Habia Cable AB
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Hew-Kabel Holding GmbH
HRB 98503

Sustainability report 2025

Habia

Table of Content

About the company

Habia Cable AB and its subsidiaries Habia Changzhou, Habia Doluje, Habia Norderstedt , Habia Wipperfurth and Habia Söderfors 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, has become one of the largest leading special cable manufacturers in Europe and Asia. This report covers all entities within the Group.

Actively working 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 holds the ultimate responsibility for the sustainability report. The report has been prepared with support from sustainability consultants at Aspia AB in close collaboration with Habia's CFO & HR, the QA & Audit Manager and the Sustainability Coordinator. Data collection has been carried out using Worldfavor's reporting platform.

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
- Energy policy

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 if needed. Internal audits are conducted by the quality management team, and external audits are carried out regularly by Lloyds register quality assurance (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 are 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 (outward perspective) and financial materiality (inward 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 flows, revenue, and results, over the same time horizons. An aspect is considered material if it meets the criteria from one or both perspectives.

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 EU Corporate Sustainability Reporting Directive (CSRD).

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	A great place to work, with stimulating and value creating tasks, and opportunities for development.	An attractive employer with the capability to attract new hires and build long term employee engagement.	Employee survey, our internal intranet platform, 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 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 2026, 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 several measures to reduce volatile organic compounds (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. We use WorldFavor to register and follow up on our sustainability efforts.

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

Areas of Focus – Sustainability Efforts

- Efficient energy use, reduced CO_2 and solvent emissions, and decreased waste with increased recycling.
- Continued development of incident registration and a safe work environment.
- Anti corruption efforts, societal engagement and collaborations with schools.

Long-term goals

- Ensure safe and responsible working conditions.
- Maintain strong business ethics and integrity in all parts of the organization.
- Reduce our climate and environmental impact across the full value chain.

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	2025
Scope 1	57	572	798
Scope 2	406	4 635	3 842
Scope 3	5 698	6 816	7 284
Total	6 161	12 023	11 924

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 1, 2 and 3 emissions from year 2023–2024 have been adjusted compared to last year's report, as this report is based on group level.

Energy consumption/year	Total energy consumption (GWh)
2023	9.7
2024	20
2025	19

The table shows our total energy consumption per year. The data for the total energy consumption from year 2023–2024 have been adjusted compared to last year's report, as this report is based on group level. We strive to reduce our energy consumption, for example, through the solar panels we have installed on the roof of our factory in Poland.

Waste generated/year	Waste generated (total, Tonnes)
2023	1100
2024	1100
2025	1000

The table shows the total amount of waste generated. The data from year 2023–2024 have been adjusted compared to last year's report, as this report is based on group level. 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.

Collective bargaining agreements/year	Employees covered by collective bargaining agreements (average, %)
2023	44
2024	83
2025	79

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.

Work-related injuries/year	Total number of work-related injuries
2023	10
2024	148
2025	33

The table shows the total number of work-related injuries. The data from year 2023–2024 have been adjusted compared to last year's report, as this report is based on group level. 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.

Corruption and bribery/year	Confirmed incidents of corruption or bribery (total)
2023	1
2024	0
2025	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.

Training on anti-corruption/year	Employees that have received training on anti-corruption (%)
2023	52
2024	83
2025	97

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

Training hours/year	Training hours/full-time employee (average, h)
2023	771
2024	784
2025	793

The table shows the average number of training hours per full-time employee. The data from year 2023–2024 have been adjusted compared to last year's report, as this report is based on group level.

Health and safety training/year	Health and safety training (average, %)
2023	96
2024	94
2025	95

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

Number of discriminations/year	Number of discriminations
2023	2
2024	0
2025	1

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.

Gender breakdown of employees ear	Female employees (%)	Female managers (%)
2023	36	31
2024	36	31
2025	33	33

The table shows the percentage breakdown of gender among all employees and within the management team.

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 (VOC), as well as waste, are all significant concerns. The completed double materiality assessment shows that a significant share of our environmental and social risks is found in the upstream value chain. The material risks are linked to the climate impact of plastic and metal production, energy consumption across the value chain, and air and water pollution associated with the extraction and processing of raw materials. The analysis also identifies risks related to PFAS content in certain materials, microplastic impacts both upstream and downstream. At the same time, the assessment highlights that our products contribute positively to the energy transition, for example through use in wind power and electrified applications.

Below, several 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 and 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.

PFAS-related risks

Fluoropolymers are a subgroup of PFAS used in high performance applications (e.g., medical devices, aero craft, off shore) because of their exceptional stability and resistance to heat, chemicals, and harsh environment. This same stability, however, places them within the broader PFAS discussion on persistent environmental pollutants.

Overall, fluoropolymers sit at the centre of a key tension in the PFAS discussion: balancing their essential technological role against concerns about long-term environmental persistence and indirect risks, leading to ongoing debate about whether they should be restricted, exempted, or more tightly controlled across their lifecycle.

Habia actively engage in the PFAS discussion, working closely with both suppliers and customers to ensure responsible use of fluoropolymers.

Value chain perspective

The double materiality assessment indicates that a significant proportion of Habia's environmental and social risks are concentrated within the upstream value chain. The production of plastics and metals, which are key raw materials used in our cables, is associated with high energy consumption, greenhouse gas emissions and potential air and water pollution. These impacts primarily arise during extraction, processing and chemical refinement, activities that fall outside our direct operational control but are central to our overall sustainability footprint.

Energy consumption throughout the value chain also constitutes a material risk, as both our own operations and those of our suppliers rely on energy intensive processes. This highlights the importance of supplier engagement and responsible sourcing practices.

Downstream, the long service life of the end products in which our cables are integrated, often extending across several decades, makes end of life management difficult to assess at present. As a result, visibility into environmental impacts associated with the disposal stage remains limited. Efforts are ongoing to improve the understanding of downstream impacts and to explore future opportunities for circularity.

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