SUSTAINABILITY REPORT
SUMMARY

pursuant to the CORPORATE SUSTAINABILITY REPORTING DIRECTIVE (CSRD)

and the UN Global Compact Progress Report
(Communication on progress)

Reporting period: 2024



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001-176/V3-7GC2W

Since 2019 Forster Group has been committed to the UN Global Compact corporate responsibility initiative and its principles in the areas of human rights, labour, the environment and anti-corruption.

WE SUPPORT
UN GLOBAL COMPACT

FORSTER

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FOREWORD FROM THE MANAGEMENT: OUR COMMITMENT TO SUSTAINABILITY

Dear Readers,

For the Forster Group, sustainability is far more than just a buzzword – it has been the foundation of our actions and an integral part of our identity since the company's foundation. We are pleased to present this abridged version of our 2025 Sustainability Report, which documents both our progress and our vision for a sustainable future.

Our full 2025 Sustainability Report, prepared in accordance with CSRD/ESRS and ISO/UNDP PAS 53002 standards, is available at
https://www.forster.at/fileadmin/root_forster/Unternehmen/Nachhaltigkeit/FORSTER_Nachhaltigkeitsbericht_2025_EN.pdf

We, Pamela Forster, Managing Director of Forster Holding GmbH, and Andreas Grader, Managing Director of the operating subsidiaries, firmly believe that economic success must go hand in hand with environmental and social responsibility. In times of global challenges – from economic uncertainties to climate change – we see it as our duty to take decisive action and assume responsibility beyond our operational boundaries.

A key milestone in the 2024 reporting period was achieving **climate neutrality**, which has been externally certified to **ISO 14068-1** since November 2024. This marks an important step on our ambitious path to **net-zero emissions by 2035 at the latest**. We are committed to consistently reducing our emissions across the entire value chain and offset any remaining, unavoidable emissions through high-quality climate protection projects.

Our sustainability strategy is firmly embedded in our integrated management system, which has been certified to **ONR 192500** (based on ISO 26000) since as early as 2020. This system also encompasses our certifications to **ISO 9001 (Quality)**, **ISO 14001 (Environment)** and **ISO 45001 (Occupational Health and Safety)**. Since 2020, we have actively supported the principles of the **UN Global Compact** and contributed to the achievement of the **UN Sustainable Development Goals (SDGs)** by incorporating the requirements of **ISO/UNDP PAS 53002:2024** into our management system.

As a pioneer in our industry, we have chosen to already voluntarily comply with the requirements of the **Corporate Sustainability Reporting Directive (CSRD)** and the **European Sustainability Reporting Standards (ESRS)** in this report for the 2024 reporting year, even though the legal obligation will not come into effect until later. This underscores our commitment to the highest standards of transparency and credibility.

We invite you to join us in reviewing our achievements, challenges and goals. This report reflects our commitment and transparency towards you, our valued customers and stakeholders.

Sincerely,



Pamela Forster

Managing Director
Forster Holding GmbH



Andreas Grader

Managing Director
Forster Verkehrs- und Werbetechnik
Forster Metallbau GmbH
Forster Industrietechnik GmbH

Corporate Policy

Corporate policy of the FORSTER Group of Companies in accordance with

- **ISO 9001:2015** (Quality)
- **ISO 14001:2015** (Environment)
- **ISO 45001:2018** (Occupational Health and Safety)
- **ISO 14068-1** (Climate Neutrality)
- **ONR 192500** (Sustainability and Social Responsibility in line with ISO 26000)
- **UNDP PAS 53001** (Sustainability and SDG Management)

The Forster Group is committed to operating responsibly, sustainably and with a focus on the future. Our integrated corporate policy brings together quality management, environmental and climate protection, occupational health and safety, and social responsibility into a single, effective management system.

Quality, occupational safety and health

We deliver high-quality products and services efficiently and on schedule – always with customer satisfaction as our priority. The requirements of ISO 9001, ISO 45001 and all relevant legal and other binding obligations are consistently met.

We are committed to providing safe and healthy working conditions for all employees so as to prevent work-related injuries and illnesses. Hazards are systematically identified, assessed and, wherever possible, eliminated in order to minimise occupational risks in line with the principle of maximum prevention.

Employees and their representatives are actively involved in shaping and improving occupational health and safety. Training, open communication and clearly defined responsibilities strengthen quality, safety and health awareness at every level.

Environmental and climate protection

Protecting the environment and avoiding environmental harm are central to our operations. We are certified to ISO 14001 and ISO 14068-1 and have achieved greenhouse gas neutrality. We are committed to continuously improving our environmental performance, reducing emissions and using energy-efficient technologies and sustainable resources.

Currently unavoidable emissions are offset through high-quality carbon credits. Our climate neutrality measures are regularly verified by independent bodies and are communicated transparently.

We comply with all applicable environmental regulations and other binding obligations, and we take our responsibility towards the environment, society and future generations seriously.

Social responsibility and human rights

We are committed to the Ten Principles of the UN Global Compact and actively support the 17 Sustainable Development Goals (SDGs). Our corporate governance considers the impact of our actions on people, the environment and the economy in equal measure. Compliance with our **Ethics and Compliance Code** is mandatory for all employees, suppliers and contractors.

Responsibility and continuous improvement

The management is committed to maintaining and continuously improving our integrated management system. Our leaders act as role models, creating the appropriate structures and conditions that are required to implement this policy and fostering a culture of open feedback and of learning from mistakes.

We regularly review our strategic and operational objectives in the areas of quality, the environment and climate protection, energy, occupational health and safety, and social responsibility. Processes and measures are assessed for their effectiveness and suitability and are adjusted where necessary.

This corporate policy is binding for all organisational units of the Forster Group and is reviewed and further developed on a regular basis.

Waidhofen/Ybbs, February 2025

Pamela Forster

Managing Director
Forster Holding GmbH

Andreas Grader

Managing Director
Forster Verkehrs- und Werbetechnik
Forster Metallbau GmbH
Forster Industrietechnik GmbH



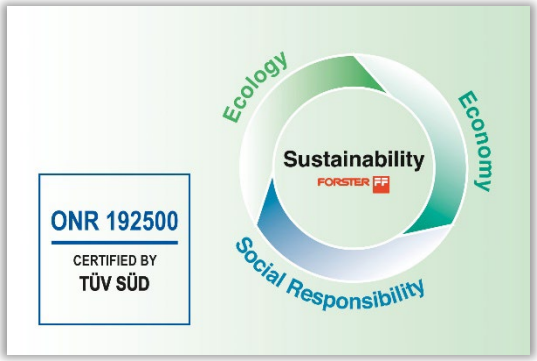
1. FULFILMENT OF THE CSRD/ESRS: TRANSPARENCY AND MATERIALITY

The Forster Group is committed to the highest standards of transparency and credibility in its sustainability reporting. Although the legal requirement to apply the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS) will only take effect for us at a later date, we have chosen to already meet these requirements voluntarily for the 2024 reporting period. This reflects our ambition to lead on key issues and provides our stakeholders with comprehensive, comparable insights into our sustainability performance.

1.1 Business model and value chain: sustainability at the heart of our success

The Forster Group's business model is founded on the provision of high-quality products and services in the fields of traffic technology, noise protection, advertising technology, shelving systems and industrial printing. We combine economic efficiency with environmental and social responsibility to create long-term value for our customers, our employees and society.

Our business model: the three pillars of sustainability



Our business model is built on the three pillars of economy, ecology and social responsibility, which together ensure sustainable, long-term value creation:

1. **Economy:**
    - Forster offers innovative, durable and high-quality products, such as noise barriers, traffic signs and shelving systems.
    - Through local production, efficient processes and long-term partnerships with public and private clients, we secure our economic success and strengthen our competitiveness.
    - Our core activities include manufacturing and marketing durable, functional products, planning and implementing bespoke solutions, and continually developing new technologies and sustainable product designs.

2. **Ecology:**
    - We have been climate neutral since 2024 and rely on low-emission technologies, renewable energies and resource-efficient materials.
    - Projects such as energy-efficient production processes and environmentally friendly products highlight our commitment to environmental protection.
    - We work to reduce emissions along the entire value chain and promote the use of biomass cogeneration plants and green electricity.

3. **Social responsibility:**
    - Forster fosters a positive working culture through employee training, health and safety programmes, and active stakeholder engagement.
    - We support regional economic cycles and ensure fair working conditions throughout the supply chain.
    - We place particular emphasis on promoting employee satisfaction through further training as well as safety and health initiatives.

Our customers and markets: we serve public clients (e.g., ASFINAG, Deutsche Bahn, ÖBB) for infrastructure projects, as well as private companies and international customers from industry and commerce. Our focus is on European markets, with a key priority being close collaboration with our customers in order to help them achieve their sustainability goals.

Our value chain: sustainability at every step

The Forster Group's value chain is structured to ensure that ecological, social and economic sustainability considerations are integrated at every stage. This is reinforced by our strategic focus on climate neutrality, resource conservation and social responsibility.

1. **Raw material procurement:**
    - **Materials:** key raw materials such as aluminium, plastics and specialised films are sourced from regional and international suppliers.
    - **Sustainability aspects:** we prioritise local sourcing to minimise transport emissions, with around 90% of our suppliers being based in Europe, many of them in Austria. We use recycled aluminium and materials with a small environmental footprint. Suppliers are selected according to social and environmental criteria to ensure fair working conditions and high environmental standards.
2. **Production:**
    - **Locations:** our main production sites are located in Waidhofen/Ybbs and St Peter/Au in Austria, supported by international facilities in Switzerland, Germany, France and Slovakia.
    - **Sustainability aspects:** we use renewable energy and energy-efficient technologies, such as our biomass cogeneration plant, to reduce CO_2 emissions. Waste management is a central priority, with optimised production processes to minimise material losses and with recycling of metal waste and plastic residues. We also promote employee safety through training, assessment of psychological stress factors and provision of ergonomic workplaces.
3. **Logistics and transport:**
    - **Transport:** deliveries of raw materials and finished products are carried out with a strong focus on regional optimisation.
    - **Sustainability aspects:** we reduce transport distances by working closely with local suppliers and customers, and use modern logistics systems to cut emissions (e.g., low-emission vehicles). Wherever possible, the return and reuse of packaging materials form an important part of our circular economy.

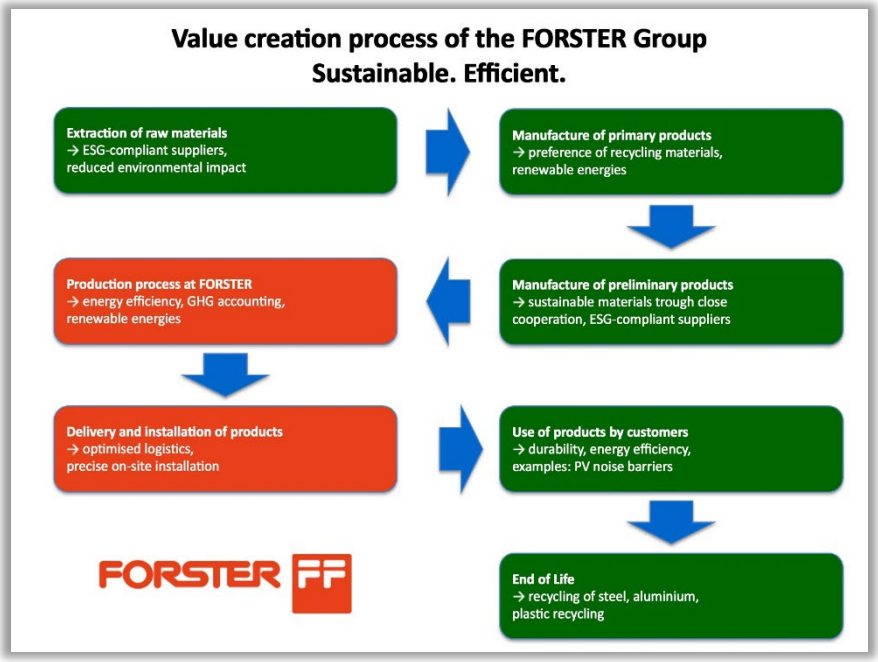
4. **Product use and lifespan:**
    - **Products:** our traffic signs, noise barriers, motorway toll stickers and shelving systems are designed for a long service life and low maintenance requirements.

- **Sustainability aspects:** we develop durable, recyclable products such as aluminium noise barriers and UV-resistant traffic signs. Innovations such as Silent Solar partitions, which can generate energy, also contribute to energy efficiency.

5. **End-of-life and recycling:**
   - **Product life cycle:** our products are designed so they can be recycled or disposed of in an environmentally responsible way at the end of their service life.
   - **Sustainability aspects:** we promote the return of aluminium and plastics to the recycling loop. Reducing residual waste and advancing recycling processes at our production sites are key elements of our waste management system.
6. **Stakeholder relations:**
   - **Sustainability aspects:** we maintain transparent communication about our sustainability goals and measures (e.g., through sustainability reports) and work closely with our stakeholders to develop sustainable solutions.



or



The Forster Group's value chain is closely aligned with sustainability goals. From resource-efficient procurement to energy-efficient production and the promotion of recycling, the entire life cycle of our products is optimised to minimise our environmental footprint and uphold social responsibility. At the same time, our focus remains firmly on innovative solutions and transparent collaboration with our stakeholders.

1.2 Double materiality analysis: our compass for relevant topics

A central element of the CSRD/ESRS is the **double materiality analysis**. This approach ensures we identify and report on those sustainability topics that are significant both from the perspective of our impact on the environment and society (impact materiality) and from the perspective of financial risks and opportunities for our company (financial materiality).

Our process for determining these material topics is systematic and comprehensive:

1. **Context analysis:** we collect and analyse all relevant internal and external factors that could influence our business and sustainability performance. These include information on customers, suppliers, locations, business areas and revenues, supplemented by global and sector-specific reports.
2. **Stakeholder engagement:** the perspectives of our key stakeholders – customers, employees, suppliers, communities and regulators – are actively incorporated through discussions, surveys and benchmarking. Their expectations and concerns are integrated directly into our analysis.
3. **Initial assessment and long list:** based on the information collected, we compile a comprehensive list of potential sustainability topics. These are assessed in terms of their influence on our upstream and downstream processes.
4. **Assessment of impacts, risks and opportunities (IROs):** each identified topic is evaluated in detail:
    - **Impacts:** we assess the scope (local, regional, global), scale (low, medium, high) and irreversibility of our impacts on people and the environment.
    - **Risks and opportunities:** we quantify the potential financial effects (e.g., revenue losses, cost savings) and the likelihood of these risks and opportunities occurring.
5. **Prioritisation:** topics are classified as material when their calculated risk score (based on likelihood and scale of impact/risk/opportunity) exceeds a predefined threshold. These material topics are then integrated into our strategic planning.

1.3 Our material topics (IROs)

Through our double materiality analysis, the following topics have been identified as material and form the core of our sustainability reporting:

- **CLIMATE Climate protection (impact & opportunity):**
    - **Relevance for Forster:** promoting sustainable products, such as noise barriers with solar panels, strengthens our market position while reducing our environmental footprint. This also includes cutting harmful greenhouse gas emissions by increasing recycling rates in metal processing and reducing raw material consumption through greater efficiency in production and product design.
    - **Financial opportunity:** competitive advantages through climate-friendly products in public tenders; increased company value through a proactive climate strategy and improved ESG performance.
- **CLIMATE Climate change adaptation (risk & opportunity):**

    - **Relevance for Forster:** investments in resilient infrastructure and climate-friendly technologies protect our production facilities and supply chains from the effects of climate change (e.g., flooding, extreme weather events).
    - **Financial risk:** higher costs arising from necessary infrastructure measures and adaptations to extreme weather events.
- **CLIMATE Energy (opportunity):**
    - **Relevance for Forster:** the use of renewable energies, such as our biomass power plant, sustainably reduces operating costs and greenhouse gas emissions.
    - **Financial opportunity:** cost savings from energy-efficiency measures and reduced future CO_2 pricing costs.

Other significant topics, while not classified as material in the strict sense of the double materiality concept, include:

- Circular economy – resource inputs **(opportunity):**
    - **Relevance for Forster:** greater efficiency through the use of more sustainable resources and maximising resource utilisation. This also strengthens relationships with public clients through the consistent implementation of environmental measures.
    - **Financial risk:** potential increases in raw material costs and uncertainties in resource supply that could affect operations.
- **Consumer and/or end-user personal safety – health and safety (impact & opportunity):**
    - **Relevance for Forster:** improving public health through our products (reducing noise emissions, enhancing road safety) and minimising health risks through product safety measures.
    - **Financial opportunity:** introducing new, safer products builds consumer trust and strengthens our market position. Innovations in product safety create competitive advantages and improve customer loyalty.

It is important to note that we have also assessed topics such as Pollution (ESRS E2), Water and marine resources (ESRS E3), Biodiversity and ecosystems (ESRS E4), Own workforce (ESRS S1), Workers in the value chain (ESRS S2), Affected communities (ESRS S3) and Consumers and end-users (ESRS S4). While these were not classified as *material* in our specific CSRD analysis, they continue to be monitored, responsibly managed and addressed in our sustainability reporting as part of our integrated management system.

Through this detailed materiality analysis, we ensure that our sustainability reporting not only meets regulatory requirements but, above all, presents the topics that are most relevant to Forster and our stakeholders in a clear and evidence-based manner.

2. FORSTER: INNOVATION AND RESPONSIBILITY SINCE 1956

Since its foundation in 1956, the Forster Group has embodied a strong combination of innovation, quality and social responsibility. What began with Franz Forster in Waidhofen/Ybbs, Austria, as a manufacturer of embossed signs, has grown into an international enterprise now employing around 600 people at multiple sites across Europe.

Our company at a glance

Our expertise spans a wide range of products:

- **Traffic and advertising technology:** solutions for safe, efficient transport routes and effective outdoor advertising.
- **Noise protection products:** innovative systems that help reduce noise pollution and improve quality of life.
- **Building signage:** wayfinding systems for buildings and public spaces.
- **Shelving systems:** flexible, durable solutions for archives, libraries and warehouses.
- **Industrial screen-printing solutions:** specialised applications for various industrial requirements.

With production sites in Waidhofen/Ybbs and Sankt Peter/Au (Austria) and in Peine (Germany) and additional subsidiaries in Germany, Switzerland, France and Slovakia, we remain close to our customers and their needs.

Sustainability at the heart of our identity

At Forster, sustainability is not an afterthought but an integral part of our value creation. We are convinced that long-term success can only be achieved through responsible action:

- **100% green electricity:** our Austrian sites already source all their electricity from renewable sources.
- **Continuous improvement:** we continuously strive to optimise our processes to minimise our carbon footprint. Projects such as the modernisation of our coating systems have significantly reduced the use of hazardous substances.
- **Certified standards:** our commitment to sustainability is underpinned by comprehensive certifications. Our integrated management system meets the requirements of:
    - **ONR 192500** (Sustainability and Social Responsibility, based on ISO 26000)
    - **ISO 14068-1** (Climate Neutrality)
    - **ISO 9001** (Quality)
    - **ISO 14001** (Environment)
    - **ISO 45001** (Occupational Health and Safety)
    - **UNDP PAS 53001** (Sustainability and SDG Management)

Our history reflects a determination to create lasting value for our customers, the environment and society. We take pride in viewing our products not merely as technical solutions, but as contributions to a better future.

3. OUR CONTRIBUTION TO A SUSTAINABLE FUTURE: PRODUCTS WITH A POSITIVE IMPACT

At the Forster Group, sustainability and innovation are inextricably linked. Our products are designed not only for the highest quality and durability but also to make an active contribution to a more sustainable and liveable

society. We develop solutions that address ecological and social challenges while enabling our customers to achieve their own sustainability goals.

Accessibility and inclusion

Forster is committed to fostering an inclusive society in which everyone has equal access to information and mobility. Our signage systems are an example of how we put this into practice:



- **Tactile signage systems:** we seamlessly integrate tactile lettering in both standard print and Braille into all wayfinding systems. Whether for door signs, directional signs or building signage, these tactile elements enable blind and visually impaired people to navigate public buildings and transport safely and independently. They promote inclusion and make orientation easier for all.

Climate protection through innovative products

Climate change is one of the greatest challenges of our time. Forster addresses this challenge with innovative products that actively contribute to CO_2 reduction and resource conservation:

- **FONOCON Silent Solar noise barriers:** these ground-breaking noise barriers deliver a unique dual benefit. They not only reduce traffic noise effectively but also function as solar power plants. Integrated photovoltaic modules generate clean energy on the same surface, avoiding additional land use. This helps to lower emissions and make smarter use of resources – and the environmental benefits are further enhanced by the use of durable, recyclable materials such as aluminium.

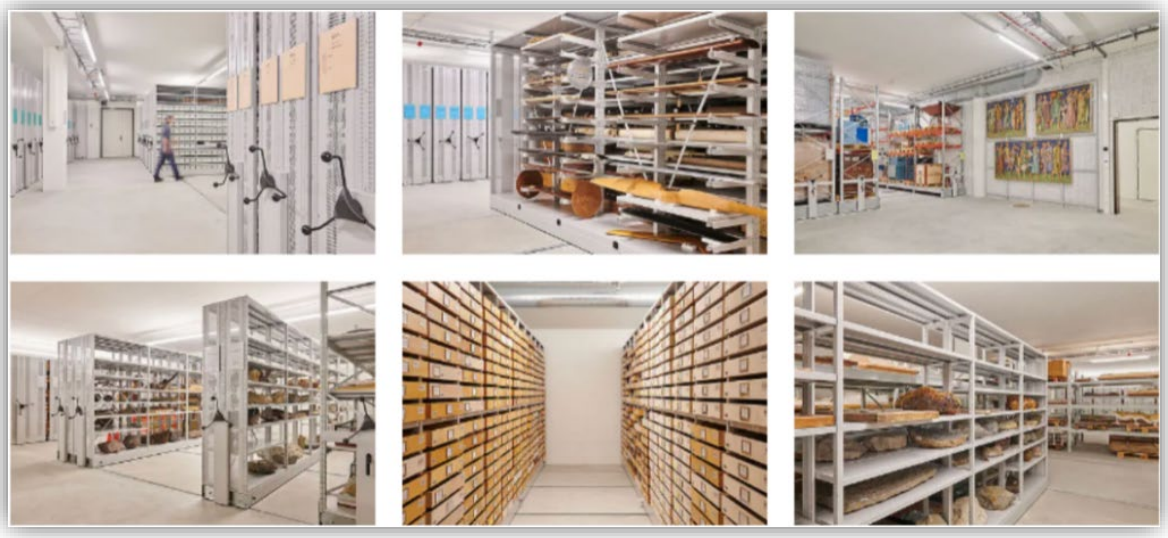


- **Reducing emissions and smarter use of resources:** by using long-lasting, recyclable materials, particularly aluminium, our products help reduce our environmental impact. We prioritise material efficiency and promote the circular economy to minimise resource consumption.

Biodiversity and nature conservation

Forster also makes a tangible contribution to nature conservation by supporting initiatives dedicated to preserving biodiversity:

- **Information signs for bee meadow initiatives:** we produce robust, weather-resistant information signs for projects such as Lidl Austria's bee meadow initiative. Made from aluminium with UV protection, these signs raise awareness on site about the importance of wildflower meadows for bees and other pollinators, thereby helping to foster environmental awareness. Their durability ensures that this important message is conveyed over the long term.





Cultural and educational institutions

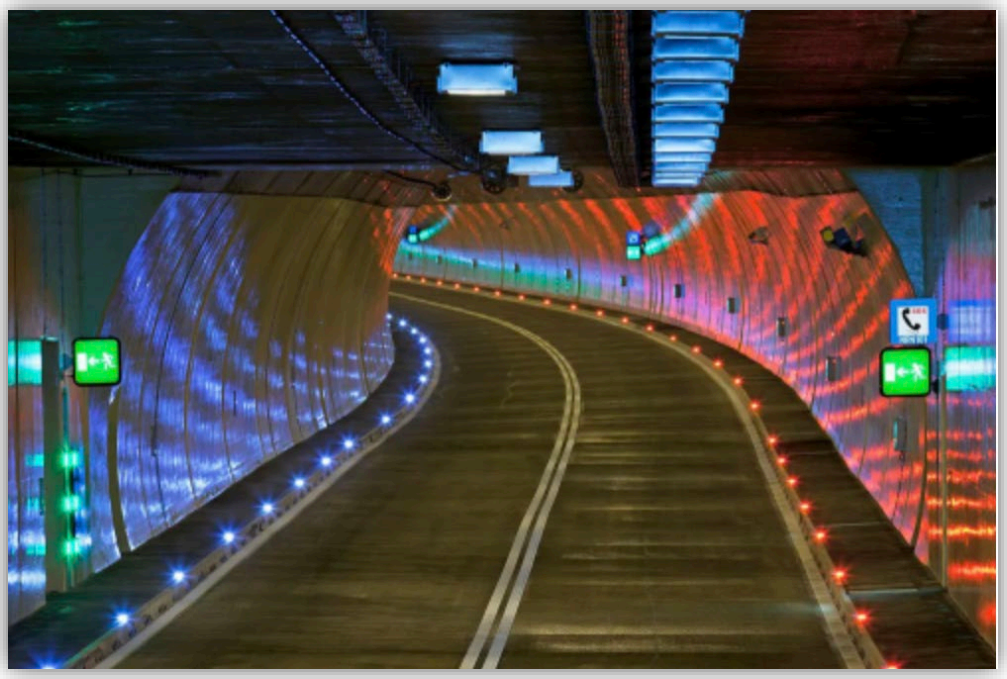
Forster products help preserve our cultural heritage and strengthen educational institutions by providing optimal storage solutions:

- **FOREG® shelving systems:** our shelving systems are designed to store valuable collections in museums, archives and libraries in a safe, space-saving manner. One notable example is the new repository of the Vienna Museum, equipped with tens of thousands of our shelves, mobile shelving units and specialised cabinets. The Luxembourg National Archives also relies on our systems to store more than 105 kilometres of archival materials. These well-designed systems not only maximise space usage but also enable energy-efficient storage – particularly through compact mobile shelving units that reduce the area requiring climate control.

Road safety and the mobility transition

We promote safe and sustainable mobility through our traffic technology and signage solutions:

- **Signage for cycling facilities:** we help make cycling more attractive and safer by providing clear, highly visible signage for cycle paths. This makes it easier for commuters to switch to bicycles and encourages environmentally friendly modes of transport.
- **Internally illuminated LED traffic signs for tunnels:** in demanding environments such as road tunnels, our LED traffic signs ensure maximum safety. They offer exceptional reliability, outstanding visibility, a long service life and maintenance-free operation – all crucial for smooth traffic flow and for emergency situations.



- **Signage for e-charging points:** to support electromobility, our range includes the official traffic signs for e-charging points. Clear identification of these charging points is essential to enable targeted charging for electric vehicles and to encourage wider adoption of this forward-looking technology.



The Forster Group's products combine functionality with responsibility, helping to make our world a more sustainable and liveable place.

4. CLIMATE NEUTRALITY AND NET ZERO: OUR AMBITION

The Forster Group demonstrates its leadership in climate action through concrete, measurable achievements. Our commitment goes far beyond the legal requirements, as we believe sustainable business practices are the foundation of a future-ready world.

Climate neutrality since November 2024

We are proud to have been certified as a **climate-neutral company** since November 2024. This significant achievement was confirmed by **TÜV NORD** in accordance with the rigorous **ISO 14068-1** standard. For us, climate neutrality means that all our greenhouse gas emissions – across **Scopes 1, 2 and 3** – are comprehensively recorded and accounted for, with the remaining, unavoidable emissions offset through investments in recognised climate protection projects. This ensures that production at all our sites is climate neutral.



Our ambitious net-zero target: 2035

Climate neutrality is an important milestone on the path to our even more ambitious target: achieving **net-zero emissions by 2035**. This requires reducing our total greenhouse gas emissions (Scopes 1, 2 and 3) by **at least 90% compared with our 2023 baseline**. This positions us well ahead of the Paris Agreement's target year of 2050 and underscores our pioneering role. Our reduction pathway is science-based and aligned with the **Science Based Targets initiative (SBTi)**.

Our progress in 2024 (compared to 2023):

- **Total emissions:** down **3.6%** (from 13,070 t CO_2e to 12,605 t CO_2e).
- **Scope 1 (direct emissions):** 2,413 t CO_2e (target narrowly missed, though further reduction measures are under way).
- **Scope 2 (purchased energy):** 29.86 t CO_2e (target significantly exceeded).
- **Scope 3 (value chain):** 10,162 t CO_2e (target narrowly missed, but there is a focus on supply chain decarbonisation).

Key decarbonisation levers and measures

To reach our climate targets, we are implementing a wide range of strategic measures:

- **Biomass power plant:** the commissioning of our biomass power plant in St Peter (due for completion in 2025) will drastically reduce the use of natural gas in our heating and coating operations, significantly lowering direct emissions (Scope 1).
- **100% green electricity:** all our Austrian sites are already powered entirely by certified green electricity. Expansion to further international sites is planned by 2027.
- **Energy efficiency:** continuous energy-efficiency measures, such as switching to LED lighting and undertaking thermal refurbishments, have significantly reduced our energy consumption.
- **Sustainable mobility:** we are expanding electric mobility in our company fleet and optimising logistics to minimise transport-related emissions.
- **Low-carbon materials:** we are increasing the use of CO_2-reduced materials, such as recycled insulation and “green steel”, to cut emissions in our supply chain (Scope 3).
- **Digitalisation:** digitalising our business processes improves efficiency and reduces the need for business travel.
- **Supplier cooperation:** we work closely with our suppliers to lower upstream Scope 3 emissions as well.

Energy consumption and savings (2024 vs 2023):

- Total energy consumption: down 4.6% to around 15,000 MWh.
- **Share of renewable energy:** increased group-wide from 55% to **57%** of electricity and heat consumption.
- Energy intensity: 146 MWh per million euros of revenue.

Waste management and the circular economy

Another key element of our climate strategy is the consistent promotion of the circular economy and the efficient management of waste:

- **High recycling rate:** in 2024, we achieved an outstanding **recycling rate of over 91%** for our production waste.
- **Reduced waste volume:** total waste generation fell by around **3%** to 578 tonnes.
- **Durable and recyclable products:** our products are designed for longevity and low maintenance. Materials such as steel and aluminium can be almost entirely recycled, maximising our contribution to the circular economy.

Through these comprehensive measures and our ambitious targets, we are strengthening our commitment to responsible climate action and play an active role in shaping a sustainable future.

5. RESPONSIBLE CORPORATE GOVERNANCE AND SOCIAL COMMITMENT (ESG GOVERNANCE)

The Forster Group is convinced that lasting success is built on integrity, transparency and responsible corporate governance. Our commitment extends beyond environmental aspects to encompass strong social responsibility towards our employees, partners and society.

Governance and compliance in practice

Our corporate governance forms the foundation of our sustainability strategy. We operate a robust system that upholds the highest standards in environmental, social and governance (ESG) matters:

- **Integrated management system (IMS):** our sustainability performance is managed through a certified IMS that systematically links all relevant areas – quality (ISO 9001), environment (ISO 14001), occupational health and safety (ISO 45001), energy and sustainability (ONR 192500, based on ISO 26000) and risk management (ISO 31000).
- **Clear responsibilities:** the management bears overall responsibility for all ESG topics and is actively involved in monitoring and steering sustainability objectives.
- **Ethics and Compliance Code:** our binding code sets out clear rules for lawful conduct, anti-corruption compliance, fair competition, data protection and human rights. It applies to all employees and business partners.
    - **No compliance incidents in 2024:** no cases of corruption were reported, no fines were imposed and no legal proceedings were brought against the company in the reporting year.
    - **High level of participation in training:** in 2024, participation in our mandatory compliance training reached **95.8%**, with all employees confirming the code in writing.
- **Supply chain due diligence:** we actively involve our suppliers and third parties in our code and conduct tiered due diligence checks. **100%** of key suppliers have been assessed against CSR criteria and maintain

certified environmental and occupational health and safety management systems. In addition, **97%** of our suppliers are based in countries with strong Human Freedom and Environmental Performance indices.

Employees and social responsibility

Our employees are our greatest asset. We provide a working environment that prioritises safety, health, development and equal opportunities:

- **Stable employment:** over **90%** of our employment contracts are permanent and long-term. We offer fair pay above industry benchmarks.
- **Occupational health and safety:** a comprehensive occupational health and safety system in line with **ISO 45001** is in place. Regular occupational safety committee meetings with management and employee representatives drive continuous improvements in this area. Our "Forster FIT" programme actively supports employee health and well-being.
    - Health rate in 2024: 94% (target: ≥ 95%).
    - Lost days due to workplace accidents in 2024: only 0.52 days per employee (target: ≤ 1 day).
    - **Mental stress:** a 2024 employee survey (response rate 52%) found no area of activity with an elevated risk from psychological stress.
- **Education and training:** we continuously invest in developing our employees' skills. In 2024, **100%** of employees took part in further training measures.
- **Diversity and equality:** we foster a culture of equal opportunity and diversity:
    - Gender pay gap: 0% in 2024.
    - **Women in management: 50%** of the holding company's management team are women.
    - **Overall proportion of women: 34%** across the company.
    - **Female apprentices: 25%** of our apprentices are women (target: ≥ 15%).
- **Social dialogue:** we maintain open dialogue through regular employee surveys, works meetings and confidential reporting channels. In 2024, a works council was elected at our St Peter site.
- **Regional engagement:** we are actively involved in the regions in which we operate. In 2024, **3.4%** of our operating result was allocated to social engagement, including support for local aid organisations and community projects.

Through these comprehensive measures in governance and social responsibility, the Forster Group reinforces its commitment to holistic sustainability and creates long-term value for all stakeholders.

6. OUTLOOK: OUR PRIORITIES FOR 2025–2027

The Forster Group looks to the future with determination and clearly defined goals. Building on the successes of 2024, our focus over the next three years will be on further consolidating our sustainability strategy. Our priorities for 2025 to 2027 are designed to cement our leadership role in climate action, make our value chain even more sustainable and strengthen our governance structures.

Climate strategy and net-zero plan

Our path to net zero is clearly mapped out. Following the successful achievement of climate neutrality in 2024, we are now focused on systematically reducing our absolute emissions to gradually minimise the need for offsets.

- **Ongoing emissions reduction:** we will continue to lower the emissions intensity across the group by expanding the use of renewable energy, improving energy efficiency and promoting sustainable mobility at all sites.

- **Biomass cogeneration plant:** a flagship project is the commissioning – and potential expansion – of our new biomass cogeneration plant at the St Peter site in 2025. In future, this facility will supply process heat for production and coating operations entirely from biogenic energy, eliminating the need for natural gas entirely. This marks a decisive step in further reducing our direct emissions and in increasing the use of regional, CO_2-neutral energy sources.

Decarbonising the supply chain

As the majority of our emissions occur in upstream and downstream processes (around 80% of Scope 3 emissions in 2024), supply chain decarbonisation is a central priority for 2025 to 2027.

- **Focus on Scope 3 reductions:** we will intensify our collaboration with suppliers and partners to make our value chain more climate-friendly.
- **Green procurement:** this includes increasing the procurement of low-CO_2 raw materials, such as "green steel" and recycled materials. We plan to form partnerships within the steel and metal industries to adopt new, low-emission production methods.
- **Optimised logistics:** we will continue to optimise transport and logistics in the supply chain and, wherever possible, switch to low-carbon alternatives to cut emissions.
- **Expanded supplier audits:** we will broaden our supplier audits and integrate ESG criteria even more closely into our supplier selection to ensure that all critical suppliers meet our sustainability standards.

Sustainable products and EPD expansion

We will continue to expand our portfolio of sustainable products and enhance transparency regarding their environmental performance.

- **Environmental product declarations (EPDs):** by 2027, we aim to provide EPDs for all strategic product groups (e.g., noise protection systems, shelving systems, traffic technology, industrial screen printing). This robust life-cycle and carbon footprint data will support architects, developers and industrial clients in sustainable procurement.
- **Eco-design optimisation:** we will continue to optimise our products using eco-design principles. Where technically feasible, we will increase the use of secondary raw materials (recycled and renewable) and design products to extend their lifespan and facilitate repair and recycling.

Digitalisation of the integrated management system

To manage and report on our sustainability performance even more efficiently, we will continue to digitalise our integrated management system (IMS).

- **100% digital workflow:** from 2025 onwards, the IMS will be transitioned to a fully digital workflow, enabling more efficient data analysis, automated reporting and improved progress tracking.
- **Audit readiness:** a digital system will ensure data is audit-ready and consistent, particularly in view of the forthcoming CSRD audit requirements.
- **Data-driven optimisation:** advanced data analytics will allow us to evaluate sustainability performance by business unit in greater detail and to identify targeted improvement measures.

Governance and compliance measures

We will continue to reinforce our high governance standards and embed a culture of sustainability across the organisation.

- **Culture index:** we will integrate additional metrics on corporate culture and training impact into our ESG reporting, including a group-wide “culture index” to measure how our values are put into practice.
- **Training effectiveness:** beyond training participation rates, we will introduce indicators to assess how effectively compliance training influences behaviour.

The Forster Group remains committed to integrity and transparency in corporate governance, with zero tolerance for legal violations and a proactive approach to managing opportunities and risks. Our outlook for 2025–2027 reflects our determination to actively contribute to the transition to a sustainable economy and to continue providing our customers with innovative, environmentally friendly and socially responsible solutions.

7. APPENDIX

A1 UN GLOBAL COMPACT

The Forster Group is committed to upholding and implementing the Ten Principles of the UN Global Compact (UNGC) and has fully integrated them into its certified integrated management system (IMS), based on ISO 9001, ISO 14001, ISO 45001, ONR 192500 (ISO 26000), ISO 14068-1 and ISO/UNDP PAS 53002.



The UNGC principles are embedded in the organisation's key guidelines, processes and procedural instructions and form an integral part of our sustainability strategy and governance framework.

Specific goals and measures can be found in A2 Our Contribution to the SDGs

Human rights (Principles 1 and 2)

Respect for human rights forms an integral part of our *policy on social responsibility*, as well as our *context and risk analyses* (see Context and Risk Analysis Procedural Instruction). The Forster Group is committed to:

- **safeguarding human dignity** in the workplace, among suppliers and throughout its sphere of influence;
- **avoiding complicity**, in particular, through consistent supplier assessments and regular audits to ensure compliance with social standards (see Procurement Procedural Instruction);
- integrating human rights due diligence processes into *risk management* (in line with the CSRD); and
- ensuring transparency and accountability to stakeholders (e.g., through regular sustainability reports).

Labour standards (Principles 3–6)

The principles of freedom of association, the elimination of forced and child labour, and non-discrimination are firmly embedded in our occupational health and safety management system (ISO 45001) and in our HR management processes.

- **Freedom of association and collective bargaining** are fully guaranteed at Forster.

- The group **categorically prohibits all forms of child and forced labour** and verifies compliance among its suppliers.
- **Clear equal opportunity principles** apply to recruitment, training and promotion, as set out in the *Human Resources Procedural Instruction*.
- **Anti-discrimination training** and an open workplace culture help foster an inclusive working environment.

Environment (Principles 7–9)

The Forster Group operates a certified environmental management system in accordance with ISO 14001 and a climate management system in accordance with ISO 14068-1. Comprehensive strategies are in place to meet the environmental principles:

- **Precautionary approach** (Principle 7): risk analyses of environmental aspects are systematically documented (e.g., in the Environmental Aspects Matrix) and linked to preventive measures (e.g., emergency management in accordance with the Environmental Planning Procedural Instruction).
- **Environmental awareness** (Principle 8): internal training, employee education and external communications (e.g., the sustainability report) promote environmentally responsible behaviour.
- **Promotion** of environmentally friendly technologies (Principle 9): the group invests in climate-neutral manufacturing, energy-efficient production facilities, e-mobility and research into sustainable materials.

Anti-corruption (Principle 10)

The Forster Group follows a **zero-tolerance policy towards corruption**. This is embedded in our *Ethics and Compliance Code* and our *policy on social responsibility, which forms part of our corporate policy*. Based on the Ethics and Compliance Code, we require our suppliers, through our Supplier Code of Conduct, to respect human rights, protect the environment and adhere to our compliance requirements. Measures include:

- mandatory **compliance training** for all managers and employees with responsibility;
- **supplier declarations and control mechanisms** to prevent bribery and the granting of undue advantages; and
- **anonymous whistleblower systems** for reporting violations.

A2 OUR CONTRIBUTION TO THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

As part of its integrated management system (IMS), the Forster Group is committed to fully supporting and implementing all 17 United Nations Sustainable Development Goals (SDGs). Based on ISO/UNDP PAS 53002:2024, the SDGs have been systematically embedded into the corporate strategy, operational processes, and risk and materiality analyses.

The following overarching strategic objectives have been defined:

Strategic and systemic integration

Strategic objective: “Ethical conduct” (covering all SDGs and UNGC principles).

IMS integration: sustainability management in accordance with ISO 26000 (ONR 192500) systematically incorporates social responsibility and is audited annually, both internally and externally.

Operational targets achieved in 2024

TARGET	Target value	2024 value	Status
Coverage of all SDGs	Full integration into the IMS	100%	●
Coverage of all UNGC principles	Full integration into the IMS	100%	●
Certified sustainability management	Valid certification under ONR 192500	100%	●

Each SDG is addressed in the sustainability report with specific measures, defined objectives, key figures and the status of target achievement. The content is based on data from the Forster sustainability management system, developed in line with ONR 192500 (based on ISO 26000), ISO 14068-1, ISO/UNDP PAS 53002 and the requirements of the EU CSRD and ESRS.

SDG 1 "No poverty"



The Forster Group supports **SDG 1 – ending poverty in all its forms everywhere** – through concrete measures both within and beyond the company. While extreme poverty is not prevalent like it is in developing nations in the group's core countries (primarily Austria, Germany, Switzerland, France and Slovakia), Forster remains committed to reducing social inequality and ensuring secure employment that guarantees a livelihood.

TARGET	Target value	2024 value	Status
Social engagement	> 3% of company revenue	3.4%	●
Fair distribution of value creation	> 95% of value creation	97.6%	●

SDG 2 "Zero hunger"



In a European context, too, SDG 2 goes beyond merely combating hunger to ensuring access to healthy food and promoting sustainable agriculture. The Forster Group takes responsibility by prioritising healthy, regional produce in its canteens, raising employee awareness of nutrition and supporting social projects related to food.

TARGET	Target value	2024 value	Status
Share of organic food in the company canteen	≥ 50%	Not yet measurable	○
Share of healthy food options (vegetarian/vegan) on the menu	≥ 40%	Not yet measurable	○
Raising employee awareness of healthy eating (e.g., through information campaigns)	At least 1 measure per year	1 campaign carried out	●

SDG 3 "Good health and well-being"



The Forster Group regards the health of its employees as a key asset and a critical factor in success. The promotion of both physical and mental well-being is firmly embedded in the integrated management system

(IMS). Alongside comprehensive occupational safety measures, the strategic focus is on preventive health promotion, psychosocial support and fostering a healthy working environment.

TARGET	Target value	2024 value	Status
Health rate (percentage of healthy employees)	> 95%	94%	🟡
Absence due to workplace accidents (average per employee)	≤ 1 day	0.52 days	🟢
Certified occupational health and safety management system	Valid certification under ISO 45001	100%	🟢

SDG 4 “Quality education”



Lifelong learning is a strategic success factor for the Forster Group. The promotion of training and further education, as well as targeted skills development, is firmly embedded in the IMS. Forster also plays an active role in apprenticeship training, helping to secure the skilled workforce of the future.

TARGET	Target value	2024 value	Status
Percentage of employees participating in training	≥ 80%	100%	🟢
Funding for apprentices (number in the reporting year)	≥ 5 apprentices	7	🟢

SDG 5 “Gender equality”



The Forster Group is committed to genuine equality between women and men in the working environment. Through targeted measures to promote women in leadership positions, ensure pay equity and attract female apprentices, gender equality is actively advanced. The principle of equal treatment is not only adhered to but anchored in the management system, ensuring a structural commitment.

TARGET	Target value	2024 value	Status
Proportion of women in executive management (holding company and operational management)	≥ 30%	50%	🟢
Proportion of women across the company	≥ 30%	34%	🟢
Equal pay for equal work (internal gender pay gap)	0%	0%	🟢
Proportion of female apprentices	≥ 25%	15%	🟡
Difference in training hours between men and women	< 10%	6%	🟢

SDG 6 “Clean water and sanitation”



Although water is not a central resource in the Forster Group’s industrial production operations, responsible water use is given top priority. All sites manage this resource carefully, have implemented water-saving technologies and guarantee access to hygienic sanitary facilities.

TARGET	Target value	2024 value	Status
Water consumption per employee	≤ 15 m³/year	15 m³	●
Availability of hygienic sanitary facilities at all sites	100%	100%	●

SDG 7 “Affordable and clean energy”



The Forster Group consistently pursues a decarbonisation strategy centred on energy efficiency, renewable energy sources and economic sustainability. The complete switch to green electricity at Austrian sites, along with technical upgrades and ongoing efficiency reviews, makes the company a leader in its sector.

TARGET	Target value	2024 value	Status
Share of green electricity in total electricity consumption (AT sites)	100%	100%	●
Implementation of energy-efficiency measures (planned vs realised)	100%	100%	●
Energy intensity (MWh per € million of revenue)	≤ 150 MWh/€ million	146 MWh/€ million	●

SDG 8 “Decent work and economic growth”



The Forster Group stands for stable employment, secure jobs and fair conditions across the entire value chain. The company’s sustainable growth is based on social responsibility, long-term employee retention and investment in innovation and regional value creation.

TARGET	Target value	2024 value	Status
No increased risk from workplace stressors	0%	0%	●
Workplace accidents per 1,000 employees (accident rate)	≤ 50	43.63	●
Share of suppliers with an HSE certification	> 30%	41%	●
Share of suppliers headquartered in countries deemed low-risk according to the EPI and HFI*	> 90%	97%	●

SDG 9 “Industry, innovation and infrastructure”



The Forster Group views innovation, digitalisation and sustainable infrastructure as the foundation for future-proof business. Investment in research and development (R&D), the expansion of digital solutions and smart production technologies are key pillars in this. These topics are strategically integrated into the sustainability and quality management system (ISO 9001, ISO 14001, ONR 192500 and PAS 53002).

TARGET	Target value	2024 value	Status
LCAs available for all product groups	100%	100%	●

SDG 10 “Reduced inequalities”



Reducing inequality within and among countries: the Forster Group actively promotes equal opportunities, fair pay and inclusion – both within the company and along the supply chain. The company is committed to preventing discrimination and integrating disadvantaged groups. This commitment is firmly embedded in the Ethics and Compliance Code and the IMS.

TARGET	Target value	2024 value	Status
Fair distribution of value creation (share of employees and the state in value creation)	≥ 95%	97.6%	●
A balanced ratio of the total annual compensation of the highest-paid person to the median annual compensation of all employees across the group	< 4	3.19	●
A balanced ratio of the total annual compensation of the highest-paid person to the median annual compensation of all employees in all companies with over 100 employees:			●
Forster Verkehrs- und Werbetechnik GmbH	< 4	3.06	●
Forstermetallbau GmbH	< 4	2.34	●
FIT = Forster Industrietechnik GmbH	< 4	2.17	●

SDG 11 “Sustainable cities and communities”



As a regionally rooted employer and partner in numerous public and commercial construction projects, the Forster Group actively contributes to the sustainable development of rural areas and municipalities. The focus is on regional value creation, sustainable infrastructure and long-term cooperation with local stakeholders.

TARGET	Target value	2024 value	Status
Share of regional suppliers (Austria)	≥ 50%	53%	●
Share of European suppliers	≥ 90%	93%	●

SDG 12 “Responsible consumption and production”



Across its entire value chain, the Forster Group pursues a consistent strategy of resource conservation and circularity. The selection of sustainable materials, a high recycling rate and the avoidance of waste are key measures aimed at continually minimising the environmental impact of our production.

TARGET	Target value	2024 value	Status
Recycling rate of production waste	≥ 90%	91.4%	●
Share of sustainable materials (e.g., wood, recycled metals)	≥ 50%	Not yet measured	○

SDG 13 “Climate action”



The Forster Group follows a climate-science-based strategy to reduce greenhouse gas emissions, aligned with the Science Based Targets initiative (SBTi) and ISO 14068-1. The 2024 carbon footprint shows significant progress in Scope 1 and Scope 2, particularly through the switch to green electricity and ongoing energy-efficiency measures.

TARGET	Target value	2024 value	Status	Comments
GHG emissions, Scope 1	≤ 2,356 t CO_2e (target 93.28% of 2023)	2,413 t CO_2e	●	Target narrowly missed
GHG emissions, Scope 2	≤ 37.52 t CO_2e (target 93.28% of 2023)	29.86 t CO_2e	●	Target significantly exceeded
Total GHG emissions (1+2+3)	-3.6% vs 2023	12,605 t CO_2e	●	Reduction from 2023 (13,070 t) achieved
Climate neutrality according to ISO 14068-1	Climate neutrality in Scopes 1+2+3 for the entire group	Achieved	●	TÜV certification available (2024)

SDG 14 “Life below water”



Although the Forster Group’s production sites are not located near coasts or seas, the company contributes indirectly to protecting aquatic ecosystems. This is achieved mainly through wastewater management, avoidance of environmentally harmful substances, the use of sustainable materials and consideration of water and marine aspects along the supply chain.

TARGET	Target value	2024 value	Status
Water consumption per employee	≤ 15 m^3/year	15 m^3	●

SDG 15 “Life on land”



With three production sites located in rural areas of Central Europe, the Forster Group takes responsibility for minimising negative impacts on terrestrial ecosystems. The 2024 biodiversity assessment indicates a moderate risk level, with no direct dependence on ecosystem services but some moderate influence on local environmental factors.

TARGET	Target value	2024 value	Status
Conduct a biodiversity risk analysis for all main sites	100% of main sites analysed	3 out of 3 sites analysed	●

SDG 16 “Peace, justice and strong institutions”



The Forster Group is committed to lawful, responsible and transparent conduct in all business areas. This is underpinned by an integrated governance system that systematically incorporates both legal and ethical requirements. Internal codes of conduct, supplier requirements and control mechanisms ensure compliance with these principles.

TARGET	Target value	2024 value	Status
Compliance with all requirements	0 cases/fines	0	●
All employees bound by the Ethics and Compliance Code	100%	100%	●
Completion of compliance training	≥ 90% participation rate	95.8%	●

SDG 17 “Partnerships for the goals”



The Forster Group sees cooperation as a key driver of sustainable development. The company is actively involved in multilateral partnerships, industry networks, scientific collaborations and NGO initiatives to achieve ecological, social and economic sustainability goals together with other stakeholders.

TARGET	Target value	2024 value	Status
Coverage of all 17 SDGs in the IMS	100%	100%	●
Coverage of all 10 UNGC principles	100%	100%	●



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