

Habia Cable AB
556050-3426

Sustainability report 2024



Habia

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About the company

Habia Cable AB and its subsidiaries are manufacturers of custom-designed wires, cables and harnesses. Our products enable communication and connection between various devices and systems.

Habia Cable was founded in 1941 and became one of the first companies in Europe to manufacture components in PTFE. Production of cables started in 1957. The company expanded internationally and became part of the listed Beijer Alma group.

In 2022 HEW-Kabel Holding GmbH acquired Habia Cable, which was subsequently merged with HEW-Kabel GmbH. The new group, now named Habia, became one of the largest leading special cable manufacturers in Europe and Asia.

We actively work with sustainability issues is important to us, as our operations require large amounts of energy and have a significant impact in Scope 3. We also want to ensure responsibility for our production throughout the entire value chain, which is why we consider sustainability (ESG) a top priority.

Governance

Habia Cable AB's board bears the ultimate responsibility for the report, and sustainability consultants from Aspia AB have assisted in compiling the report, with support from Habia's

CFO & HR, QA & Audit Manager, Customer Centre Manager and Managing Director. We utilize World Favor's tool for data collection.

Policies and steering documents

Our central policies are included in each employee's job description and are referenced in the newer employment contracts. Our Code of Conduct covers social conditions, personnel-related matters, human rights, and anti-corruption. It outlines how we take responsibility for the impact that our operations and products have on both the environment and society. In 2024, an e-learning project was launched to make it easier for employees to access the Code of Conduct, test their knowledge, and receive a certificate confirming their participation. The project was initially rolled out in Sweden and Germany as a pilot, with the aim of expanding it across all operations.

We conduct annual reviews of our policies and governance documents in connection with management's review of our management systems and update them if necessary.

Relevant policies:

- Code of Conduct
- Leadership
- Work environment policy
- Alcohol and Drug policy
- Information security policy
- Travel policy
- Company car policy
- Environmental policy
- Quality policy
- Risk Management

Our whistle-blower system is open to employees, customers, suppliers, and other stakeholders for reporting potential violations of our Code of Conduct by the company or its employees. Reports can be submitted anonymously at any time. All communication is treated confidentially and no form of retaliation or disadvantage for individuals who submit a report will be tolerated.

To ensure compliance with our policies, we provide employees with training sessions and workshops. All policy documents are easily accessible to employees. We also have a document outlining possible violations of rules and policies, as well as the potential consequences of non-compliance.

Our policies and governance documents are reviewed regularly and updated as needed. Internal audits are conducted by the quality management team, and external audits are carried out regularly by LRQA. In addition, we have systems in place for incident and accident reporting.

Materiality analysis

Our commitment to sustainable development (ESG) means that we take responsibility for managing the environmental, financial and social impacts of our operations and from our value chain.

The climate and climate-related issues are high on the sustainability agendas of our customers. In the development of components and services – which is carried out in close dialogue with customers – adopting a lifecycle perspective is becoming increasingly important. Our efforts in this area support our ambition to reduce our climate impact, with a focus on resource efficiency and circular solutions.

In the fall of 2024, we initiated work on our double materiality assessment. A double materiality assessment is based on two perspectives: impact materiality (outgoing perspective) and financial materiality (incoming perspective). Impact materiality refers to the actual or potential, positive or negative impacts on people or the environment in the short, medium, and long term. Financial materiality focuses on actual or potential, risks or opportunities for the company's financial position in terms of cash flow, revenue, and results, over the same time horizons. An aspect is considered material if it meets the criteria from one or both perspectives. The assessment will be completed in Q1 2025.

Stakeholder analysis

Our success depends on our ability to create value that meets the needs of stakeholders, while considering economic, environmental, and social impact. This is achieved through stakeholder and materiality analyses, in line with both the requirements of GRI and the expected requirements under the new EU Corporate Sustainability Reporting Directive (CSRD). In 2025, we will conduct dialogues with key stakeholders as a part of the double materiality assessment.

Stakeholders	Requirements and expectations	Created value	Communication channel	Measurements
Customers	We supply quality, service and products on time.	To be the first choice in cable solutions for demanding applications.	Code of conduct, website, customer satisfaction surveys.	Growth, customer satisfaction survey.
Employees	Analyze results from previous employee surveys.	A great place to work, proud to work in Habia.	Employee survey, Code of Conduct.	Annual employee survey.
Authorities	A trustworthy supplier who meets the requirements and has the permits requested by the authorities.	A law-abiding organization	Continuous follow-up via external service provider, all changes in laws and regulations to be read and ticked off by relevant manager.	Keeping up to date on relevant changes and thereby fulfilling laws and regulations.
Society	A positive contribution to society.	Environmental and social responsibility and sound business ethics.	Owner sustainability targets have been applied, weekly/monthly/yearly follow ups, activities linked to such targets.	Annual sustainability reporting.
Suppliers	A reliable and sustainable supplier base.	Suppliers which meet Habia's requirements in terms of cost, delivery and sustainability.	Supplier audit results, supplier performance.	Supplier audit results, supplier performance.

Materiality areas

Reduce energy consumption and emissions throughout the value chain

Our production contributes to emissions, particularly through our energy consumption and in the manufacture of the raw materials we use. It is therefore important for us to do what we can to reduce our environmental footprint throughout the entire value chain. We strive to reduce our emissions as much as possible, both internally and by setting demands and expectations for our suppliers.

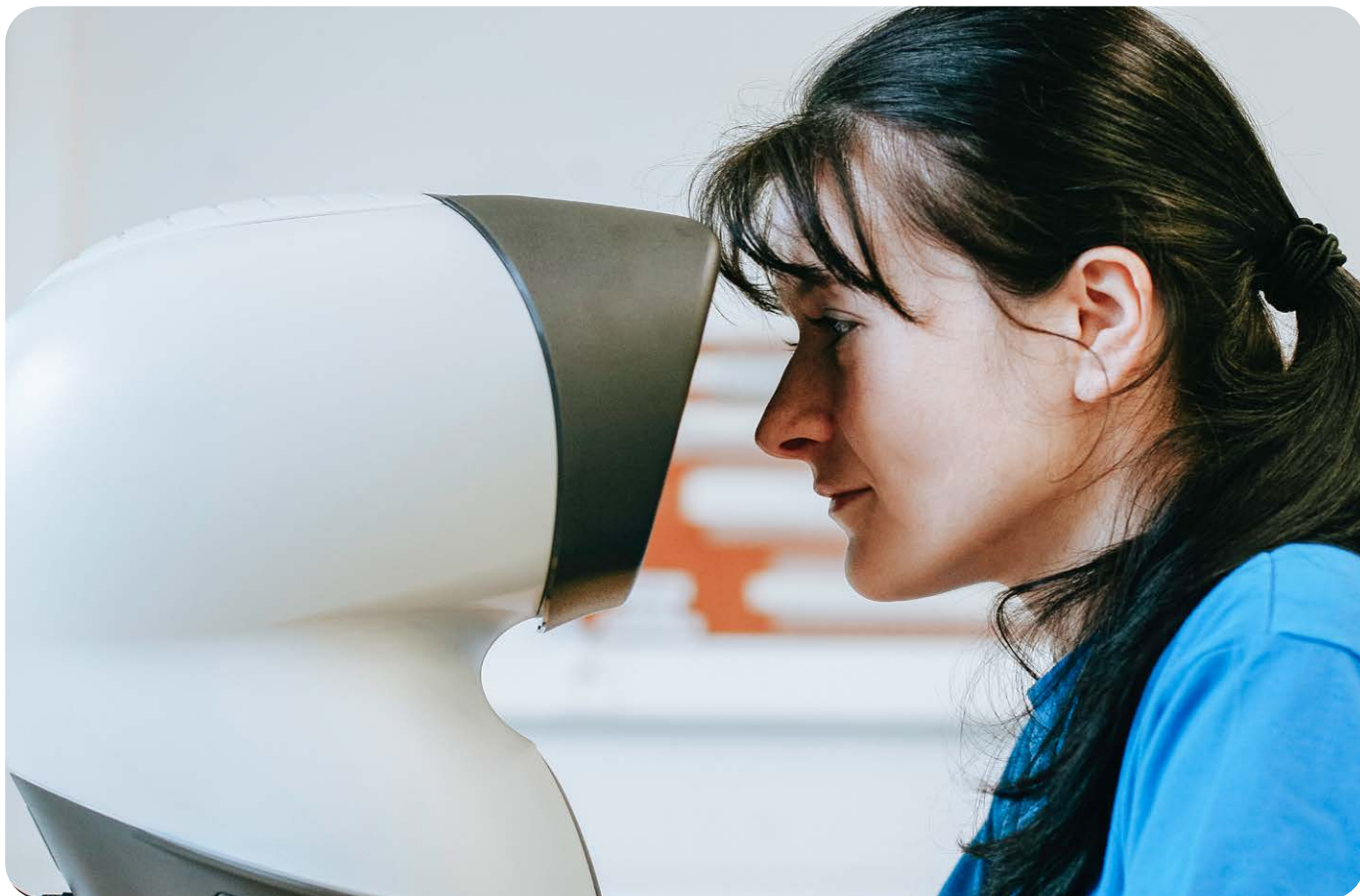
Safe work environments, fair labor conditions

We aim to ensure that employees and others affected by our operations work in a way that promotes their safety and well-being. Our ambition is to minimize the rate of workplace accidents, learn from one another in our daily work and to create opportunities for customized and integrated learning. This provides a foundation for professional development as well as business and personal success.

High level of business ethics and anti-corruption

We work to reduce the risks of bribery and corruption by providing training to our employees. We impose demands on honesty and honorability throughout operations and expect the same from our business partners. Bribes are prohibited and all forms of compensation to public agents, suppliers and other business partners must only be for actual goods or services.

During 2025, our materiality areas will be adjusted and aligned with the ESRS standards.



Our sustainability work

Environmental Responsibility, Social Responsibility and Corporate Governance (ESG) are core elements of our daily operations and Habia's long-term strategy. We comply with or exceed environmental requirements set by authorities and establish, measure and review relevant environmental objectives tied to our environmental impact.

As a global manufacturer of specialized cables and connectivity solutions, we are fully aware of our corporate responsibilities – in particular, our responsibilities towards the environment and society. The principles of responsible corporate management, energy and environmental protection, and support for our employees form an integral part of our corporate policies. Our primary objective is to create added value for our customers, investors, employees and business partners. This value may take various forms, including improved profitability, competitiveness, efficiency or sustainability for our customers, attractive returns for our investors, and competitive salaries and conditions for our employees. We aim to create this value without compromising our aspirations concerning quality and sustainable development.

We have implemented several initiatives to enhance our sustainability efforts. At our Norderstedt facility, we have taken a number of measures to reduce VOC emissions by investing in an exhaust gas cleaning system. We are currently waiting for the connection of the gas supply by the Norderstedt municipal authorities. At our factory in Poland, the property has been designed with energy efficiency and sustainability in mind, including the installation of solar panels on the roof. We have invested, and continue to invest, in more energy-efficient HVAC units. Additionally, we have invested in more energy-efficient equipment for drying plastic materials. We are installing LED lighting in our facilities and regularly reviewing ventilation systems for increased energy efficiency. We also manufacture cables for the aerospace industry, which are a crucial component in enabling fossil-free electric aviation.

These are initiatives we have implemented to contribute to our focus areas, see below.

Areas of Focus – Sustainability Efforts

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- More efficient energy usage.
 - Reduced emissions of CO₂
 - Reduced emissions of solvents.
 - Decreased waste volumes – increased recycling of plastics and metals.
 - Further development of incident registration systems in the work environment.
 - Continued work on anti-corruption, increased societal engagement, and fostering collaborations with schools.

Long-term goals

- We will maintain a culture of robust business ethics principles and social engagement.
- We will contribute to reduced global GHG emissions through development of products that enable the energy transition.
- We will strive to increase resource efficiency by minimizing waste in our value chain.
- We will decrease our climate impact by reducing CO₂ from energy in relation to revenue.
- We strive for a safe and stimulating work environment by improving safety at work and ensuring equal treatment and opportunities for all employees.

These long-term goals may be updated in line with our efforts regarding CSRD.

Performance indicators

All of our units report their figures to World Favor, from which we have retrieved the most relevant data based on our areas of importance

GHG emissions (Tonnes)/year	2023	2024
Scope 1	57	42
Scope 2	3 016	3 023
Scope 3	5 698	6 816
Total	8 771	9 881

The table shows the annual greenhouse gas emissions. 92 percent of our climate footprint falls under Scope 3 (indirect emissions), with business travel, purchases, transport and distribution, and waste being the primary drivers of these emissions. Scope 2 emissions for the year 2023 have been updated compared to last year's report, as this year we have included updated data from Norderstedt's and Changzhou's emissions in scope 2.

Year	Total energy consumption (MWh)
2023	11 059
2024	11 959

The table shows our total energy consumption per year. The data for the total energy consumption for 2023 has been adjusted compared to the previous year's report, as the operations in Wipperfürth were not included in the 2023 or 2024 calculations. We strive to reduce our energy consumption, for example, through the solar panels we have installed on the roof of our factory in Poland.

Year	Waste generated (total, Tonnes)
2023	1 100
2024	1 100

The table shows the total amount of waste generated. The data for the total amount of waste in tons for 2023 has been adjusted compared to the previous year's report, as the operations in Wipperfürth were not included in the 2023 calculations. We aim to reduce our actual waste by working with scrap recycling. For waste collection and recycling, including plastics and copper, we partner with Stena Recycling or equivalent services.

Year	Employees covered by collective bargaining agreements (average, %)
2023	44
2024	83

The table shows the number of employees covered by collective agreements. Since we operate in several different countries, collective agreements are not applicable to all employees, which has resulted in this figure. The data for the total percentage of employees covered by collective agreements in 2023 has been adjusted compared to the previous year's report, as the operations in Wipperfürth were not included in the 2023 calculations.

Year	Total number of work-related injuries
2023	10
2024	8

The table shows the total number of work-related injuries. To minimize the risk of injuries and accidents, we conduct regular technical safety measures on the equipment, such as automatic shutdowns in the event of excessive tensile forces and offer our employees training and instruction on how to use the equipment.

Year	Confirmed incidents of corruption or bribery (total)
2023	1
2024	0

The table shows the total number of confirmed incidents of corruption or bribery. To reduce the risk of corruption, we continuously offer our employees training on anti-corruption.

Year	Employees that have received training on anti-corruption (%)
2023	52
2024	83

The table shows employees that have completed training in anti-corruption.

Year	Training hours/full-time employee (average, h)
2023	21
2024	34

The table shows the average number of training hours per full-time employee.

Year	Health and safety training (average, %)
2023	96
2024	94

The table shows the average percentage of employees who received health and safety training.

Year	Number of discriminations
2023	2
2024	0

The table shows the total number of reported cases of discrimination. We take reports of discrimination very seriously and always take relevant actions, such as conducting thorough investigations, providing support to those affected, implementing diversity and inclusion training programs, and ensuring accountability within our organization.

Year	Female employees (%)	Female managers (%)
2023	36	31
2024	36	31

The table shows the percentage breakdown of gender among all employees and within the management team. The percentage of female employees and female managers for 2023 has been adjusted compared to the previous year's report, as the operations in Wipperfurth were not included in the 2023 calculations.

Risk analysis

ESG Review – risks and opportunities

We utilize large quantities of materials, such as metals, plastics, chemicals (solvents), energy, and water. Emissions of climate-affecting gases and volatile organic compounds (VOCs), as well as waste, are all significant concerns. Below, a number of ESG risks are listed along with the measures we take to mitigate them.

Environmental risks

Energy consumption

Risk: Increased energy consumption can lead to increased emissions of greenhouse gases and other air pollutants. Lack of control over energy consumption and rising energy costs.

Risk Management: Installing solar panels at some production facilities. Institute measures to make energy use more efficient, sustainable in the long-term, and to reduce consumption in line with sustainability goals.

Raw materials and resource utilization

Risk: Depletion of natural resources or environmental degradation.

Risk Management: Procedures are in place to ensure that the raw materials we use do not originate from areas of armed conflict.

Social risks

Working conditions and human rights

Risk: Poor working conditions. Violations of human rights – either within the company or by suppliers.

Risk Management: We provide training and educational programs for employees to raise awareness of their rights and responsibilities regarding working conditions and human rights. Human rights violations are prevented through information, training and internal regulations (Code of Conduct). Annual employee surveys.

Governance-related risks

Business ethics, integrity and corruption

Risk: Corruption, unethical behavior, or lack of integrity within the company or its supplier network. There is a risk that the company is involved in corrupt activities or that corruption occurs among suppliers or partners.

Risk management: We have an established Code of Conduct that is accessible to all employees. We provide regular training sessions and awareness programs to educate employees about the risks of corruption and unethical behavior, as well as how to identify and report such instances. As a part of our risk management, we have a whistleblowing system where employees can report instances of corruption or unethical behavior without fear of retaliation.

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