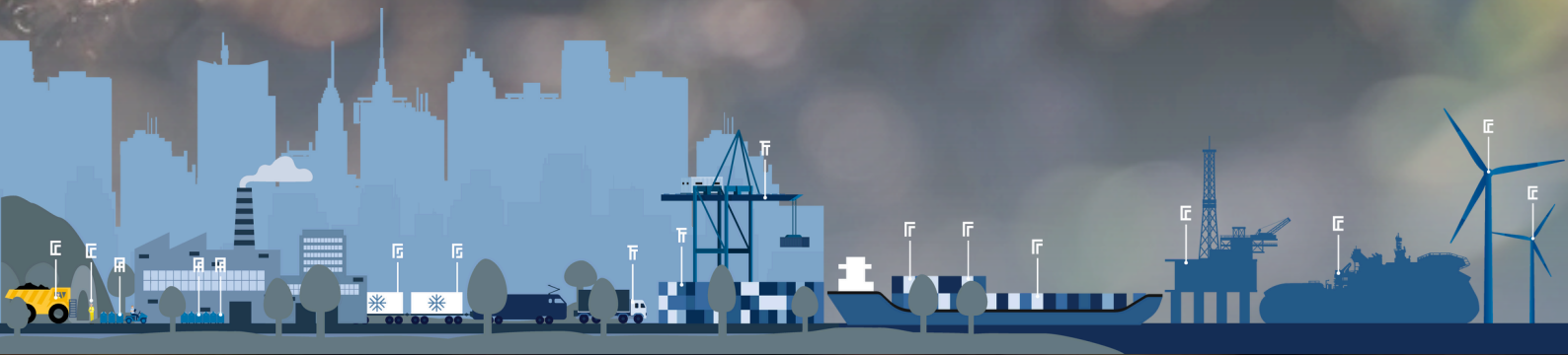




CORPORATE SOCIAL RESPONSIBILITY REPORT 2023



A MESSAGE FROM URBAN SILLER



“Engineering ideas to improve efficiency and safety” is the purpose of Identec Solutions. Our robust and industry-proven solutions enable our customers to eliminate waste in their day-to-day operations.

By helping our customers eliminate inefficiencies – or MUDA as we call it – Identec Solutions contributes to a more sustainable world. Sustainability is engraved into our company’s DNA so to speak, it is what gets us up in the morning.

Yet providing sustainable solutions is not enough in our view, thus sustainability is and will remain an important factor in our business strategy. In other words, sustainability is essential in how we act and do business at Identec Solutions daily and not limited to what we offer to the market.



This Corporate Social Responsibility Report outlines several areas that we focus on to comply with global social responsibility standards.

~ Urban Siller

COMPANY PROFILE

Identec Solutions, born out of a deep-seated passion for solving complex problems, has been at the forefront of innovation in the field of operational efficiency and safety for over two decades. Our mission is to empower businesses across the globe, enabling them to navigate and thrive in harsh business environments through the implementation of reliable, high-quality, and cost-effective solutions.

The core of our ethos revolves around the relentless pursuit of better ways to secure safety, improve efficiency, and increase speed and agility in business operations—not just for the sake of financial gain, but with a keen eye on environmental sustainability. This dedication to innovation and excellence is underpinned by our core values of passion, problem-solving, and commitment to sustainability, which guide our approach to corporate social responsibility (CSR) and align with our broader goal of contributing positively to the world.

OUR COMMITMENT TO REDUCING WASTEFULNESS



At Identec Solutions, our commitment to reducing wastefulness extends beyond mere words; it is a principle that is intricately woven into the fabric of our products, services, and operational initiatives.

We tackle the challenge of wastefulness head-on by identifying inefficiencies within industrial processes and engineering cutting-edge solutions designed to eliminate these inefficiencies at their source. Our approach to combating wastefulness—termed "Mastering Muda"—targets the reduction of waste in all its forms, thereby addressing the number one productivity predator in the industry.

Our solutions are crafted not only to keep people safe and enhance team performance but also to conserve resources, save money, and provide valuable insights that empower businesses to maintain control over their operations. This multifaceted approach has led to significant achievements in sustainability and waste reduction, including the development of technologies that optimize asset identification, location, and management.

Such innovations have drastically reduced time lost in searching for materials, mitigated material wastage, and streamlined manual processes, thereby contributing to a substantial decrease in the environmental footprint of our clients.

Through our global presence and dedication to excellence, Identec Solutions has become a key player in promoting sustainability and reducing wastefulness across industries worldwide. Our efforts have not only led to enhanced operational efficiencies for our clients but have also set new standards in the integration of CSR into business operations, demonstrating our unwavering commitment to making the world a better, more efficient, and less wasteful place.



OUR CORE CONTRIBUTION TO A BETTER WORLD

“Engineering ideas to improve efficiency and safety in ports, mines, factories and offshore installations, creating solutions to eliminate wastefulness.”

OUR SOLUTIONS OUR DNA



Asset Agent increases the productivity of large tyre manufacturing plants by 5%. In a tyre factory, for instance, this translates into hundreds of thousands of additional tyres.

Crew Companion for offshore assets acts as a digital angel to be with every crew member in daily operations and emergency situations.



Crew Companion for mines provides crucial visibility of workers and assets in a world of hazardous processes.

OUR SOLUTIONS OUR DNA



Reefer Runner reduces spoilage of refrigerated cargo and claim handling in a port because of 24/7 monitoring, automated alarms and many more features.

Terminal Tracker helps to save 400 days of search time and 30.000 l diesel per year and terminal. It keeps the container inventory accurate, reduces idle time, and increases productivity by 10-30%.



Reefer Runner 5G reduces spoilage of refrigerated cargo on the go because of 24/7 mobile monitoring and automated alarms.



OUR EMPLOYEES



At Identec Solutions, we recognize that our employees are the cornerstone of our success and innovation. As such, we are committed to creating a supportive and dynamic work environment that promotes their well-being and professional development. Our range of benefits and programs is designed to support the diverse needs of our team, ensuring a balanced and fulfilling work-life experience.

WORK-LIFE BALANCE AND FLEXIBILITY

Understanding the importance of flexibility in today's fast-paced world, Identec Solutions offers the possibility of home-office work and video conferencing from anywhere. This flexibility allows our employees worldwide to maintain a healthy work-life balance by adapting their work schedules to fit their personal lives, reducing commute times, and enabling them to work in an environment that suits them best. Flexible working hours further support this balance, allowing team members to work when they are most productive and needed by co-workers and customers in other time zones.

We aim to create an environment where our employees can achieve a harmonious balance between their work responsibilities and personal lives, ensuring they feel supported throughout different life stages and experiences.



SABBATICAL

Understanding the value of time off for personal growth, rest, or exploration, we offer sabbatical leave to our employees whenever the business circumstances are favourable. This extended leave can be used for various purposes, such as further education, pursuing personal projects, or simply taking time for oneself. We believe such breaks can greatly contribute to our employees' well-being and professional vitality.

PATERNITY LEAVE, PARENTAL PART-TIME WORK, DADDY MONTH

We support new fathers in our team by offering paternity leave and parental part-time work options, enabling them to take dedicated time off to be with their newborns. This policy reflects our commitment to promoting gender equality in parental responsibilities and supporting family bonding from the earliest stages of a child's life.

WORKING FROM OTHER OFFICES

To cater to the needs of our global and diverse workforce, we provide the opportunity for employees to work from any of our offices worldwide. This flexibility not only supports personal and family needs but also fosters a sense of global community and collaboration within our team. Employees can experience working in different cultural environments, broadening their perspectives and contributing to their personal and professional growth.

HEALTH AND WELL-BEING

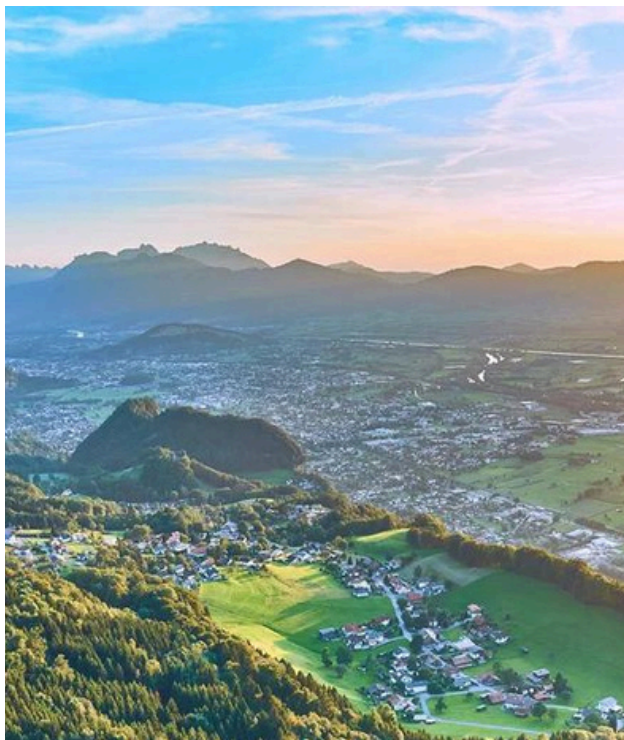
We believe that the well-being of our employees is paramount. We provide free coffee and fruits in our offices, ensuring that our team stays energized throughout the day. For those who prefer cycling to work at the HQ in Lustenau, a new bike rack offers safe parking for bicycles, encouraging a healthy, eco-friendly commute. Additionally, free garage parking is available for employees who travel by car, alleviating the stress of finding daily parking. In line with our commitment to health and well-being, access to a fitness centre in the same building in Lustenau makes it convenient for our team to stay fit and healthy. Discounts for our employees are available.

LOCAL OFFICE INITIATIVES

In addition to our global benefits, we have tailored initiatives to meet the local needs of our employees in specific locations:

In our Austrian and Norwegian offices, we go a step further to ensure our employees feel valued and supported by sponsoring meals, acknowledging the importance of nutrition in overall well-being.

Our office in Norway, located on an island, boasts its own quai for boats, reflecting our commitment to providing unique and convenient transportation options. This facility not only underscores our dedication to the environment but also enhances our team's daily commute by offering an alternative to traditional transportation methods.



For our team in Austria, we understand the challenges of balancing professional and family life. To assist our employees with young children, we offer kindergarten services for kids under 6 years.

This initiative provides peace of mind for our working parents, knowing their children are in safe and caring hands close to their workplace.

INCENTIVES AND PERSONAL DEVELOPMENT

At Identec Solutions, we believe in recognizing and rewarding the hard work and dedication of our team members.

In addition to offering snack vouchers, which allow employees to enjoy a variety of snacks and boost morale, we are proud to introduce a comprehensive rewards program designed to acknowledge exceptional contributions and loyalty.

■ Excellence in project outcomes

We offer vouchers to team members who achieve excellent outcomes in their projects. This initiative is designed to incentivize high performance and recognize individuals who go above and beyond in their roles, driving innovation and success in our projects.

■ Rewarding long-standing affiliation

Loyalty and dedication to our company do not go unnoticed. We honour our long-standing affiliation with Identec Solutions by presenting gifts and vouchers for each completed 5-year period with our company. This gesture is our way of saying thank you to our employees for their continued commitment and contribution to our growth and success.

■ Innovation and helpfulness incentives

Recognizing that great ideas and acts of helpfulness outside the normal scope of work significantly contribute to our positive work environment and company culture, we reward such initiatives with vouchers. This policy encourages our team to share innovative ideas and support one another, fostering a collaborative and supportive workplace.

Furthermore, recognizing the importance of personal and professional growth, we provide in-house German language courses. These courses not only facilitate smoother communication within our diverse team but also support our international employees in their integration into the local community, enhancing their overall experience in Austria.

Through these enhanced benefits and programs, Identec Solutions aims to create a nurturing and motivating environment where employees can thrive, feel valued, and contribute to our shared mission of driving innovation and efficiency in the Industrial Internet of Things (IIoT).

We are committed to continuing our investment in our employees, ensuring that Identec Solutions remains a great place to work, innovate, and grow professionally.



ENVIRONMENT



Sustainable operations

Identec Solutions has made significant strides in energy efficiency and waste management, particularly through our participation in the EcoProfit program, culminating in our renewed certification in 2023. This initiative underscores our commitment to adopting sustainable practices within our operations, focusing on minimizing our environmental footprint while enhancing operational efficiencies.

Waste management and reduction

Through the EcoProfit program, we have restructured our waste management processes, aiming for higher efficiency and lower environmental impact. Our concerted efforts in waste reduction are evidenced by the organized waste logistics and the implementation of measures for separate waste collection. These initiatives not only comply with legal requirements but also significantly contribute to our goal of reducing wastefulness. Our approach includes detailed waste categorization, emphasizing the segregation of hazardous and non-hazardous waste, and the introduction of recycling and proper disposal practices. Our cleaning company contributes by using sustainable and ecological products only.

The outcome of these endeavours is a testament to Identec Solutions' dedication to environmental stewardship. Our achievements in sustainability and waste reduction are a direct result of our proactive measures to identify and mitigate the environmental impacts of our operations. Through these efforts, we continue to demonstrate our commitment to not only meeting but exceeding environmental standards, setting a benchmark for excellence in sustainable operations within our industry.

Headquarters Lustenau EcoProfit 2023 highlights



**82 MWh electric
power consumption**



67 MWh heating



**565 kg CO₂/year/employee
way-to-work footprint**

To put these figures into context, we have been able to reduce our power consumption by 50% since the beginning of the EcoProfit program.

PRODUCTS

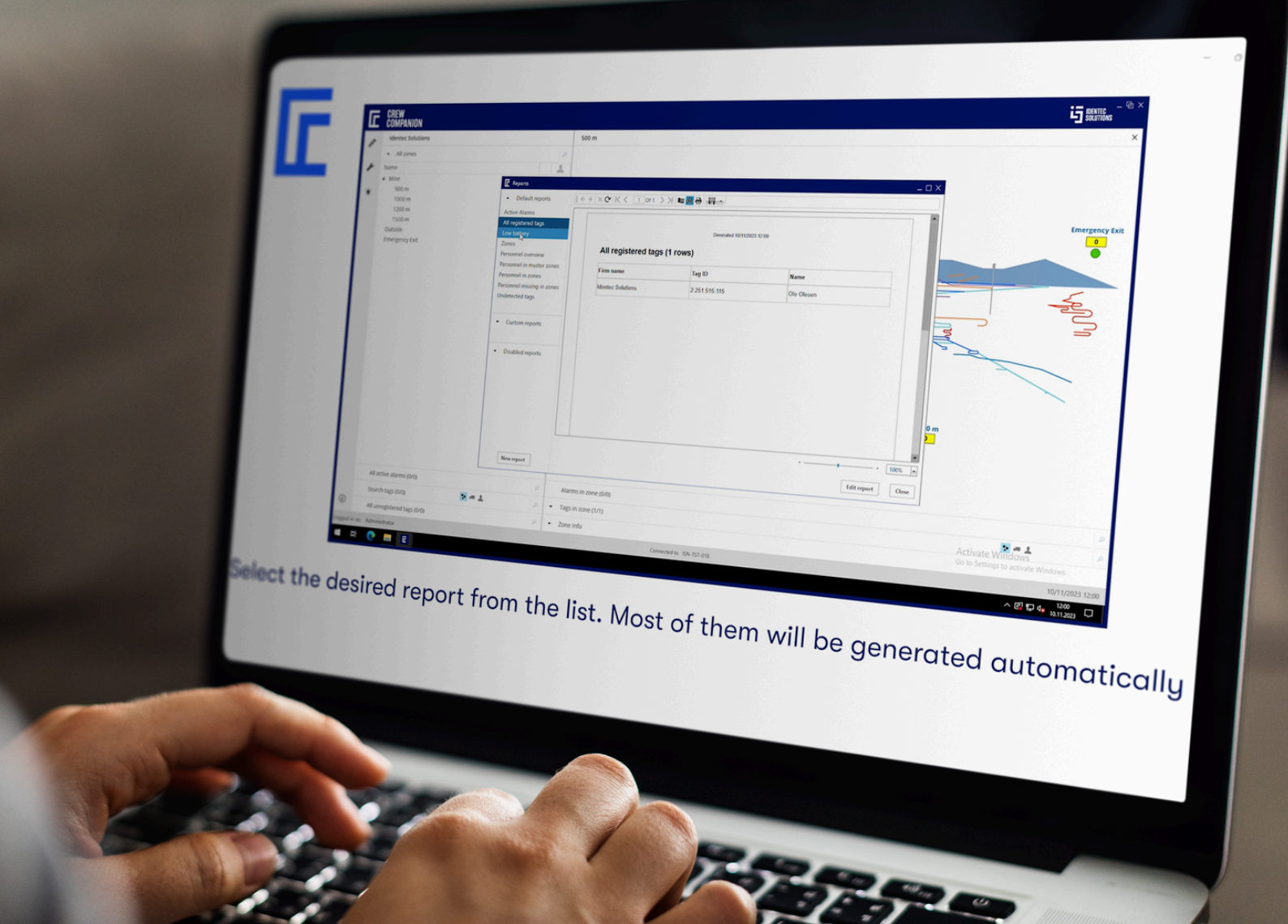
Innovation for sustainability

Identec Solutions' products and services are designed with sustainability at their core, contributing significantly to environmental stewardship.

Our solutions, showcase our commitment to reducing energy consumption and carbon footprint in terminal operations. This, along with other innovations, exemplifies how our technologies are pivotal in reducing waste and enhancing operational efficiency for our clients globally.

One such example is Reefer Runner which enables reefer operators to monitor the energy consumption levels and implement smart solutions to cool reefers at optimum temperature and energy levels, saving tons of CO2 per year per reefer.





Quality and safety

We adhere to stringent standards and processes to guarantee the safety and quality of our products. Compliance with relevant environmental and health regulations is paramount, ensuring that our solutions not only meet but often exceed industry requirements. This commitment to quality and safety is intrinsic to every product we develop and service we offer. We have a return policy in place to facilitate the cost-free exchange of malfunctioning parts or products.

Customer education and support

Identec Solutions is dedicated to educating customers on the sustainable use of our products. We offer comprehensive programs aimed – on-site and online - at maximizing the efficiency and lifespan of our technologies, thereby supporting our customers in achieving their environmental goals. Additionally, we provide guidance and support for the recycling or proper disposal of our products, further underlining our commitment to environmental responsibility.

SUPPLIER

Sustainable supply chain management

Identec Solutions is proud to produce 95% of all our components within Europe, emphasizing our commitment to local sourcing and reducing our carbon footprint. This approach not only supports the European economy but also ensures more sustainable transport and supply chain logistics, minimizing environmental impact.

Collaboration and social responsibility

In our production and assembly processes, we partner with organizations like ZAW gGmbH and Integra, which employ individuals with handicaps or disadvantages in the labour market.



This collaboration is a testament to our dedication to social responsibility, providing meaningful employment opportunities and supporting inclusive practices within our supply chain.

Through these partnerships, Identec Solutions not only champions environmental sustainability but also fosters social inclusion and equity.

Monitoring and Compliance:

- Systems in place to monitor suppliers' compliance with CSR standards.
- Actions taken in response to non-compliance.

COMMUNITY

Engaging with educational institutions

Identec Solutions actively collaborates with universities, local schools, and educational institutions, such as the University of Liechtenstein, HTL Rankweil, and Digital Pioneers, to foster education and innovation.

We provide insights, guidance, and mentoring, and offer internship opportunities, aiming to inspire and prepare the next generation for the challenges and opportunities in technology and sustainability.



Volunteerism and social projects

Our commitment to the community extends beyond education; some of our employees voluntarily participate in charity projects, like a water supply project in Tanzania. Others are actively involved in beekeeping, theatre performance, or teaching. These initiatives reflect our employees' dedication to making a tangible difference in communities worldwide, emphasizing our belief in corporate social responsibility that goes beyond our immediate business interests.



The tree map of IDENTEC SOLUTIONS 



Environmental sustainability initiatives

We further our commitment to the environment through the Identec Solutions Forest project, which we are partnering with Treedom. This initiative focuses on reforestation and supporting local farmers in the southern hemisphere, illustrating our dedication to environmental sustainability and helping communities in need.



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