

SUSTAINABILITY REPORT 2022-2024

**people
planet
progress**

because we care





Contents

Focus areas

| | | |
|--------------------------------------|------|----|
| Expanded sustainability commitment | page | 4 |
| Human rights | page | 6 |
| Labor standards | page | 10 |
| Environmental protection and climate | page | 14 |
| Corruption prevention | page | 18 |



Preface



Prof. Dr.-Ing. Emil Schubert
CEO



We have been committed to sustainability for many years. By joining the UN Global Compact 2022, we have made this commitment a permanent feature and confirmed our willingness to increase it further. One contribution is our first sustainability report in 2021 as well as regular updates that will be used to document future progress and developments in the previous reporting period.

All of the main issues and our own approach to the principles are documented in our basic sustainability report "Sustainability at ABICOR BINZEL", which can be viewed by scanning the QR code. The report also includes updates about the progress that has been made in the course of one year.



After an intensive start phase, which we used to define standards, formulate objectives and create the organizational basis, we are now firmly in the implementation phase.

We have achieved an impressive amount during the reporting period, particularly in view of the complex challenges that existed at all levels. They include the impact of the COVID-19 pandemic and the war in Ukraine with the ensuing problems in the supply chains and turbulences in international sales markets.

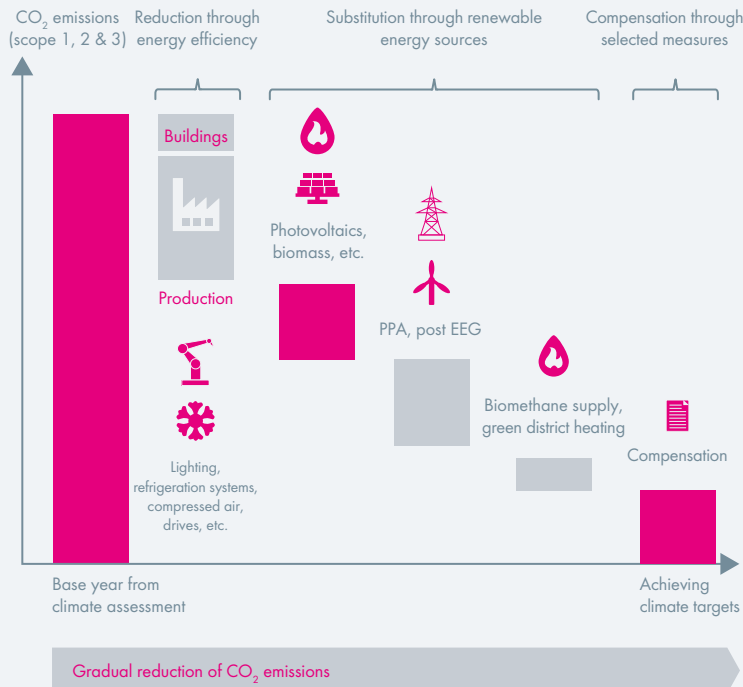
In most areas, we were able to achieve our objectives, and in many cases we even surpassed them. Of course, we are still working on achieving our ambitious goals in some of these areas. In this report, we present the current status quo with regard to the 2022-2024 reporting period, and we also define the next steps going forward. The documented progress reflects the earnestness and consistency of our approach.

You can continue to believe us when we say:

**people
planet
progress**

because we care

Sincerely, Emil Schubert



Expanded sustainability commitment

ABICOR BINZEL has implemented a series of measures to ensure that the sustainability commitment and thus the progress can be (objectively) measured. This includes, among other things, calculating our carbon footprint, commissioning a transformation concept, certification pursuant to ISO 50001, and preparing for the EU requirements with regard to sustainability reporting.

ISO 50001 certification

ABICOR BINZEL has been certified pursuant to DIN ISO 14001 since 2012. The company is strongly committed to the prevention of waste and environmental pollution, and the responsible use of resources. By adding DIN ISO 50001 certification to its energy management system, ABICOR BINZEL is creating the foundation to improve the recording of energy consumption, so it can be optimized in a targeted manner while also responding to climate change. This explicitly also includes the Dresden location, which also obtained DIN ISO 50001 certification.

Calculating the carbon footprint

One of the major milestones since the first sustainability report has been the calculation of the carbon footprint for the years 2021 to 2024.

While direct Scope 1 emissions have essentially remained the same, indirect Scope 2 emissions steadily increased. This was mainly due to the steady deterioration of the

underlying emission factor for the electricity mix (primarily more coal instead of gas power generation, and the exit from nuclear power). Following the 2021 pandemic year (which was characterized by little travel activity and commuter emissions due to the high volume of remote work), Scope 3 emissions initially saw a significant increase but were significantly reduced again in 2024 based on savings measures for business travel (in particular reduced air travel).

Objective and transformation concept

The company defined the following objective: to lower the carbon footprint (starting with the 2021 value) by 50% in the next ten years, and to become completely climate-neutral by 2045. In order to reach this objective, the company commissioned the external development of a transformation concept. This also includes the preparation of a sustainability road map, which shows how CO₂ emissions can be reduced gradually.



Defined measures in this respect include reducing energy consumption, substituting fossil energy sources with sustainable energy sources and (if no other options are available) compensating any CO₂ emissions that occur.

Scope and system limits in calculating the carbon footprint

The annual calculation of the greenhouse gas emissions balance sheet refers to Scopes 1 and 2, as well as relevant portions of Scope 3 (voluntary inclusion). In this context, Scope 1 includes all direct greenhouse gas emissions, Scope 2 includes all indirect emissions, and Scope 3 includes all indirect greenhouse gas emissions along the supply chain, which are not included in Scope 2 and are related to the company's business activities. Calculating the downstream processes from Scope 3 is problematic in the sense that it is not possible to calculate the form and intensity in which ABICOR BINZEL products are used, and how much CO₂ is emitted as a result.

The calculation of the carbon footprint is initially limited to Alexander Binzel Schweisstechnik GmbH & Co. KG in Buseck and does not take into account domestic and foreign subsidiaries. There are plans to gradually include them, and to continuously expand the system limits. The addition of Dresden is planned as the first concrete step in this regard. Foreign subsidiaries are supposed to be added in the medium term.

Preparing for the EU requirements with regard to sustainability reporting

To prepare for the EU requirements with regard to sustainability reporting (Corporate Social Responsibility or CSR reporting according to the CSR Directive), ABICOR BINZEL – together with the group holding IBG Industrie-Beteiligungs-Gesellschaft mbH & Co. KG and other affiliated companies, and with the support of a specialist unit at an industrial bank – performed a so-called double materiality analysis in 2024. The initial goal was to calculate the measurement points that are of relevance to ABICOR BINZEL. The double materiality analysis examines the various impacts (inside-out) and dependencies (outside-in) of ABICOR BINZEL's business activities and will become an integral part of future sustainability reporting.

Preparing for CSRD reporting

With this work, ABICOR BINZEL creates the conditions for the planned Corporate Social Responsibility Directive Reporting (CSRD). CWRD harmonizes standards, norms and principles, and it also creates a comparative basis for all areas and aspects of sustainability.

It also provides ABICOR BINZEL with an opportunity to examine its business activities as well as their environmental and societal impacts in their entirety.



Human rights

Principle 1

Companies are expected to support the protection of international human rights.

Principle 2

Companies are expected to ensure that they do not become complicit in human rights violations.

ABICOR BINZEL has not changed its general approach towards human rights. We continue to be committed to the internationally recognized human rights standards such as the principles of the UN Global Compact and the General Declaration of Human Rights by the United Nations (UN). Of course, the same applies to all national and internationally applicable laws. Nonetheless, we do have some news to report in this area.

Defined objectives



Donations to/promotion of social projects, institutions and organizations



Implementation of DKMS typing



Blood donation campaign



New objectives

Regular audit of suppliers

Increase the number of suppliers that are committed to the IBG Code of Conduct

Increase the number of blood donation campaigns

Annual participation in Christmas Wish Campaign of the Giessen food bank



Permanent measures

The 2022 to 2024 regular audits of subsidiaries regarding compliance with the Code of Conduct once again concluded without any reservations with regard to human rights. Audits of the production locations, which are carried out by the international project and production management IPM, increased against after the audits were only performed to a limited extent during the pandemic. Employees, suppliers and partners did not submit any reports of suspected human rights violations to the ombuds office during the reporting period.

Supplier selection

Supplier audits

The systematic review of suppliers in the context of audits was resumed after the pandemic (which had made traveling much more complicated). The audits explicitly also considered human rights. Various audits were performed at European suppliers during the reporting period. All of the audits concluded without reservations.

Code of Conduct

During the reporting period, the share of purchasing volumes from foreign suppliers that are committed to the IBG Code of Conduct stabilized at a very high level of approximately 90%.

Responsibility for employees and society

ABICOR BINZEL faced a number of challenges following the conflict in Ukraine (which started during the reporting period) and the ensuing sanctions imposed on Russia.



Even though the situation changed very quickly, the company was able to comply with all of the applicable regulations. Because of the difficult political situation in Russia, the company ceased sales to and within Russia.



Human rights

Social commitment

Employee activities

The planned typing campaign for the German bone marrow donor registry (DKMS) was successfully completed in 2022. It resulted in more than 30 new potential donors.

Also, several blood donation days were held until 2024. At this time, they are held twice a year and are offered to relatives of employees as well as employees of neighboring companies.

Our first involvement in the Christmas campaign of the Giessen food bank in 2023 was a great success and fulfilled 48 small and big wishes of children from socially disadvantaged families.

The wish cards submitted by the Giessen food bank were hung on the Christmas tree in the company's canteen, where they could be selected by employees. Since all of the cards were spoken for in a matter of days, we continued to participate in the subsequent year and were able to fulfill the wishes of an even greater number of children.



As part of a donation campaign for ABICOR BINZEL colleagues in the Ukraine who are affected by the war, employees in the IBG Group collected more than EUR 47,000.

Another campaign involving donations in kind collected hygiene and other critical utensils, which were handed over to the international aid organization Global Aid Network GAIN. On one Saturday, approximately 40 employees and their relatives worked hard to sort, package and load the donations at the goods receiving station in plant 1.



IBG Group employees quickly collected almost EUR 42,000 in donations to help the victims of a flood disaster in Brazil – including four personally affected ABICOR BINZEL employees. Management also approved another EUR 10,000 in immediate assistance.

Corporate donations

During the reporting period, ABICOR BINZEL once again made direct donations to selected projects and organizations, including EUR 2,500 for the pediatric cancer station Peiper at the university hospital in Giessen, EUR 3,000 to the Giessen food bank, EUR 1,500 to the first aid association Johanniter-Unfall-Hilfe e. V. Giessen/central Hesse, as well as EUR 1,155 to the bone marrow donor registry DKMS. Moreover, Giessen's rowing club Hassia also received EUR 400 for the purchase of a defibrillator, and 70 backpacks with Easter surprises for children were also provided to the Giessen food bank.



At the leading international trade fair SCHWEISSEN & SCHNEIDEN 2023, ABICOR BINZEL carried out a project for maintaining German forests. For each trade fair visitor who registered at the booth, one square meter of forests will be maintained in its natural state in the future. In total, more than 1,000 square meters of forests can be protected in this way. The donation for EUR 5,270 went to the project "Für die Urwälder von morgen" (For the natural forests of tomorrow) from the non-profit organization Green Forest Fund.

As part of this project, already existing forest areas in Germany are purchased and are left to return to a natural state. Areas are also purchased and planted with trees, without any further forest management measures. The objective: to develop new ecologically sustainable mixed forests and thus make an important contribution to protecting nature, species and the climate.

Social day planning

In the future, employees engaged in social projects are supposed to receive support in the form of time off in order to work on social projects. Currently, the organizational principles for an ABICOR BINZEL social day are being developed.



Labor standards

Principle 3

Companies are expected to protect the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4

Companies are expected to advocate for the elimination of all forms of forced labor.

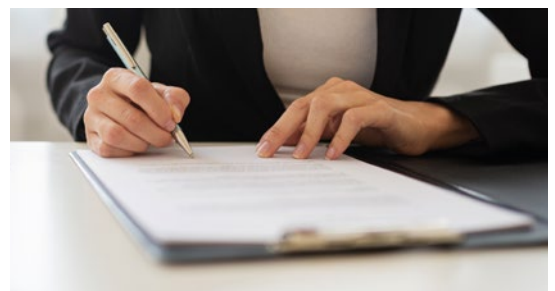
Principle 5

Companies are expected to advocate for the elimination of child labor.

Principle 6

Companies are expected to advocate for the elimination of discrimination in hiring and work.

The statements in the higher-level sustainability report continue to apply to the labor standards. During the reporting period, ABICOR BINZEL worked on many principles and many different projects, and made good progress. The objective: to address inequality and also make ABICOR BINZEL an attractive employer for all employees.





| Defined objectives | X | ✓ |
|---|---|---|
| Health exam days 2024 | X | |
| Resumption of in-person courses | | ✓ |
| Opening of employee canteen | | ✓ |
| Introduction of employee terminals | | ✓ |
| Expansion of training workshop | | ✓ |
| Start ABICOR BINZEL ACADEMY | | ✓ |
| Expansion of executive training | | ✓ |
| Introduction of newsletter/improvements in internal communication | | ✓ |
| No reports to ombuds office | | ✓ |

| New objectives |
|--|
| Reduction in the number of reportable accidents |
| Significant improvement in internal communication |
| Health exam days 2025 |
| Health Day 2026 |
| Expansion of ABICOR BINZEL ACADEMY/training programs |
| Increased use of employee canteen |
| Expansion of "Die Binzelianer" initiative |
| Implementation of the ABICOR GROUP value system |

Employee representation in decision-making

Several new company agreements were concluded during the reporting period. They relate to issues such as occupational rehabilitation management (BEM), heat stress and vacation planning.

Work safety

Starting from a very low level, the number of reportable accidents during the reporting period increased from two in 2021 to eight in 2022; it subsequently fell to four in 2023 and increased again to seven in 2024. It is important to note that 2021 was a gratifying development while 2022 was unusually high. Nonetheless, on average reportable work accidents continued to decrease during the reporting period.

In that period, the number of non-reportable accidents (including first aid events) saw a significant reduction from 176 in 2021 to 137 in 2022, and from 109 in 2023 to 108 in 2024. This represents a continuation of the positive trend of the last few years.

First-aid events and work accidents primarily consist of the typical finger and hand injuries that commonly occur in the context of manual activities. More than half of the injuries consist of cuts. An analysis of the results in the area of work safety must also take into account that the number of events declined even though the number of employees increased. This means that relatively speaking, these events declined even more than is indicated by the absolute numbers.

Regardless of this, ABICOR BINZEL has once again been awarded the "Sicher mit System" (Systematic Safety) seal of

approval by the German employers' liability insurance association in 2022. The seal of approval is valid for three years and expires in September 2025.





Labor standards

Health exam and health days

After a period of inactivity during the COVID-19 pandemic, the health exam days organized by the sports science institute of the Justus Liebig University in Giessen resumed in 2022. A thorough exam includes blood pressure measurement, ECG and a blood test, as well as eye and hearing tests, if needed.

Between 31 August and 15 November 2022, 78 exams were carried out on site, and 56 stress ECGs were carried out in the premises of the sports science institute. An anonymized analysis revealed a negative trend compared to the last health day held in 2019, in particular with regard to metabolic health, liver function, excess weight and obesity, as well as lack of exercise. These could be related to changing habits during the COVID-19 pandemic.

On 5 July 2023, the 5th health day was held under the motto "Gemeinsam und fit durchs Leben" (Fitness for life) in cooperation with the local Top Sports fitness studio in Alten-Buseck. As part of this event, employees could select morning or afternoon activities from almost 30 offerings. Also included was a smoothie bar and healthy finger food. Offerings included activities related to movement and fitness, weight optimization, back health as well as stress management and relaxation. Preferred topics, formats, times and

communication channels were determined beforehand based on an employee survey, with the particular goal of informing and motivating employees who are not as interested in health issues.



The subsequent survey of participants was very positive. Of the participants, 99% approved of the health day (totally agree/agree) and 84% indicated that they will try to apply the insights from the health day in their everyday life.

Positive development

The sports program was resumed and expanded after being paused during the pandemic. A key part of the program is the membership in a local sports studio, which is financially supported by ABICOR BINZEL.



Attractive employer

In 2023, the German innovation institute for sustainability and digitization (Deutsches Innovationsinstitut für Nachhaltigkeit und Digitalisierung (diind)) and the business magazine DUP UNTERNEHMER designated ABICOR BINZEL as an employer of the future. In doing so, they recognized the company's engagement with regard to innovation, a clear digitization strategy, sustainability goals and modern management. The prize was awarded by patron and former federal industry minister Brigitte Zypries, who also made reference to the positive measures designed to address the skilled labor shortage.

Structured education system

Also included in the rating were the various courses, presentations and workshops that ABICOR BINZEL offers to its employees. The ABICOR BINZEL ACADEMY has been gaining significant momentum since the end of 2023 and started with more than 50 registrations for English courses (different levels). Moreover, there are also plans to offer technical training for MS Office applications, as well as courses for executives. The portfolio continues to be expanded gradually.

Following requests by employees, there are also plans to offer welding courses as a special highlight. These courses provide employees in production, development, sales and other departments with an opportunity to experience in person how the welding products that they produce, develop and sell every day are used in practice.

Young talent

The commitment to young talent was continued and expanded during the reporting period. The planned expansion of the training workshop has been concluded. Moreover, the number of apprentices has also increased, so that more than 20 apprentices were employed at the end of the reporting period. As per August 1, 2022 and August 1, 2023, respectively 15 and 21 apprentices were working in eight different lines of work.

New apprenticeship programs have been added for IT specialists for system integration and warehouse logistics specialists. In view of the growing digital requirements, more mechatronics engineers rather than mechanics are being trained.

In order to address and promote young talent, ABICOR BINZEL offers apprentices a series of attractive benefits and extras. They include flexible working hours, Christmas and holiday benefits, as well as subsidized lunches in the company canteen "ABITERIA" and a monthly pizza day. In addition, all apprentices receive a notebook. ABICOR BINZEL supports apprentices with exam preparations and pays bonuses for successful mid-term or final exams.

Other highlights include regular team events and apprentice trips to domestic and foreign subsidiaries. Most apprentices continue to stay with the company after successfully passing their exams.



In addition to its apprenticeship commitment, ABICOR BINZEL will also continue to increase its activities in the area of dual studies (through StudiumPlus). It will also continue to develop the employer brand ABICOR BINZEL and its name recognition.

Employee satisfaction

We were not able to reach the intended targets for internal communication due to personnel-related reasons. Still, two issues should be mentioned in this regard.

Since 2023, apprentices have had their own channels on TikTok with almost 2 million views, as well as 4.6 million views on Instagram in 2024.

The initiative "Die Binzelianer" is directed at all employees. By focusing on understanding, communicating, transparency, respect, motivation and encouragement, along with a feeling of community and collaboration, it is supposed to promote identification with the company, colleagues and the employee's own activities.

After the first workshops involving employees in the commercial departments in 2023, plus the very positive feedback that was received in this regard, workshops have also been offered in other company divisions since 2024.



Environmental protection and climate

Principle 7

Companies are expected to apply the precautionary principle for managing environmental problems.

Principle 8

Companies are expected to implement initiatives to promote increased environmental awareness.

Principle 9

Companies are expected to accelerate the development and distribution of environmentally-friendly technologies.

With regard to environmental protection and climate, we maintained the course during the reporting period and also undertook some new initiatives. This includes in particular the supplemented certification pursuant to DIN ISO 14001 and certification pursuant to DIN ISO 50001, because this will improve the implementation of our commitment and various activities.

Approach and objectives

A detailed presentation of the expanded engagement in the area of sustainability can be found on pages 4 and 5 of this report. In addition, there are also plans to improve assessments in sustainability ratings, and to continue the new engagement in the sustainability working group at HESSEMETAL.





| Defined objectives | ✗ | ✓ |
|---|---|-----|
| Expansion of mixed orchards | ✗ | |
| Comparative study for fume extraction torches | | ✓ |
| Comparative study for physical stress | | ✓ |
| Introduction of ABIDOC document management | | ✓ |
| Compliance with energy efficiency requirements | | ✓ |
| Introduction of W3-certified extraction device | | ✓ |
| Additional power sources with extraction | | ✓ |
| Conversion to lead-free steel alloys | | ✓ |
| Preparing for lead-free brass alloys | | ✓ |
| Increased distribution of E3 [®] tungsten electrodes | | ✓ |
| Conversion to plain-color cardboard boxes E3 [®] tungsten electrodes | | ✓ |
| Introduction of plastic packaging with 50% recycled materials | | (✓) |
| Introduction of inventory and requirements planning | | ✓ |

(✓) = partially; the exact proportion cannot be calculated at this time

| New objectives |
|---|
| CSRD reporting |
| Improved Ecovadis score |
| Integration of Dresden branch office in the sustainability report planned for 2025/2026 |
| Pilot project "Saubere Roboter-Lichtbogenschweißzelle" (clean robotic arc welding cell) |
| Introduction of TIG power source with extraction |
| Conversion to lead-free brass alloys |
| Introduction of further improved E3 [®] PRO tungsten electrode |
| Further increase of recycled materials in plastic packaging |
| Further reduction in air freight (mainly to Japan and United Arab Emirates) |
| Conversion to predominantly paperless production |
| Increase in number of nonvariable parts |
| Installation of additional water dispensers to reduce delivery traffic |
| Installation of photovoltaic (PV) systems on additional buildings |

Buildings and processes

Several measures in this area have contributed to lowering electricity costs. The electricity price at the battery charging stations was almost cut in half, which increases the incentive for employees to buy an electric car and use it to commute to work.

The photovoltaic system on Plant 3b was successfully installed and produced approximately 56,000 kW/h electricity in 2022, and more than 52,350 kW/h in 2023. This installed capacity was nearly doubled in 2024 with the implementation of another PV system on the office building at plant 1. There are plans to install PV systems on other buildings.

Products/services

Besides the general product improvements in terms of performance, long service life and repairability, there were several other noteworthy changes. In addition, the entire trade fair presence at SCHWEISSEN & SCHNEIDEN 2023 had a strong focus on sustainability.

User-friendly products

During the reporting period, there was another study in addition to the already completed studies:

- Long-term study in the sports science institute of the Justus Liebig University in Giessen with the title "Einfluss verschiedener Schweißbrenner auf die Arbeitsgeometrie beim Schweißen mit einem Fokus auf muskuläre Belastungen, die subjektive Belastung sowie Belastungen der Hand" (impact of different welding torches during welding with a focus on muscular stresses, subjective stresses as well as hand stress), Department of Performance Physiology, Prof. Dr. Karsten Krüger & Dr. Christopher Weyh, August 2022

Retrieval of production information

In 2022, ABIDOC was introduced as the central portal for retrieving product information, including manuals, repair instructions and spare parts.



Environmental protection and climate

Product design

We can guarantee the reparability of our new products that fall under the ecodesign directive - which also includes power sources. In addition, we met all of the regulatory requirements for energy efficiency.

Clean robotic arc welding cell

We continue to work on the development of a concept for a clean robotic arc welding cell.

Extraction technology development

We have achieved additional progress in the area of welding fume extraction:

- The fume extraction device xFUME® ADVANCED is also available as a W3 model. With a separation efficiency of 99.76%, it is suitable for welding works on high-alloy steels that could produce chromium (VI) compounds and nickel oxide.
- As the first TIG fume extraction torch for extraction at the source, the xFUME® TIG was introduced in 2023 as a gas cooled and a liquid cooled model.

Gas management for gas-shielded arc welding

We developed an online calculator for calculating the possible savings in shielding gas consumption during welding. The calculator shows to what extent gas consumption can

be reduced by integrating an EWR 2 gas management system into a process. It is available on our website and can be used free of charge.

Conversion to lead-free products

After converting to lead-free aluminum alloys, we also converted to lead-free steel alloys during the reporting period. The conversion to lead-free brass alloys is in the preparation stage, as planned.

Thorium oxide-free tungsten electrodes

Sales of E3® tungsten electrodes increased slightly despite a complex market situation. The optimized further development of this tungsten electrode under the name E3® PRO was presented at the industry trade fair SCHWEISSEN & SCHNEIDEN 2023. Sales of the product will start in 2025.

Increase the number of nonvariable parts

As part of the nonvariable parts strategy, the degree of standardization was increased, the variety of parts was decreased and the complexity of the entire portfolio was reduced. In addition, this resulted in logistics and sustainability advantages due to the reduction in storage requirements and less waste from technical modifications.



Installation of additional water dispensers

To further reduce delivery traffic, the number of installed water dispensers was steadily increased in the reporting period. At this time, all four plants are equipped with water dispensers.

Recycled products

The conversion to plain-color cardboard boxes was completed during the reporting period. The amount of recycled materials in plastic bags was significantly increased. However, due to technical and business reasons, this proportion will vary between 30% and 80% for different packaging formats.

Reduction in air freight

Great progress was made in this segment. The air freight volume at oversea subsidiaries was reduced from 30% in 2022 to 19% in 2023 and 18% in 2024. The introductory project for inventory and requirements planning was successfully concluded in 2022. Changes to the transport network are planned as the next step, in order to achieve further significant effects.

Expansion of drop shipping with suppliers

Drop shipping continued to be expanded, which led to an overall very positive trend. A total of 20,238 tkm (ton kilometers) were saved in 2022, and 33,238 tkm in 2023. In 2024, the savings amounted to 25,744 tkm, as a customer who receives supplies by way of drop shipping ordered significantly less. This change could not be compensated by other customers.

Reduction in paper usage

Between 2022 and 2023, the required paper volume was reduced by another 100,000 sheets. In 2024, paper usage was similar to 2023. The planned 2025 conversion from paper to electronic forms in production will significantly decrease the current paper requirements of 1.4 million sheets.



Another important step is the planned introduction of paper-reduced production, which is estimated to save up to 400,000 sheets of paper per year.

Continued support for PurCity

In 2022, PurCity started a pilot project with the air cleaning system GapS 3.0 at Toyota Motor Europe in Brussels. The results of this work led to the development of the next generation of air cleaning systems (GapS 4.0).

Sustainable trade fair presence

The entire trade fair presence at SCHWEISSEN & SCHNEIDEN 2023 was characterized by sustainability, with the motto:

people planet progress

because we care

This was reflected in the conceptual design and implementation, as well as the operation of the approximately 1,200 square meter booth, which also included the affiliated companies THERMACUT®, HERR Industry System, WELDSTONE and CANTESCO.

The entire booth was designed as a system booth with lightweight components, without the use of disposable products. The information desks and other furniture items in the reception areas of the different brands were made of untreated wood. Glass cabinets, shelves, chairs and other furniture items were taken from existing inventories and continued to be used after the trade fair. Plastic dishes were not used during trade fair operations; also, meals and beverages were purposely purchased from regional suppliers that use sustainable production methods, which resulted in short transport routes.

On the product side, presentations focused only on solutions with sustainability aspects, such as the well-thought-out extraction technology and sophisticated robotic welding technology, both of which create a healthy and safe working environment, facilitate welding and reduce costs. Also included were special lightweight manual torches that can be used for longer periods and thus not only save money but also reduce the stress on the environment.

Moreover, the rain forest project described on page 9 of this report (corporate donations) was also implemented at the booth.



Corruption prevention

Principle 10

Companies are expected to oppose all types of corruption, including blackmail and bribes.

Compliance with all laws and requirements, as well as the IBG Code of Conduct, continue to be the defining directives for the aforementioned area. They also had to be given special consideration in light of the sanction packages imposed on Russia. Moreover, a strategy for handling the branch office in Russia also had to be developed.

Constant objective

To maintain and continually improve the high standards with the help of regular employee training.

IBG Code of Conduct

Regular training for corruption prevention was held during the reporting period. Topics for sales specialists included the issue of how to act correctly in associations and avoid engaging in agreements. The goal is to also establish the Code of Conduct for external suppliers starting in 2025.

Special topic Russia/Ukraine conflict

The conflict between Russia and Ukraine started during the reporting period. In view of the dynamic developments, including the different EU sanction packages imposed on Russia, regular information was required to avoid violating

the sanction agreements. To this end, training was provided particularly to employees working in supply chain management. A lawyer specializing in customs law was engaged for this purpose.





Moreover, the IBG Group is committed to EU and German statutory provisions, laws and regulations for the import and export of goods, services and information, in particular the Union Customs Code (UCC) as the main statutory provision under EU customs law, as well as the Customs Code Implementation Regulation (CCIR).

Compliance Representative

The compliance representative, who took up the role in 2018, reported that no compliance inquiries were submitted during the reporting period. The compliance representative also defines the measures until the preparation of the next report.

Addition to the IBG Code of Conduct

As a globally active company, the IBG Group is committed to the German government's political principles regarding the export of weapons of war and other armaments from the year 2000, and it complies with all export control provisions and the provisions of the Foreign Trade Act for the export, distribution and provision of goods, services, information, technologies and software, as well as the fight against the financing of terrorism. This includes in particular the Foreign Trade and Payments Act (AWG), the Foreign Trade and Payments Ordinance (AWV), and the EU Dual-Use Regulation (Regulation (EU) 2021/821) in their currently applicable versions.





people planet progress

because we care



Alexander Binzel Schweisstechnik GmbH & Co. KG
Kiesacker · 35418 Buseck · GERMANY
T +49 64 08 / 59-0
info@binzel-abicor.com

www.binzel-abicor.com

PRO.S071.EN • Bi:250.02.2026 • Printed in Germany • © Copyright • All of the trademarks noted in this brochure are the property of the respective firms.

