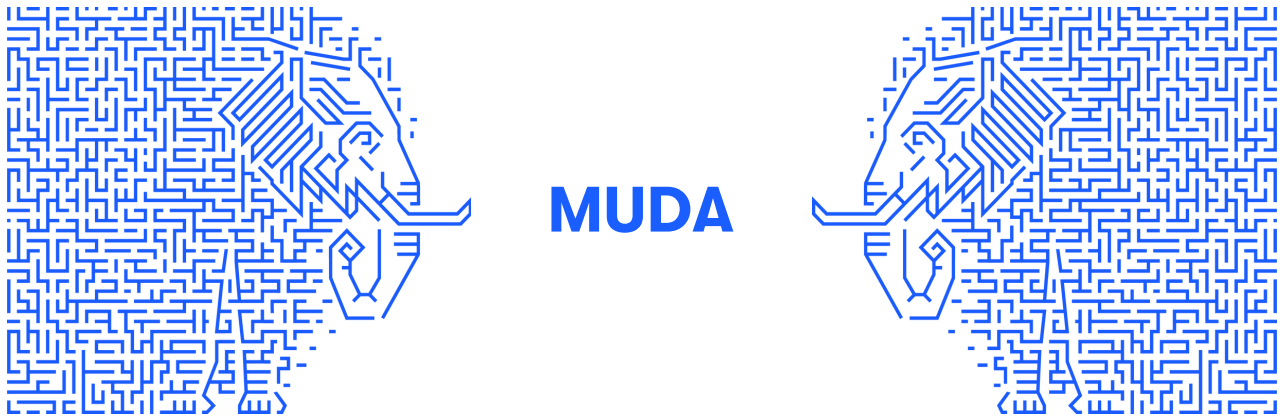
~ Urban Siller

COMPANY PROFILE

Identec Solutions was founded from a deep-rooted passion for tackling complex challenges and has spent over two decades leading innovation in operational efficiency and safety. Our mission is to support businesses worldwide, helping them succeed in demanding environments through dependable, high-quality, and cost-effective solutions.

At the heart of our philosophy is a relentless drive to enhance safety, boost efficiency, and accelerate agility in business operations—not merely for profit, but with a strong commitment to environmental responsibility. Our pursuit of innovation and excellence is grounded in core values: passion, problem-solving, and sustainability. These principles shape our approach to corporate social responsibility (CSR) and reflect our broader mission of making a meaningful, positive impact on the world.

OUR COMMITMENT TO REDUCING WASTEFULNESS



At Identec Solutions, our dedication to minimizing waste goes far beyond rhetoric—a core principle embedded in every aspect of our products, services, and operations.

We confront wastefulness directly by uncovering inefficiencies in industrial processes and developing advanced solutions that eliminate them at the root. Our initiative, known as "Mastering Muda," focuses on reducing all forms of waste—the leading barrier to productivity in the industry.

Our solutions are thoughtfully designed to ensure safety, boost team performance, and conserve resources. They not only help cut costs but also deliver actionable insights that give businesses greater control over their operations. This holistic strategy has driven major advances in sustainability and waste reduction, including technologies that enhance asset tracking, identification, and management.

These innovations have significantly decreased time spent locating materials, reduced material loss, and simplified manual workflows—ultimately shrinking our clients' environmental impact. With a strong global footprint and a relentless commitment to excellence, Identec Solutions plays a pivotal role in championing sustainability and waste reduction across diverse industries.

Our work has improved operational efficiency for our clients while setting a new benchmark for integrating CSR into everyday business practices—reinforcing our mission to create a more efficient, responsible, and less wasteful world.



OUR CORE CONTRIBUTION TO A BETTER WORLD

“Engineering ideas to improve efficiency and safety in ports, mines, factories and offshore installations, creating solutions to eliminate wastefulness.”

OUR SOLUTIONS OUR DNA



Asset Agent increases the productivity of large tyre manufacturing plants by 5%. In a tyre factory, for instance, this translates into hundreds of thousands of additional tyres.

Crew Companion for offshore assets acts as a digital angel to be with every crew member in daily operations and emergency situations.



Crew Companion for mines provides crucial visibility of workers and assets in a world of hazardous processes.

OUR SOLUTIONS OUR DNA



Reefer Runner reduces spoilage of refrigerated cargo and claim handling in a port because of 24/7 monitoring, automated alarms and many more features.

Terminal Tracker helps to save 400 days of search time and 30.000 l diesel per year and terminal. It keeps the container inventory accurate, reduces idle time, and increases productivity by 10-30%.



Reefer Runner 5G reduces spoilage of refrigerated cargo on the go because of 24/7 mobile monitoring and automated alarms.

OUR EMPLOYEES



At Identec Solutions, we believe our employees are the foundation of our success and innovation. That's why we're dedicated to fostering a supportive, engaging work environment that nurtures both personal well-being and professional growth. We offer a comprehensive range of benefits and programs tailored to meet the diverse needs of our team, helping them achieve a healthy, fulfilling work-life balance.

WORK-LIFE BALANCE AND FLEXIBILITY

Recognizing the value of flexibility in today's fast-paced world, Identec Solutions provides opportunities for remote work and seamless video conferencing from anywhere. This flexibility empowers our global team to maintain a healthy work-life balance by aligning work schedules with personal needs, cutting down on commuting, and allowing them to work in the environment where they thrive best. Flexible hours further enhance this balance, enabling employees to work when they're most productive and aligned with the needs of colleagues and customers across time zones.

Our goal is to foster a workplace where employees can successfully balance their professional and personal responsibilities, feeling supported through all stages of life and career.



SABBATICAL

Understanding the value of time off for personal growth, rest, or exploration, we offer sabbatical leave to our employees whenever the business circumstances are favourable. This extended leave can be used for various purposes, such as further education, pursuing personal projects, or simply taking time for oneself. We believe such breaks can greatly contribute to our employees' well-being and professional vitality.

PATERNITY LEAVE, PARENTAL PART-TIME WORK, DADDY MONTH

We support new fathers in our team by offering paternity leave and parental part-time work options, enabling them to take dedicated time off to be with their newborns. This policy reflects our commitment to promoting gender equality in parental responsibilities and supporting family bonding from the earliest stages of a child's life.

WORKING FROM OTHER OFFICES

To cater to the needs of our global and diverse workforce, we provide the opportunity for employees to work from any of our offices worldwide. This flexibility not only supports personal and family needs but also fosters a sense of global community and collaboration within our team. Employees can experience working in different cultural environments, broadening their perspectives and contributing to their personal and professional growth.

HEALTH AND WELL-BEING

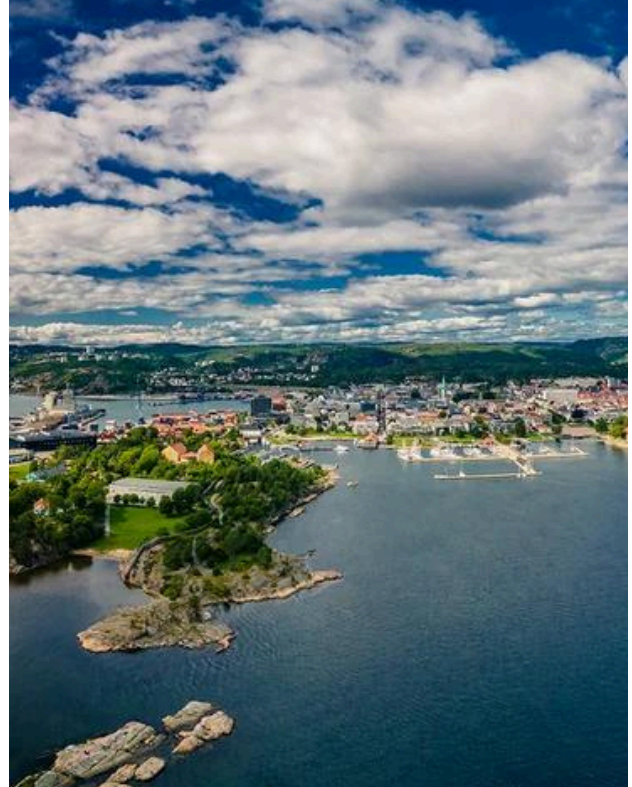
We believe that the well-being of our employees is paramount. We provide free coffee and fruits in our offices, ensuring that our team stays energized throughout the day. For those who prefer cycling to work at the HQ in Lustenau, a new bike rack offers safe parking for bicycles, encouraging a healthy, eco-friendly commute. Additionally, free garage parking is available for employees who travel by car, alleviating the stress of finding daily parking. In line with our commitment to health and well-being, access to a fitness centre in the same building in Lustenau makes it convenient for our team to stay fit and healthy. Discounts for our employees are available. Read more about our employees' health on the pages 14-15.

LOCAL OFFICE INITIATIVES

Alongside our global benefits, we offer location-specific initiatives designed to support the unique needs of our teams in different regions:

In our Austrian and Norwegian offices, we take extra steps to show appreciation for our employees by providing sponsored meals—recognizing the vital role that nutrition plays in overall health and well-being.

Our Norwegian office, uniquely situated on an island, features its own boat quay—demonstrating our commitment to both convenience and sustainability. This alternative transportation option not only supports eco-friendly commuting but also adds a distinctive, practical benefit to our team's daily routines.



For our team in Austria, we understand the challenges of balancing professional and family life. To assist our employees with young children, we offer kindergarten services for kids under 6 years.

This initiative provides peace of mind for our working parents, knowing their children are in safe and caring hands close to their workplace.

INCENTIVES AND PERSONAL DEVELOPMENT

At Identec Solutions, we're committed to recognizing and celebrating the dedication and achievements of our team members.

Beyond providing snack vouchers that offer a fun and uplifting way to enjoy a variety of treats, we've introduced a robust rewards program aimed at honoring outstanding contributions and long-term commitment. This initiative reflects our appreciation for the people who drive our success every day.

■ **Excellence in project outcomes**

We offer vouchers to team members who achieve excellent outcomes in their projects. This initiative is designed to incentivize high performance and recognize individuals who go above and beyond in their roles, driving innovation and success in our projects.

■ **Rewarding long-standing affiliation**

Loyalty and dedication to our company do not go unnoticed. We honour our long-standing affiliation with Identec Solutions by presenting gifts and vouchers for each completed 5-year period with our company. This gesture is our way of saying thank you to our employees for their continued commitment and contribution to our growth and success.

■ **Innovation and helpfulness incentives**

Recognizing that great ideas and acts of helpfulness outside the normal scope of work significantly contribute to our positive work environment and company culture, we reward such initiatives with vouchers. This policy encourages our team to share innovative ideas and support one another, fostering a collaborative and supportive workplace.

Furthermore, recognizing the importance of personal and professional growth, we provide in-house German language courses. These courses not only facilitate smoother communication within our diverse team but also support our international employees in their integration into the local community, enhancing their overall experience in Austria.

Through these enhanced benefits and programs, Identec Solutions aims to create a nurturing and motivating environment where employees can thrive, feel valued, and contribute to our shared mission of driving innovation and efficiency in the Industrial Internet of Things (IIoT).

We are committed to continuing our investment in our employees, ensuring that Identec Solutions remains a great place to work, innovate, and grow professionally.



ENVIRONMENT

Sustainable operations

Identec Solutions has achieved notable progress in energy efficiency and waste reduction, especially through our involvement in the EcoProfit program, which led to our renewed certification in 2024. This accomplishment highlights our ongoing commitment to sustainability—integrating environmentally responsible practices into our operations while driving greater efficiency and reducing our ecological impact.

Waste management and reduction

Through our participation in the EcoProfit program, Identec Solutions has overhauled its waste management practices to enhance efficiency and reduce environmental impact. Our focused efforts on waste reduction are reflected in the structured logistics we've implemented and our system for separating different types of waste. These initiatives not only meet regulatory requirements but also actively support our broader mission to eliminate wastefulness.

Our approach includes waste categorization, prioritizing the separation of hazardous and non-hazardous materials, and the adoption of recycling and proper disposal methods. Supporting this effort, our cleaning services exclusively use sustainable, eco-friendly products.

The results of these initiatives are a clear reflection of Identec Solutions' strong commitment to environmental responsibility. Our accomplishments in sustainability and waste management stem from proactive efforts to identify and reduce our operational environmental impact. Through these actions, we continue to lead by example—surpassing environmental standards and setting a high bar for sustainable practices in our industry.

Headquarters Lustenau EcoProfit 2024 highlights



**86 MWh electric
power consumption**



79 MWh heating



**51.7 t CO2/year/employee
way-to-work footprint**

To put these figures into context, we have been able to reduce our power consumption by 50% since the beginning of the EcoProfit program.

PRODUCTS

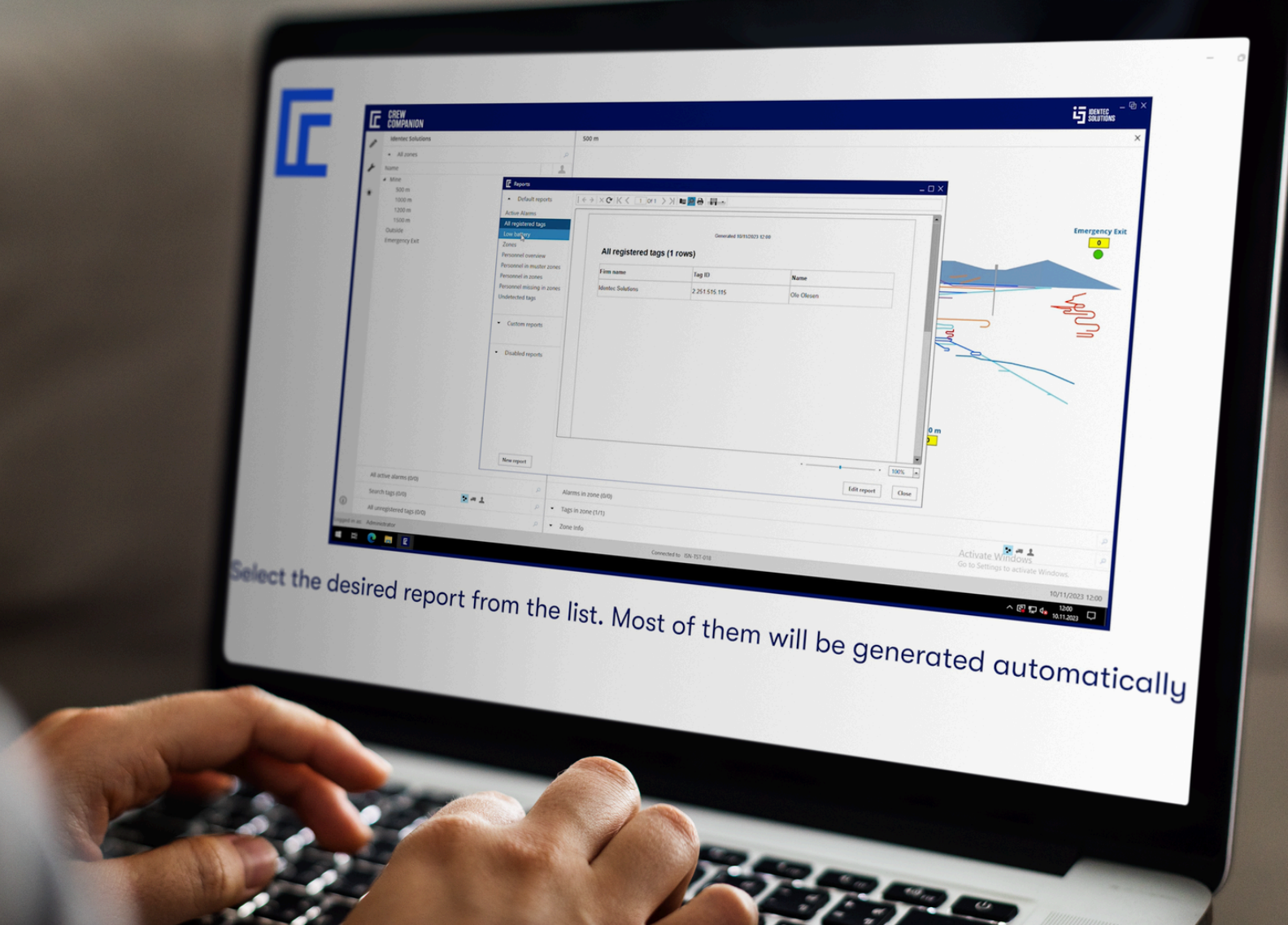
Innovation for sustainability

Identec Solutions' products and services are designed with sustainability at their core, contributing significantly to environmental stewardship.

Our solutions, showcase our commitment to reducing energy consumption and carbon footprint in terminal operations. This, along with other innovations, exemplifies how our technologies are pivotal in reducing waste and enhancing operational efficiency for our clients globally.

One such example is Reefer Runner which enables reefer operators to monitor the energy consumption levels and implement smart solutions to cool reefers at optimum temperature and energy levels, saving tons of CO2 per year per reefer.





Quality and safety

We adhere to stringent standards and processes to guarantee the safety and quality of our products. Compliance with relevant environmental and health regulations is paramount, ensuring that our solutions not only meet but often exceed industry requirements. This commitment to quality and safety is intrinsic to every product we develop and service we offer. We have a return policy in place to facilitate the cost-free exchange of malfunctioning parts or products.

Customer education and support

Identec Solutions is dedicated to educating customers on the sustainable use of our products. We offer comprehensive programs aimed – on-site and online - at maximizing the efficiency and lifespan of our technologies, thereby supporting our customers in achieving their environmental goals. Additionally, we provide guidance and support for the recycling or proper disposal of our products, further underlining our commitment to environmental responsibility.

SUPPLIER

Sustainable supply chain management

Identec Solutions is proud to produce 95% of all our components within Europe, emphasizing our commitment to local sourcing and reducing our carbon footprint. This approach not only supports the European economy but also ensures more sustainable transport and supply chain logistics, minimizing environmental impact.

Collaboration and social responsibility

In our production and assembly processes, we partner with organizations like ZAW GmbH and Integra, which employ individuals with handicaps or disadvantages in the labour market.



This collaboration is a testament to our dedication to social responsibility, providing meaningful employment opportunities and supporting inclusive practices within our supply chain.

Through these partnerships, Identec Solutions not only champions environmental sustainability but also fosters social inclusion and equity.

Monitoring and Compliance:

- Systems in place to monitor suppliers' compliance with CSR standards.
- Actions taken in response to non-compliance.

COMMUNITY

GARDEN DAY

At Identec Solutions, sustainability is a core value, and our inaugural Garden Day in Lustenau represents a meaningful step toward a greener future. In collaboration with Millenniumpark/Prisma, we took action to support local bee populations by planting a diverse selection of trees and shrubs that provide essential habitats for pollinators.



Our employees actively participated in this effort, reinforcing our commitment to environmental stewardship and biodiversity. This initiative is just one of many ways we strive to create a positive impact, demonstrating that technology and sustainability can go hand in hand for a better tomorrow.



Environmental sustainability initiatives

Our commitment to the environment continues through the Identec Solutions Forest project, launched in partnership with Treedom. This initiative aims to reforest degraded land and support local farmers in the southern hemisphere by planting trees that deliver lasting environmental and socio-economic benefits. By restoring ecosystems and equipping communities with sustainable resources, we reinforce our dedication to environmental responsibility and making a positive global impact.

STEPS TOWARDS A HEALTHIER WORKPLACE

BGF PROJECT

At IDENTEC SOLUTIONS, employee health and well-being are a top priority. As part of our corporate health promotion efforts, we've teamed up with the Austrian Health Insurance Fund (ÖGK) to foster a healthier, more supportive work environment. A dedicated workshop brought employees together to review and discuss the results of a comprehensive workplace health survey.

This collaborative session helped highlight key areas for improvement and laid the groundwork for meaningful action. One of the first initiatives to emerge is the IDS Health Posture Program, designed to improve workplace ergonomics and encourage healthier posture habits.

Healthy Habits Made Easy!



BUSINESS YOGA SESSIONS

Business Yoga offered the perfect opportunity for our employees here at Identec Solutions to take a well-deserved break with a focus on their well-being and their health. With a combination of mindful breathing techniques, stretching, and targeted exercises, they were able to release tension, improve posture, and reduce stress effectively.

These sessions provided a welcome escape from the demands of a workday, allowing them to recharge both physically and mentally. The sessions boosted energy levels and created a more balanced work environment.





© Identec Solutions AG 2024

WANT TO KNOW MORE?

www.identecsolutions.com

SCANN ME FOR MORE INFORMATION

