

Sustainability at Südkabel  
for a green future  
Sustainability Report 2024





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# Forward-looking approach

## We embrace our responsibility with passion and innovative strength.

As a global player in the cable business, we see it as our duty to protect the environment for future generations. To achieve this we need to run our business fairly and sustainably, implementing new improvements every day. As a manufacturer of high-voltage cables and associated accessories we play a vital role in the energy transition. We embrace this responsibility with passion and a spirit of innovation. We are pleased to present this report detailing our initiatives in 2024.

### Südkabel

over 125 years of history in Mannheim

Südkabel GmbH, based in Mannheim, is a company steeped in tradition that has been producing high-quality cable systems “Made in Germany” for decades.

With our high-voltage and extra-high-voltage cables and matching cable accessories we secure tomorrow’s power supply. More than 300 colleagues combine craftsmanship, engineering and an innovative spirit.

Sustainability is anchored in our DNA: we are certified to ISO 9001, ISO 14001, ISO 45001, ISO 50001 and Safety-Culture-Ladder level 3. Environmental, occupational health and safety and energy management are not just obligations but part of our day-to-day practice and the foundation of our business success.



### Declaration of commitment

#### Our responsibility for future generations

We support the goal of making Germany climate neutral by 2045. If global warming exceeds the critical threshold of 1.5 °C, the consequences for people, nature and the environment would be irreversible. This scenario must be prevented – we work towards that goal every day. For us, sustainability is not an option but a self-evident commitment.

Our aim is clear: to continuously reduce our Scope 1, Scope 2 and Scope 3 emissions through optimised processes, the use of renewable energies, efficient energy management and a focus on sustainable procurement.

- Scope 1: Direct emissions from owned or controlled sources (e.g., fuel combustion, process-related emissions).
- Scope 2: Indirect emissions from purchased electricity, steam, or heat.
- Scope 3: Other indirect emissions across the value chain (e.g., transportation, purchased materials).

#### Reviewing and improving production and products for environmental compatibility

A central task is the continuous review of our production steps and products for their environmental impact. When laying underground cables we make sure that soil layers are returned to their original state. In production we rely on low-emission processes, careful use of resources and the substitution of environmentally harmful substances with sustainable alternatives.

#### Continuous improvement through our environmental cycle

Our environmental cycle is the heart of our improvement process. It ensures that environmental aspects are analysed, targets defined, measures implemented and successes measured in a structured way. This includes:

- analysis of environmental impacts
- target setting with clear indicators
- implementation of concrete projects
- monitoring and adjustment
- transparent communication with internal and external stakeholders

On request we provide customers and partners with all environmentally-relevant information about our products. These are supplemented by safety data sheets and disposal instructions.

#### Employees as the key to sustainability

Everyone at Südkabel actively contributes to achieving our environmental goals. Training and information programmes promote awareness of energy- and resource-saving behaviour – both at work and in private life. We foster a corporate culture in which responsibility, initiative and ideas for improvement are valued and encouraged.

#### Meeting requirements – exceeding targets

Avoiding waste, proper disposal and recycling are standard practice for us. New plants and equipment are selected according to energy efficiency, life-cycle costs and sustainability criteria. Business travel is planned with resource conservation in mind, and when developing products we consistently look at the entire life cycle (LCA principle).

#### Corporate Social Responsibility (CSR)

CSR is firmly embedded in our corporate strategy. We align ourselves with the United Nations’ 17 Sustainable Development Goals and implement concrete measures in the social, environmental and technical areas. These include investments in occupational safety, engagement in regional projects and innovations that drive the energy transition.

#### Our objective

We want to grow as a company and at the same time conserve natural resources. Together with the Sumitomo Electric Group and our partners our ambition is to drive decarbonisation, promote innovation and shape the cable infrastructure for a sustainable future.

With passion, innovative strength and a sense of responsibility we are pursuing this path for our customers, our employees and society.

### Letter from the president

My name is Hiroshi Shikata, and I am the President of Südkabel GmbH. Over the past years, the partnership between Sumitomo Electric and Südkabel has steadily evolved, built on trust, technical expertise, and a shared commitment to long-term value creation. With Sumitomo Electric becoming the majority shareholder, Südkabel has entered a new chapter that offers significant opportunities for the future development of our company.

As part of the Sumitomo Electric Group, our actions are guided by principles that have shaped the company for centuries. The Sumitomo Spirit – Banji-nissei <sup>1)</sup>, Shinyo-kakujitsu <sup>2)</sup> and Fusu-furi <sup>3)</sup> – serves as a compass for our decisions, combining sincerity, integrity and careful, responsible judgement. Equally important is the Goho Yoshi - Multistakeholder Capitalism philosophy, which strives for balanced value creation for employees, customers, suppliers, society, and shareholders.

Within this framework, sustainability is an essential component of responsible corporate management. Topics such as climate protection, resource efficiency, safety, human rights, and transparency are not simply organisational tasks; they reflect our ambition to contribute positively to society. Südkabel already has a strong foundation through its established management systems and a long tradition of high-quality and safe production processes. We aim to further strengthen this foundation together.



Hiroshi Shikata, President Südkabel GmbH

Our goal is to enhance Südkabel’s role within the Sumitomo Electric Group and to guide the company into a stable and future-oriented next phase. We want to combine outstanding products and solutions with responsible and sustainable business practices – for the benefit of our customers, our employees, and the society we serve.

I would like to express my sincere appreciation to all who support us on this path, and I look forward to continuing our successful cooperation.

1) Banji-nissei: Do your sincere best in not only business but also every aspect of your life.  
 2) Shinyo-kakujitsu: Place importance on integrity and sound management.  
 3) Fusu-furi: Do not act rashly or carelessly in pursuit of immoral business.

# Contribution to the United Nations Sustainable Development Goals

Südkabel GmbH actively supports the implementation of the United Nations' Sustainable Development Goals (SDGs). These 17 goals aim to address global challenges such as climate change, resource scarcity, social inequality and access to clean energy by 2030. As a responsible company in the power cable sector we make a measurable contribution to a sustainable future through our products, projects and innovations – especially towards the following goals:



**3 GOOD HEALTH AND WELL-BEING**

We put the well-being of our workforce at the centre of our actions. We create safe and healthy working conditions, offer preventive health programmes and promote physical well-being through ergonomically designed workplaces. Flexible working time models, collective agreement coverage and comprehensive health and safety measures support a good work-life balance and strengthen our employees' long-term satisfaction and performance.



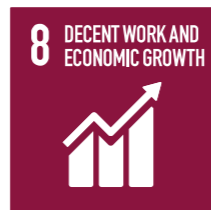
**5 GENDER EQUALITY**

We actively promote equal opportunities, diversity and inclusion. In our corporate culture performance counts – regardless of gender, origin, age or other personal characteristics. A particular focus is on specifically promoting women in technical roles and management positions. With mentoring programmes, training courses and transparent HR development we create an environment in which all talents can realise their potential.



**7 AFFORDABLE AND CLEAN ENERGY**

Our high- and extra-high voltage cable systems are a central component of modern energy infrastructures. They enable safe, efficient and low-loss transmission of electrical energy – particularly from renewable sources such as wind and solar power. In doing so we make a significant contribution to the energy transition and achieving climate targets.



**8 DECENT WORK AND ECONOMIC GROWTH**

We provide secure, future-oriented jobs with fair pay, social security and a wide range of development opportunities. Through targeted training and development programmes we foster lifelong learning and strengthen our employees' ownership. Our goal is to combine economic growth with social responsibility.



**9 INDUSTRY, INNOVATION AND INFRASTRUCTURE**

With state-of-the-art cable technology and customised system solutions we are shaping the energy infrastructure of tomorrow. Our continuous investments in research and development aim to increase transmission capacity, minimise network losses and improve supply security. In this way we lay the foundations for a sustainable and resilient industry.



**12 RESPONSIBLE CONSUMPTION AND PRODUCTION**

We rely on resource-efficient production processes, efficient use of materials and consistent recycling. By using environmentally friendly materials and optimising our manufacturing processes we significantly reduce our energy and resource consumption. For us, sustainability is not a fashion but an integral part of our value chain.



**13 CLIMATE ACTION**

Our products enable the integration of renewable energies into existing power grids and thus contribute to the reduction of CO<sub>2</sub> emissions. In addition, we implement internal energy efficiency programmes, sustainable logistics and continuous optimisation of our processes to systematically reduce our ecological footprint.



# Synergies for sustainability

## Joint Venture with Sumitomo Electric



Since 2024 Südkabel has been part of the Sumitomo Electric Group: the Japanese corporation acquired 90 percent of the shares and, together with us, is focusing on sustainable growth. This partnership opens up new opportunities for us to accelerate innovation and bring global experience to bear.

Sumitomo Electric is considered a global leader in the HVDC field and brings enormous financial strength and technological expertise to the cooperation. Thanks to the new ownership structure we can expand our production capacity and strengthen our research; planned investments of around EUR 90 million and a capital increase of EUR 30 million will secure this growth.

**The most important synergies include:**

- **Technological cooperation**  
Combining expertise in HVDC, advanced materials and digital monitoring systems strengthens our innovative capacity.
- **Expansion of production and logistics**  
Through investments and Sumitomo Electric's know-how we are expanding our manufacturing and research, improving supply chains and shortening lead times.
- **Financial stability and research**  
Financial support allows us to tackle long-term projects and respond more quickly to rising demand for climate-friendly energy solutions.

Integration into the Sumitomo Electric Group therefore gives us a boost in innovation and sustainability that will significantly advance us on our path to climate neutrality.



## Sustainably raising awareness

Our vision is a world in which future generations can live a good life.

## Our Sustainability strategy

### Guidelines and governance

Our sustainability strategy is based on the fields of environment, social responsibility and governance. It is aligned with the United Nations' Sustainable Development Goals and with the expectations of our customers, employees and business partners..

### Sustainability is at the heart of our corporate vision

Our management takes responsibility, defines ambitious targets and provides the necessary resources. In our integrated management system these targets are planned, implemented and reviewed annually – ensuring that good intentions translate into measurable success.

An interdisciplinary steering group coordinates the implementation of our sustainability programmes. The energy management team supports innovative projects aimed at increasing energy and resource efficiency, while the occupational health and safety team looks after safety and health issues.

### Key topics

In workshops and by assessing environmental, labour and safety aspects we identified the following key topics:

- **Climate protection and energy efficiency**  
Reducing greenhouse gas emissions, improving energy efficiency and using renewable energy.
- **Resource-conserving materials and circular economy**  
Careful use of raw materials (copper, aluminium, polyethylene), supplier selection based on environmental criteria (ECI score) and recycling.
- **Occupational safety and health protection**  
Preventing workplace accidents, strengthening safety culture, prevention programmes and employee health.
- **Social responsibility and employee development**  
Training, participation, equal opportunities and work-family balance.
- **Compliance and responsible corporate governance**  
Compliance with legal requirements, respect for human rights, anti-corruption and transparency.

## Our successes

For the reporting year we achieved concrete results.

Key objectives included:

- **Occupational safety**  
Reducing reportable workplace accidents; introducing a bonus and reward system for exemplary safety behaviour, introducing the 10 rules of occupational safety and establishing the “Safety Moment” format in all meetings.
- **Decarbonisation**  
Reducing our CO<sub>2</sub>-emissions, cutting the climate-damaging SF<sub>6</sub> in our products.
- **Energy efficiency**  
Our production hall now shines in energy-efficient LED light. The conversion not only saves electricity but also improves workplace quality.

- **Sustainable procurement**  
Taking the Environmental-Cost Indicator into account when procuring raw materials in order to give greater weight to environmental criteria and reduce emissions along the supply chain.
- **Sustainability organisation**  
Appointing a sustainability officer to coordinate all environmental and social issues across the company.
- **Transparency**  
Preparing this voluntary sustainability report as the basis for future structured reporting in line with the CSRD and to inform our stakeholders.
- **Systematic substitution of hazardous solvents**  
We have significantly reduced the use of substances harmful to the environment and health and successfully replaced them with safe, resource-saving alternatives.



# Environment

Responsible use of natural resources and protecting our climate are central guidelines for our actions. As a manufacturing company we actively contribute to supporting Germany's national climate goals and the objective of climate neutrality by 2045. Through energy-efficient processes, expansion of renewable energies and continuous reduction of emissions we want to reduce our ecological footprint step by step.

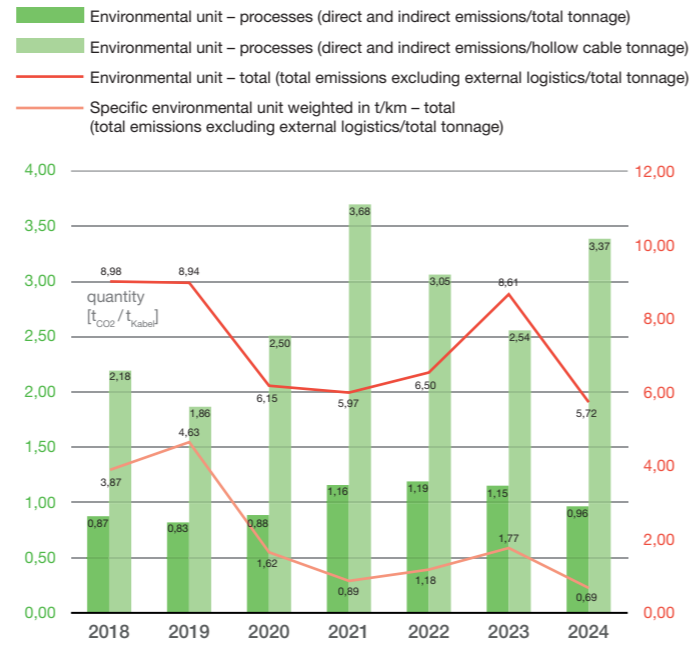
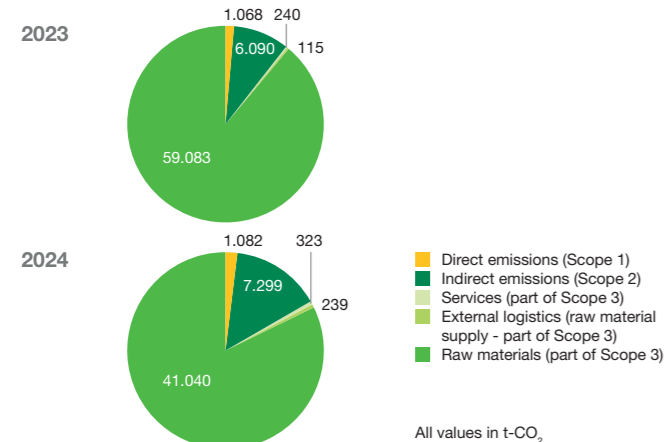
## Emissions and energy consumption

Südkabel's environmental performance is regularly assessed on the basis of the total CO<sub>2</sub> emissions per tonne of cable produced. This key figure is the central basis for comparing the ecological efficiency of our production over the years.

It is calculated from recorded energy consumption, onsite emissions and emissions along the supply chain and related to the annual production volume. All relevant emissions are recorded in accordance with the Scope 1, Scope 2 and Scope 3 categories and combined into a site-specific CO<sub>2</sub> indicator.

In 2024 this value improved once again – the specific CO<sub>2</sub> emissions per tonne of cable fell further compared with the previous year. This development confirms the effectiveness of our energy optimisation and emission reduction measures and shows that Südkabel is increasingly designing its production to be resource efficient and climate friendly.

CO<sub>2</sub> footprint comparison 2023/2024



Development of environmental performance indicators

## Focus on raw materials: emission drivers and efficiency measures

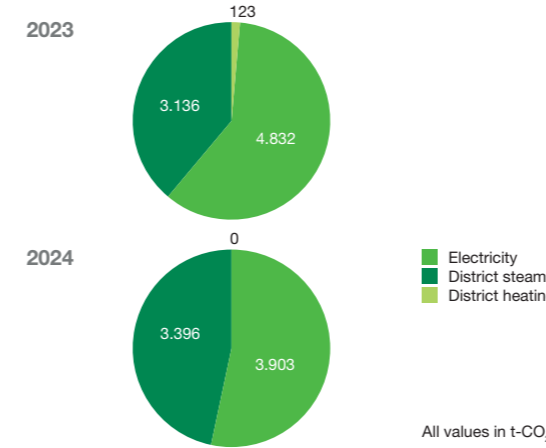
The CO<sub>2</sub> analysis (see figure) shows that the largest share of our emissions still results from the raw materials we purchase – particularly copper and aluminium, whose production is energy intensive. At the same time it is clear that initial improvements have been achieved through targeted measures such as increasing the recycling rate of our suppliers, optimising supply chains and using materials more efficiently.

## Reducing indirect emissions through in-house electricity generation and efficiency improvements

Another focus is the indirect emissions from energy procurement (electricity and steam). The photovoltaic system on our roof and the continuous increase in energy efficiency have significantly reduced these emissions. The remaining shares are regularly reviewed to identify further potential savings.

The photovoltaic system on our roof generated more than 1.3 GWh of electricity in 2024 and thus made an important contribution to reducing external energy demand.

Overall Südkabel is consistently improving its environmental performance. Through the systematic use of energy-efficient technologies, replacing environmentally harmful substances and continuously optimising production processes we are measurably reducing our CO<sub>2</sub> footprint. In this way we make a real, verifiable contribution to climate protection and the sustainable development of our industry.



CO<sub>2</sub> footprint comparison 2023/2024 – Indirect emissions



## Energy efficiency and climate protection projects

Our measures are having an effect and are making our site more energy efficient step by step.

- **E-mobility**  
We are promoting emission-free mobility by providing charging points on the plant in near future.
- **JobRad programme**  
Bicycle leasing has been enthusiastically adopted. More and more employees cycle to work and thus make their contribution to climate protection.
- **Tree-planting campaigns**  
We plant a tree for every kilometre of cable we install. This green initiative makes our success visible and provides additional CO<sub>2</sub> sequestration.

## Raw materials, waste and circular economy

Our cables are mainly made of copper, aluminium and polyethylene (XLPE). At the same time we consistently apply eco-design principles to reduce material consumption and waste.

An Environmental Cost Indicator (ECI) assesses environmental criteria in procurement – enabling us to prefer recycled material and consistently avoid conflict minerals. We take back leftover cable lengths no longer required and return them for recycling. In doing so we apply the principle of the circular economy.

# Social

Team spirit, responsibility and reliability shape our everyday interactions at Südkabel. For us it is a matter of course to live these values together with our employees, our local communities and our partners in the supply chain. Open dialogue and close cooperation with our stakeholders are decisive for building long-term trust and progress. In future we will continue to develop our social activities – focusing on occupational safety, health, fair working conditions and personal development. Together with our long-standing partners we are committed to responsible action along the entire value chain. Only together can we achieve sustainable improvements.

## Occupational safety and health

**The health and safety of our workforce take top priority. To ensure long-term safety and health we operate an integrated occupational and health management system in accordance with ISO 45001.**

The effectiveness of the measures taken is regularly confirmed by external audits. We also work closely with the occupational medical service and the relevant trade associations to continually develop prevention, occupational safety and health promotion.

The health and safety of our workforce is our top priority.

Using an accident management system we record and analyse all incidents. This allows us to identify trends and take targeted countermeasures. Tripping and falling accidents as well as unintended movements of parts remain the most common causes, but thanks to our prevention measures the number of reportable accidents is declining.

### Visible safety communication and leadership culture

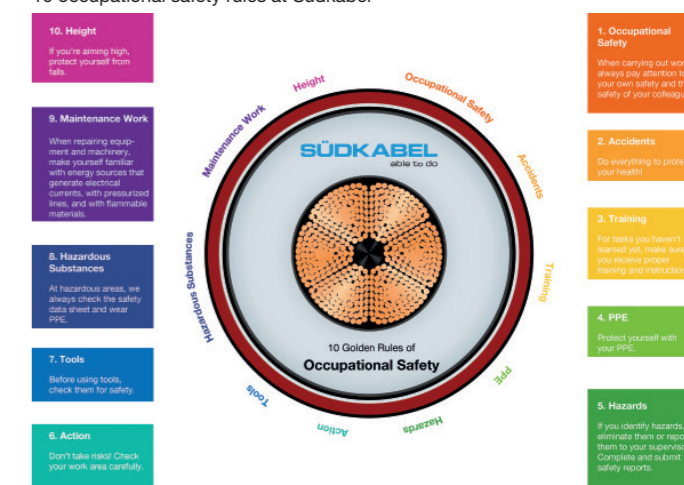
Occupational safety is also an integral part of the leadership culture at Südkabel. To keep safety and health topics constantly visible we use targeted communication measures:

- Information posters in production and administration remind people of safe behaviour, environmental awareness and prevention in everyday life.
- Managers and occupational safety specialists regularly carry out site visits and EHS walk-downs. These create proximity to employees, foster direct dialogue and help to identify safety aspects at an early stage and implement improvements immediately..

### Highlights 2024:

- **Safety Moment and reward system**  
Each meeting begins with a “Safety Moment” – a short contribution on safety that creates awareness and rewards good ideas. Our new bonus and reward system motivates people to actively engage in occupational safety.
- **PPE machines and equipment**  
Personal protective equipment is available around the clock from vending machines. This allows employees to obtain helmets, gloves or safety glasses at any time and take responsibility for their own safety.
- **Health days and ergonomics**  
Together with the AOK health insurance we organise health days with body analyses and consultations. Ergonomic workplace assessments help to prevent strain – an investment in long-term health.
- **Assembly containers**  
Our modern assembly containers provide excellent installation conditions for our fitters on site.
- **SCL audit**  
In the re-certification of the Safety Culture Ladder we achieved a Level 3 rating, which motivates us to become even better.

### 10 occupational safety rules at Südkabel



## Workforce

We rely on long-term retention and targeted development of our employees. New hires benefit from a comprehensive onboarding programme that conveys occupational safety and sustainability in a practical way.

We want to share knowledge and actively develop ourselves.

In 2024 we held more than 100 training days – from fire protection to dangerous goods and first-aid courses.

As part of our internal seminar series we offer cross-disciplinary lectures every year – from technical topics to data protection and sustainability. This provides the basis for a learning organisation that shares knowledge and actively develops it further.

	Number
Part-time, fixed-term	10
Part-time, permanent	12
Full-time, fixed-term	10
Full-time, permanent	285
Apprentices	2
Working students	3
Male	277
Female	40
Average company tenure	16.2 years

Overview of employees at Südkabel – as of 2024

### Collective bargaining coverage and fair working conditions

Südkabel is bound by collective agreements and is a member of the Association of the Metal and Electrical Industry of Baden-Württemberg (Südwestmetall). The collective agreements of IG Metall form the basis for fair, transparent and reliable working conditions. They ensure regulated working hours, fair remuneration, co-determination and comprehensive social security.

In addition Südkabel offers additional benefits that go beyond the collective standards. These include individual training offers, flexible working time models and measures to promote health.

Collective bargaining not only strengthens legal certainty and the company's competitiveness but is also an expression of our appreciation for our employees and our clear commitment to fair, long-term employment relationships.

### Health promotion and joint leisure and fitness activities

Wirth preventive measures in occupational safety we support the physical fitness and well-being of our teams.

Employee-initiated sports and leisure activities such as football, cycling or participation in the BASF company cup not only promote health but also team spirit and identification with the company. In addition, health campaigns and check-ups create awareness of a sustainable lifestyle – both at work and in everyday life.

### Work-life balance and flexibility

Flexible working models are an important component of modern HR policies. By offering the option of working from home and individual flexitime models we help to improve the compatibility of work and family life.

This flexibility increases employee satisfaction and motivation and at the same time enhances our attractiveness as an employer – especially for young professionals and families.

### Employee participation and suggestion scheme

With our suggestion scheme we promote an open feedback culture and active participation by our employees. Everyone can contribute their own ideas – from process optimisations and safety measures to sustainability issues. This bottom-up approach strengthens the sense of responsibility and helps innovations arise directly from day-to-day work.

### IPMA certification and project management competence

Südkabel is investing specifically in expanding the project management competence of its employees.



As a member of the GPM (German Project Management Association) we promote qualification in accordance with the standards of the International Project Management Association (IPMA).



Already today 50 percent of our project management staff hold an official IPMA certification. By 2027 this proportion is to be increased to 90 percent. This ensures that our projects worldwide are managed according to recognised standards and that we meet the growing requirements of an increasingly project-driven industry.

### Training programmes for installers and skilled workers

In addition to project management we also provide continuous training for our installers and skilled workers. We have developed a practical training programme tailored to the high demands of cable installation.

The aim is to ensure the quality and safety of the installation of our high- and extra-high-voltage cable systems on a lasting basis. The participants receive both technical expertise and practical training so that they are optimally prepared in the field.

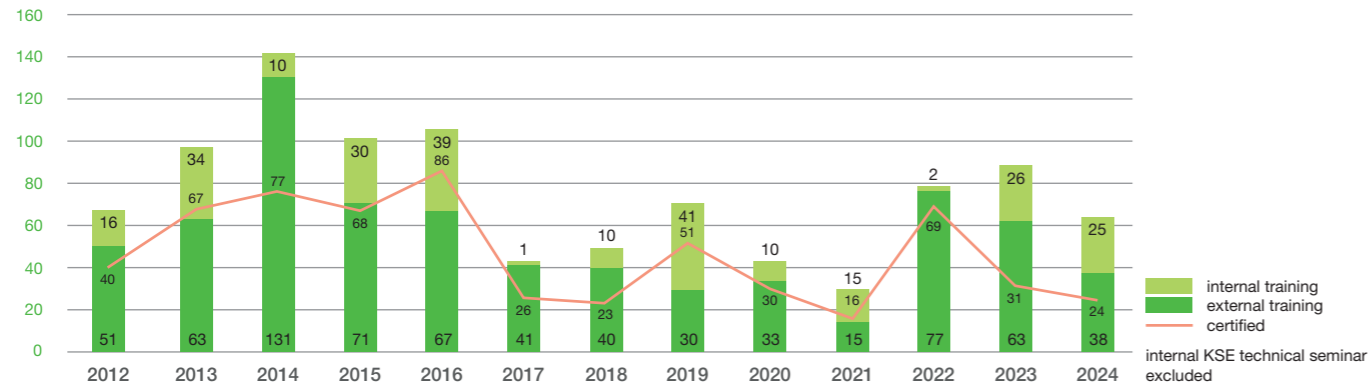
### Dual study programmes at Südkabel

Training young talent is a high priority at Südkabel. In cooperation with the Baden-Württemberg Cooperative State University (DHBW) in Mannheim we offer dual study programmes in business administration and electrical engineering. The students alternate regularly between theoretical phases at the university and practical phases at Südkabel.

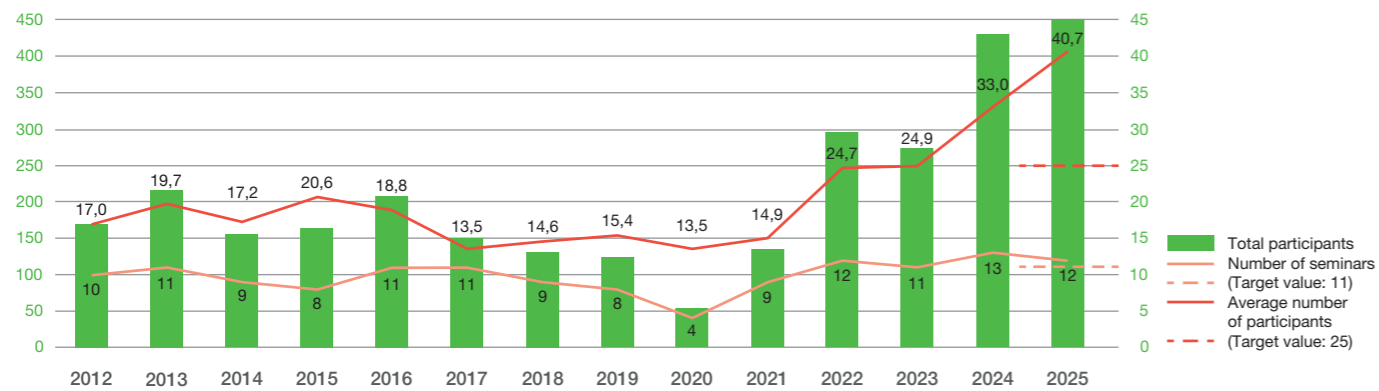
We are pleased to have given two young people the opportunity to complete their studies at Südkabel.

This enables them to apply the knowledge they have learned directly in practice and at the same time gain valuable experience in international project business. With this approach we ensure that we have a high-qualified pipeline of talent for the future.





Number of training measures for individual employees



Internal Seminar "Technical Detail" of Engineering Departement (KSE)

## Supply chain and products

### Sustainable procurement

Sustainability starts with selecting the right partners: for raw materials such as copper, aluminium and polyethylene we use our Environmental Cost Indicator (ECI). This tool assesses environmental criteria and helps us to systematically evaluate our suppliers' environmental performance and to base procurement decisions on sustainability aspects.

Sustainable procurement without harming nature and the environment.

Thanks to this consistent procurement policy we have reduced emissions from raw materials by almost two-thirds since 2018. This is a success we celebrate together with our suppliers.

Social criteria also play a major role in procurement. We therefore regularly conduct audits with our suppliers that address these points.

### Products and innovations

Our cable systems are the backbone of the energy transition – they transport electricity safely and reliably over long distances. Continuous innovation enables us to reduce material usage, extend the service life of our products and make them more recyclable. At the same time we are researching alternatives to the climate-damaging gas SF<sub>6</sub>.



## Aware of our responsibility

The basis is the Code of Conduct.

## Corporate governance

Südkabel GmbH is committed to responsible and sustainable corporate governance. The foundation for this is our Code of Conduct, which clearly defines compliance with laws, ethical principles and social responsibility.



## Code of Conduct – Südkabel Ethics and Compliance Guide

The guide explains which principles govern our actions and which obligations we enter into towards employees, business partners and society. It is binding for all employees and also serves as a benchmark for our business partners.

Our integrated management system is certified to ISO 9001, ISO 14001, ISO 45001, ISO 50001 and the Safety-Culture-Ladder (level 3). Regular audits and management reviews confirm its effectiveness and show us where we can still improve. To meet the requirements for preventing corruption and upholding human rights we have developed our own Code of Conduct and a code of conduct for suppliers. In accordance with the applicable regulations employees have the opportunity to report potential breaches anonymously.

### Explanation of principles

- **Fundamental understanding**  
Forms the basis for responsible action – legal, social, ecological and economic responsibility underpins our behaviour.
- **Compliance with laws**  
Commitment to comply with globally applicable laws and always aim for the highest standard.
- **Integrity and zero tolerance of corruption**  
Clear rules against corruption and bribery, for fair competition, prevention of money laundering, data protection, export control and avoidance of conflicts of interest.
- **Health and safety**  
Responsibility for safe workplaces, prevention of accidents and health promotion through training and health and safety systems.
- **Remuneration and working hours**  
Fair pay in accordance with collective bargaining and legal requirements as well as compliance with international standards on working hours, breaks and rest.
- **Respect for human rights**  
Prohibition of child and forced labour, promotion of equality and diversity, respect for freedom of association and alignment with UN guiding principles.

- **Environment, energy and climate protection**  
Commitment to sustainable production, resource conservation, energy efficiency and CO<sub>2</sub> reduction in line with ISO 14001 and the Paris climate goals.
- **Handling of conflict minerals**  
Ensuring that raw materials such as tin, tantalum or tungsten are sourced only from responsible suppliers.
- **Supply chain**  
Expectation that our suppliers follow the same standards; possibility of conducting audits and reviews.
- **Consumer interests**  
Transparent communication, fair sales practices and special protection for vulnerable consumer groups.
- **Implementation and enforcement**  
Specification of measures for internal and external communication, establishment of a whistleblower system and labour- and contract-law consequences in the event of violations.

### Supplemented by SEI's Code of Conduct

Since the joint venture with SEI our own Code of Conduct has been supplemented by SEI's Code of Conduct. Together they provide the basis for a uniform understanding of integrity, compliance and responsible behaviour throughout the entire group of companies.

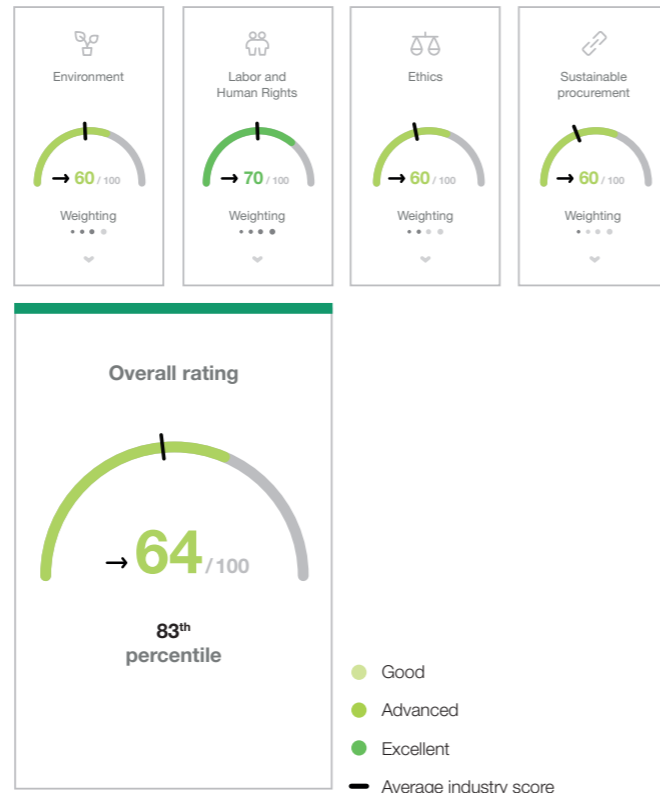
SÜDKABEL Südkabel-Code of Conduct for Corporate Social Responsibility	
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Preamble	
Innovations are not conceivable in our society today without the electrical and digital industry (ZVEI) and mechanical and plant engineering (VDMA). Small and medium-sized companies from both sectors are particularly successful at creating products and applications that offer pioneering solutions in areas such as climate protection, the conservation of resources and safe workplaces. They also contribute to societal and economic development around the world. Actions here are consistent with the current legal framework and a basic understanding of responsible and ethical behaviour as formulated in this joint Code of Conduct.	
SÜDKABEL affirms its Corporate Sustainability and Corporate Social Responsibility as a part of its global business activities (internationally known as Sustainability management and CSR/CSRF - Corporate Social Responsibility).	
SÜDKABEL's Code of Conduct for Corporate Social Responsibility (hereinafter called 'CoC') acts as a guideline in the industry, especially regarding working conditions, social and environmental compliance, transparency, collaboration and doing what is needed by law.	
Developed and agreed to by ZVEI and its member companies (SÜDKABEL, et al.), the content of this CoC is an expression of	

## CODE OF CONDUCT



# ecovadis

Sustainability performance



## Training and awareness raising

To firmly embed compliance and ethical behaviour in the company, mandatory training courses are held regularly. The training series covers topics such as anti-bribery, team communication and handling confidential data.

Participation and progress are documented and form part of annual employee development. This ensures that knowledge remains up to date and that risks are identified at an early stage.

## Legal register

A structured legal register is used to systematically record, assess and monitor all legal obligations relevant to Südkabel. It ensures that applicable laws, regulations and official requirements are regularly reviewed and that their requirements are implemented in the respective specialist departments.

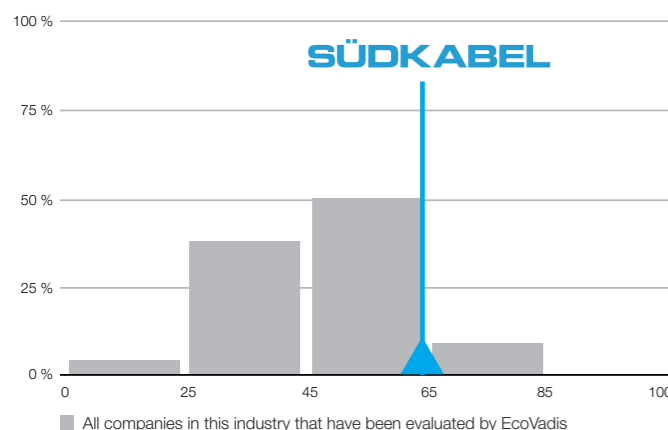
By continuously updating the register legal risks are identified at an early stage, responsibilities are clearly assigned and compliance with all regulations is demonstrably documented. The legal register thus forms a central component of our integrated management system and makes a significant contribution to legally compliant and sustainable corporate governance.

## External ESG ratings

In addition to our internal sustainability initiatives we also subject ourselves to independent assessment by external auditing bodies. To present our progress transparently and compare it with international standards, Südkabel participates in EcoVadis certification. EcoVadis is one of the world's leading platforms for assessing sustainability performance in companies.

EcoVadis evaluates companies in the areas of environment, labour and human rights, ethics and sustainable procurement. This assessment allows us to objectively classify our performance and derive targeted improvement measures. At the same time it creates transparency for our customers, partners and stakeholders who can understand our sustainability efforts.

We are proud to have achieved a score of 64 in this certification in 2024, further strengthening our position as a responsible and sustainably oriented company. Participation in EcoVadis provides us with the basis for making our progress measurable and continually improving internationally in the long term.



## Climate neutrality as the ultimate goal

We want to further reduce CO<sub>2</sub> emissions and offset them completely.

## Our goals and outlook

For 2025 we have set ourselves ambitious targets.

**These include:**

- **CO<sub>2</sub> reduction**  
Reducing Scope 1 and Scope 2 emissions.
- **Energy efficiency**  
Improving energy monitoring, replacing inefficient components, optimising processes, expanding charging stations.
- **Circular economy**  
Increasing the recycling rate for copper and aluminium; reducing waste rates.
- **Occupational health and safety**  
Reducing reportable accidents and implementing the recommendations from the SCL audit; introducing a training programme on safety culture.
- **More sustainable procurement**  
Giving greater consideration to ecological and social criteria when selecting and evaluating suppliers and expanding supply chain monitoring to continuously improve environmental performance.



## Outlook and conclusion

Our 2024 report shows that Südkabel has made significant progress in reducing emissions, improving occupational safety and introducing sustainable products.

Scope 1 emissions have more than halved since 2018, and thanks to improved procurement and material efficiency the CO<sub>2</sub> emissions of the upstream supply chain have fallen significantly. At the same time our health and safety management has strengthened the safety culture and improved certification under the Safety Culture Ladder.

The tasks ahead are no less challenging: we have to further decarbonise our energy supply, improve the data basis for sustainability indicators and expand social responsibility along the supply chain. We will also drive the expansion of our photovoltaic capacity and energy monitoring and introduce digital tools for supply-chain and ESG reporting. With clear targets and a committed team we are confident that we will meet these challenges and make a measurable contribution to the sustainable expansion of power grids.

# Our certificates



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