



Sustainability Report 2025

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Auer Signal



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1. Introduction

Auer Signal is a family-run, medium-sized company in its fourth generation that was founded in 1910 and is driven by the ambition to develop signalling devices of the highest quality. Trust, handshake integrity and reliability have been among our core principles from the very beginning, as have our high standards of quality. As a steadily growing company, we are on a development path together with our employees and partners on which we aim to operate profitably and sustainably at the same time. In 2022, the first calculation of our corporate carbon footprint marked the start of our sustainability efforts. Since then, sustainability has been integrated step by step into our corporate structures and processes. Auer Signal has been ISO 9001 certified since 1999. The initial certification of our environmental management system in accordance with ISO 14001 marked another important milestone in 2024. In addition, we have taken part in the EcoVadis Sustainability Rating every year since 2023.

With our first sustainability report for the 2025 reporting year, we are now taking a further step towards disclosing our sustainability activities transparently and improving continuously. The report was prepared on the basis of the voluntary European sustainability standard (Voluntary Sustainability Reporting Standard for SMEs "VSME", version December 2024) and supplemented with key figures and information relevant to Auer Signal.



1.1 Statement by the Management

"Since the founding of our company, we have been committed to sustainable business practices – for us, this means long-standing, trusting relationships with our business partners and employees, long-lasting products of the highest quality, and a responsible approach towards our society and the environment. In 2022, we decided to underpin these efforts by implementing an environmental management system. Following the initial certification in accordance with ISO 14001 in 2024, we now want to take the next step with our first sustainability report.

With this report, we want to present our sustainability activities transparently, communicate our progress and, at the same time, identify potential for further development."

A. Korger & C. Auer (Management)

1.2 ESG Highlights 2025

- **Switch to green electricity at the Perfektastraße headquarters:** At the beginning of 2025, we switched to an electricity contract with power from 100% renewable energy sources.
- **EcoVadis Bronze:** In 2025, we achieved EcoVadis Bronze for the third year in a row. This places Auer Signal among the top 35% of companies rated by EcoVadis.
- **Running events to promote employee health:** In 2025, Auer Signal took part in the Vienna Zoo Run at Schönbrunn and the Wien Energie Business Run on the Danube Island. Sporting events like these not only promote the health of our employees but also strengthen team spirit.
- **Establishing and expanding our data management:** We are striving for evidence-based sustainability management. This requires a sound data basis. In 2025, we worked on improving our data management and formalising our data collection processes.

1.3 Basis for reporting

This sustainability report relates to the 2025 reporting year. The data covers the production site and headquarters in 1230 Vienna, Austria, as well as our second office location, also in 1230 Vienna, Austria.

1.3.1 STAKEHOLDERS

Owners/Management

Auer Signal is an owner-managed family business in its fourth generation and has existed for more than a hundred years. As a steadily growing company, we are on a development path together with our employees and partners while upholding our values of trust, handshake integrity and reliability.

Customers

Long-standing partnerships and high customer satisfaction are very important to us. An open ear and the passion of our engineers for developing new products and custom solutions for special requirements are just as important to us as quality and delivery reliability. In ESG matters, we want to meet our customers' expectations as best we can and therefore strive to continuously improve our environmental performance and data quality.

Employees

Our success depends above all on our employees, who play a central role in our company. We foster a positive work environment, support individual goal-setting and development and promote a healthy work-life balance.

Suppliers

As a manufacturing company, our suppliers play a key role in achieving our sustainability goals. We therefore strive to anchor sustainability more firmly in our business relationships.

Society

As a company with a production site in Vienna, we create jobs for around 145 employees in Austria and thus help to strengthen Austria as a business location.

Environment

We are aware that, as a manufacturing company, our activities have an impact on the environment. We therefore also consider the environment as an important stakeholder and actively take our environmental impacts into account in our decision-making processes.

1.3.2 MATERIALITY ASSESSMENT

Auer Signal has identified the following material topics:

- Energy & emissions
- Resource use, circular economy and waste management
- Employees & supply chain
- Governance & corporate management

The sustainability aspects material to Auer Signal were first identified for the introduction of the environmental management system. For this purpose, a survey and workshops with the management and representatives of all departments were carried out. Since then, the material sustainability aspects have been continuously evaluated and adjusted as necessary within the framework of the semi-annual management reviews, which are mandatory under ISO 14001.

This sustainability report follows the "if applicable" principle permitted under the VSME standard and focuses on the relevant metrics and activities relating to the material topics.

2. General information

2.1 B1 – Basis for preparation

Company information

Auer Signal GmbH reports for the period 1 January 2025 to 31 December 2025 for the production site in 1230 Vienna, Austria, and the second office location, also in 1230 Vienna, Austria. Auer Signal has subsidiaries in the USA (Auer Signal Inc.) and in Germany (Auer Signalgeräte GmbH), which are, however, not part of this report as they are currently not covered by our environmental management system either. This is due to a lack of

data availability; furthermore, the subsidiaries account for only a small share of Auer Signal GmbH's activities and are therefore negligible for the reporting period.

The report covers the Basic Module (B metrics) of the VSME standard as well as the Comprehensive Module (C metrics) for the topics identified as material.

Legal form	Limited liability company (GmbH)
NACE code	C 27.90
Balance sheet total	€ 19,763,576.07
Number of employees (headcount)	144

Omitted sensitive information

Information omitted from this report includes annual turnover and, consequently, greenhouse gas intensity.

Sites and main business activities

Sites	Address	Postcode	City	Country	Coordinates
Registered office (headquarters)	Perfektastraße 102	1230	Vienna	Austria	48.13746, 16.30115
Second office location	Eitnergasse 13	1230	Vienna	Austria	48.13891, 16.30779

Auer Signal GmbH has its headquarters at Perfektastraße 102, 1230 Vienna. In addition to being an office location, this is also the production site where our products are developed and manufactured. In addition to the headquarters, there is a second office location, also in 1230 Vienna. With Auer Signal Inc. and Auer Signalgeräte

GmbH, Auer Signal also has subsidiaries in the USA and Germany. In addition, Auer Signal GmbH has a worldwide sales network with sales staff in Canada, the USA, the UK, Italy, France, Germany and Austria.

Sustainability certifications & labels

Certificate or label	Issuer	Date of issue	Rating (if applicable)
ISO 9001	Quality Austria	Initial certification: 1999, last renewal: 2024 Last surveillance audit: 11 March 2026	–
ISO 14001	Quality Austria	Initial certification: 2024 Last surveillance audit: 11 March 2026	–
EcoVadis Bronze	EcoVadis SAS	July 2025	61/100 points

We consider maintaining our ISO certifications as an essential building block for long-term business success. This requires continuous review and, where necessary, improvement of our systems and processes. Maintaining or improving our EcoVadis score is also an integral part of our corporate objectives, which motivates us to make steady progress in our sustainability activities.

2.2 C1 – Strategy: Business Model and Sustainability – Related Initiatives

Strategy & business model

Products

Auer Signal is a world-leading manufacturer of visual and audible signalling devices. We produce a wide variety of signalling devices, including signal lights with various functions such as steady light, flashing light and strobe light, multi-tone sirens and horns in various volumes and designs, as well as signal towers. Our products are used in a wide range of sectors and industries – from plant safety and crane technology to gate systems – with the aim of ensuring the safety of employees. In addition to an extensive standard range, Auer Signal also develops special designs and custom solutions to meet specific customer requirements.

Markets

Auer Signal signalling devices comply with all major international industrial and safety standards, which means they can be used all over the world and in a wide range of industrial applications. The products are particularly well represented in mechanical engineering applications.

Business relationships

Auer Signal operates exclusively in the B2B sector. Our most important customers are therefore distributors, retailers and industrial companies. We maintain long-standing relationships with many of our customers and are also active as a brand label partner.

2.3 B2 & C2 – Description of practices, policies and future initiatives for transitioning towards a more sustainable economy

Sustainability policy, environmental guidelines, environmental objectives

Sustainability is firmly anchored in our corporate policy. The Auer Signal sustainability policy is aligned with the three pillars of economy, ecology and social responsibility and forms the basis for our sustainability objectives:

Improved environmental performance

We are committed to minimising the environmental impact of all our business activities, continuously improving our environmental performance and protecting the environment. To this end, environmental objectives and measures are developed within the framework of our ISO 14001 environmental management system and their achievement is continuously monitored. We are committed to climate protection and to products with a low CO₂ footprint. With regard to ecological sustainability, we want to use our resources efficiently, reduce waste and eliminate substances of concern as far as possible.

Economic perspective

Using circular economy approaches, we strive for green economic growth that is decoupled from resource consumption. Promoting fair trade is one way for us to focus not only on profits but also on environmental protection and social justice. The continuous assessment of and compliance with all binding obligations, standards and requirements in the field of sustainability is our minimum requirement, which is complemented by voluntary participation in external environmental rankings.

Social aspects

We guarantee fair working conditions and wages in order to secure economic stability and prosperity for all employees. The diverse tasks of an environmental management system can only be accomplished together and with the help of our family values. We therefore attach particular importance to cross-departmental involvement and the sustainability awareness of our employees. We maintain an ongoing dialogue and an open and transparent style of communication with our stakeholders.

Policies

Auer Signal has several policies governing various material topics:

	Relevant policy	Publicly available?
Climate change	Environmental policy	No
Pollution	Environmental policy	No
Water and marine resources	Environmental policy	No
Circular economy	Environmental policy	No
Own workforce	Code of conduct for employees	No
Workers in the value chain	Supplier code of conduct	Yes
Consumers and end-users	Requirements specification in product development	No
Business conduct	Code of conduct for employees, supplier agreement, implementation of the Whistleblower Protection Act	No

Environmental objectives & practical measures

The Auer Signal environmental objectives are derived from the sustainability policy:

- Minimise the environmental impact of all our business activities
- Continuously improve environmental performance
- Contribute to climate and environmental protection
- Products with a low CO₂ footprint
- Resource conservation
- Circular economy
- Promote fair trade
- Cross-departmental involvement of our employees
- Dialogue with our stakeholders and informing the public
- Guarantee fair working conditions and wages
- Promote employees' sustainability awareness

In order to achieve these objectives step by step, measures are defined annually in our sustainability programme. These measures include, among others:

- Revising or drawing up internal policies on various ESG-related topics
- Training to familiarise employees with the sustainability policy and the environmental policy and to raise awareness of sustainability topics
- Topic-specific measures

At the strategic level, ESG activities are anchored in the management. Operational implementation is coordinated by quality management and sustainability management.

Partnerships

As a member of the UN Global Compact, Auer Signal is committed to upholding its ten principles¹ on the topics of "human rights", "labour", "environment" and "anti-corruption".

Responsibilities

1) English source: <https://unglobalcompact.org/what-is-gc/mission/principles>

3. E – Environmental metrics

3.1 B3 – Energy and greenhouse gas emissions

Energy consumption, production and office site Perfektastraße

	Renewable energy consumption (in MWh)	Non-renewable energy consumption (in MWh)	Total consumption (in MWh)
Electricity	335.57	0	335.57
District heating ²	55.86	265.90	321.76

Energy consumption, office site Eitnergasse

	Renewable energy consumption (in MWh)	Non-renewable energy consumption (in MWh)	Total consumption (in MWh)
Electricity	0	27.81	27.81
Gas	0	174.90	174.90

Fuel

	Consumption in L	Consumption in MWh ³
Diesel	9,224.06	91.20
Petrol	1,534.60	13.09
Total	10,758.66	104.29

E-charging ⁴

	Renewable energy consumption (in MWh)	Non-renewable energy consumption (in MWh)	Total consumption (in MWh)
Electricity	2.13	1.13	3.27

Total energy consumption

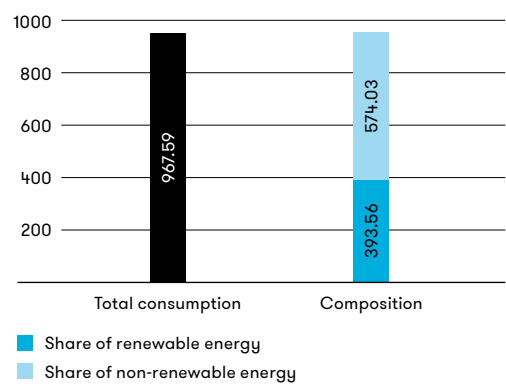
	Renewable energy consumption (in MWh)	Non-renewable energy consumption (in MWh)	Total consumption (in MWh)
Electricity	337.70	28.94	366.64
Fuel	0	104.29	104.29
Gas	0	174.90	174.90
District heating	55.86	265.90	321.76
Total	393.56	574.03	967.59

2) District heating consumption corresponds to the data for the billing period 1 September 2024 to 31 August 2025

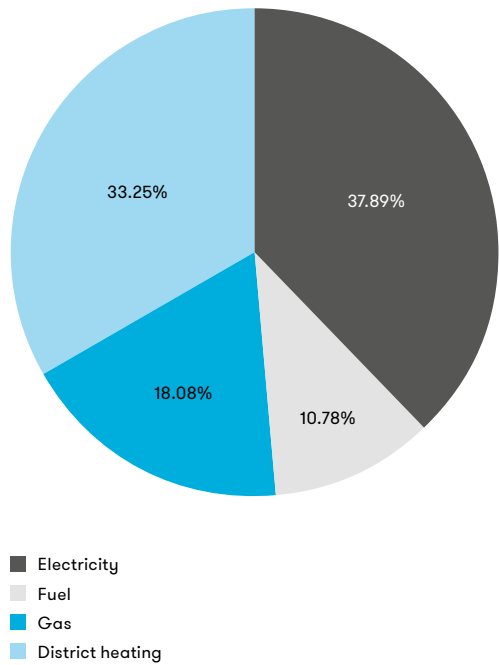
3) Conversion according to the methodology of the VSME standard (2024), Annex II, paragraph 25

4) The split between renewable and non-renewable energy consumption is an approximation, as the source of supply is known only for 2.13 MWh. The charging stations use 100% green electricity. The source of the remaining MWh is unknown; a conservative assumption of 0% renewable energy is therefore applied.

Composition of total energy consumption (in MWh)



Shares of consumption sources in total consumption (in %)

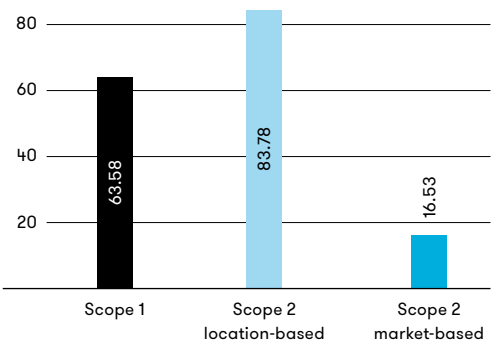


Corporate Carbon Footprint

The corporate carbon footprint was calculated in accordance with the GHG Protocol:

	Emissions in tonnes of CO ₂ equivalent
Scope 1	63.58
Scope 2 location-based	83.78
Scope 2 market-based	16.53

Emissions (in tonnes of CO₂ equivalent)



Scope 1 emissions comprise the emissions of the company fleet (petrol and diesel) as well as the proportionate emissions from heating with a gas central heating system at the second office location in Vienna.

Scope 2 emissions comprise the emissions from the electricity supply of both sites as well as from the district heating used at the Perfektastraße production and office site. A small share is attributable to the energy supply of the electric vehicles in the company fleet.

In the 2025 reporting year, we were able to reduce our market-based Scope 2 emissions by 81.96% compared with the previous year (2024) by switching to a 100% green electricity contract, although emissions from the electric fleet were not yet taken into account in 2024.

For 2025, Auer Signal did not calculate Scope 3 emissions, i.e. the indirect emissions arising along the value chain, due to a lack of data. A calculation of Scope 3 emissions is planned for the 2026 reporting year, or at the latest for the 2027 reporting year. A corresponding data basis is being established for this purpose. This is particularly relevant as part of our production processes (injection moulding) is outsourced and is therefore currently not reflected in our Scope 1 & 2 emissions. Calculating Scope 3 emissions would therefore allow an even more precise and transparent presentation of our emissions.

Office and production site Perfektastraße	Area in m ² (approximation)
Total area	4,500
Of which sealed area	3,820
Of which nature-oriented area	680

3.2 B4 – Pollution of air, water and soil

In line with the requirements of ISO 14001, our obligations in this regard are reviewed regularly. Our business activities currently do not give rise to any obligations to report pollutant emissions to the authorities. Nevertheless, our production processes generate waste that is potentially hazardous to the environment, and we therefore take strict care during its disposal to ensure that no substances are released into the air, water or soil. The materials we use that are classified as hazardous substances are collected at a central location in compliance with safety measures (labelling, drip trays, etc.) and, once the maximum fill level is reached, are collected by an external waste disposal service provider and disposed of properly.

3.3 B5 – Biodiversity

Neither of Auer Signal's two sites is located in or near biodiversity-sensitive areas⁵.

Land use

Although biodiversity has not currently been identified as a material topic, soil is nevertheless a natural resource that we use.

The following data on land use at the headquarters is available to us:

The sealed area is used for the office and production building, parking spaces and the access road for deliveries and collections. In addition, office space of 768.12 m² is rented.

⁵) wien.gv.at; hub.arcgis.com

3.4 B6 – Water

Auer Signal does not use any water-intensive processes in production. The majority of current water consumption results from maintaining office operations (sanitary facilities, kitchenette, cleaning, etc.). Through regular sustainability training and our environmental policy, we raise awareness among our employees and encourage responsible usage behaviour.

	Consumption in m³	Average consumption per day in m³
Water withdrawal Perfektastraße	805	2.17*
Water withdrawal Eitnergasse (approximation)	83.64	0.23
Total water withdrawal	888.64	2.40

* Average consumption corresponds to the data for the observation period 1 January 2025 to 7 January 2026 (371 days)

Both sites are located in an area with low water stress⁶, but within the "Heilquelle Wien Oberlaa" water protection area⁷. However, the associated requirements are not relevant to Auer Signal.

3.5 B7 – Resource use, circular economy and waste management

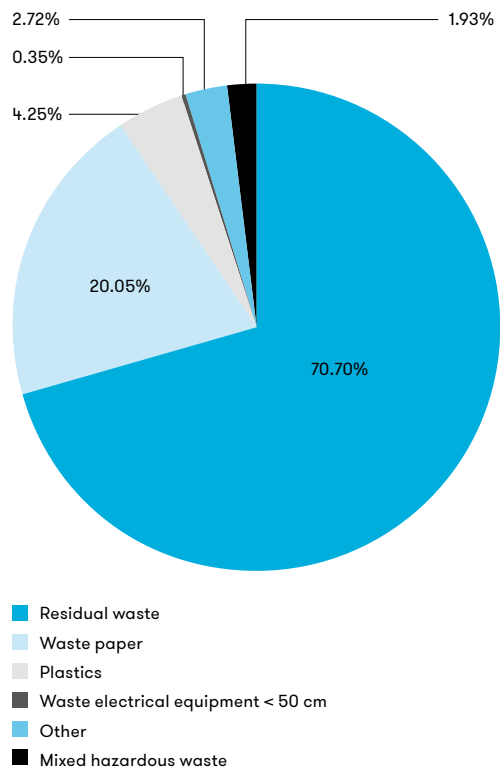
Classification of waste	Quantity in tonnes (approximation)
Non-hazardous waste	107.44
Hazardous waste	2.11
Total	109.55

Non-hazardous waste ⁸	Quantity in tonnes (approximation)
Residual waste	77.45
Waste paper	21.96
Plastics	4.66
Waste electrical equipment < 50 cm	0.38
Other	2.98

Hazardous waste	Quantity in tonnes
Mixed hazardous waste	2.11

6) WRI Water Risk Atlas
7) wien.gv.at
8) The conversion of the available litre values for residual waste, waste paper & plastics into tonnes was carried out using the waste conversion table for Vienna published by "die umweltberatung" (sources: MA 48, ARA, Umweltbundesamt GmbH, as of 2025)

Composition of waste generated (in %)



Auer Signal currently has no meaningful data on the annual mass flow of our most relevant material groups. The development of a corresponding data basis is planned for the coming years.

4. S – Social metrics

4.1 B8–B10, C5 – Workforce⁹

	2025
Number of employees	144
Of which with temporary contracts (internship)	0.5
Of which with permanent contracts	143.5
Of which female	76
Of which male	68
Of which gender-diverse	0
Employee turnover rate	16.67%
Number of work-related accidents per 100 full-time employees ¹⁰	5.71
Number of fatalities as a result of work-related accidents and occupational diseases	0
Number of days lost due to work-related injuries, fatalities and illnesses	29
Minimum wage according to the collective bargaining agreement (electrical and electronics industry)	€ 2,478.76
Percentage of employees receiving at least the minimum wage under the collective bargaining agreement	100%
Gender pay gap	36.79%
Total training hours (in h)	823.75
Ø training hours per employee (in h) *	10.17
Ø training hours per male employee (in h)	10.80
Ø training hours per female employee (in h)	8.25
Gender ratio at management level	0.29
Gender ratio of the governance body	1
Number of self-employed persons working exclusively for Auer Signal	0

* Ø training hours per employee relate exclusively to salaried (white-collar) employees

Health and safety

The health, safety and well-being of our employees are very important to us. Established measures include regular visits by an occupational physician and an external safety specialist, vaccination campaigns, personal protective equipment, ergonomic workplaces and clear processes for first aid and dealing with emergency situations.

Developing a new measure to promote occupational health was one of our sustainability goals in the reporting period. To this end, a corporate benefits platform was established, which also includes several health-promoting providers. In addition, joint running events and a hiking day raised awareness of physical activity while at the same time strengthening the sense of community among employees.

Wages, gender equality, education and training

We comply with our legal obligation to remunerate our employees in accordance with the collective bargaining agreement (electrical and electronics industry). The collective bargaining agreement also regulates the minimum wage. In 2025, 100% of Auer Signal employees received at least the minimum wage under the collective agreement, and 91% of them were paid above it. For targeted and needs-based training, an annual training plan is drawn up that meets the requirements of our employees.

Our gender pay gap is mainly explained by the composition of our workforce. While there are more male employees among salaried staff, more women work in the blue-collar area. Although the situation has improved slightly in recent years,

⁹) Metrics refer to the average values of the observation period and were collected using the VSME standard methodology, with the exception of the metric "Number of days lost due to work-related injuries, fatalities and illnesses", which is based on the EcoVadis methodology.

¹⁰) Assumption according to the VSME standard (2024), Annex II, paragraph 119: 100 full-time employees correspond to 200,000 hours worked

there is still a significantly lower response from female applicants to open positions in research and development. We are aware of the gender imbalance; however, no targeted measures are currently being taken.

Auer Signal strives to achieve a good balance between family and work. One example of this is the possibility of taking on a management role even in part-time employment. We are also committed to creating conditions for a healthy work-life balance, for example through flexitime arrangements for salaried employees and for managers in the blue-collar area.

4.2 C6 – Additional own workforce information

Auer Signal has a code of conduct that all employees must sign upon joining the company. This code of conduct is intended to ensure that all employees uphold our values, that human rights are respected and that good cooperation is possible in our day-to-day work.

	Addressed in the internal code of conduct (yes/no)
Child labour	Yes
Forced labour	Yes
Human trafficking	Yes
Discrimination	Yes
Accident prevention	Yes

Employees can report any violations anonymously via the employee letterbox and the publicly accessible whistleblower portal. This can be accessed via the Auer Signal website ¹¹. External parties can also report incidents and violations anonymously via the public whistleblower portal.

Respect for human rights and compliance with international standards on occupational health and safety are also part of our supplier code of conduct. In addition to the topics mentioned above, it also regulates the handling of conflict minerals. As a manufacturer of electronic devices, the responsible handling of conflict minerals is important to us. However, as we do not source conflict minerals

ourselves, we rely on the due diligence of our suppliers. To ensure transparency, we require a Conflict Minerals Reporting Template from our suppliers every year. A proactive review of the smelters reported to us is not yet carried out.

In the 2025 reporting year, no incidents relating to the topics under consideration became known along our upstream or downstream value chain:

Number of reports in connection with whistleblower procedures	0
Number of confirmed information security incidents	0
Number of confirmed incidents of child labour	0
Number of confirmed incidents of forced labour	0
Number of confirmed incidents of human trafficking	0
Number of confirmed incidents in connection with discrimination	0

11) <https://whistle.auersignal.com/#/>

5. G – Governance metrics

5.1 B11 – Convictions and fines for corruption and bribery

There were no convictions or other penalties for corruption and bribery in the reporting period. To ensure ethical business practices, numerous compliance processes are embedded in the company. For example, we have an internal code of conduct that must be signed by all employees. There is also a separate code of conduct for our suppliers. Any violations of laws or internal policies can be reported anonymously by both internal and external stakeholders. Should violations become known, the process provides for an individual review, and the case is handled in accordance with the escalation levels defined by labour law.

5.2 C9 – Gender diversity in the governance body

As a family-run company, the management constitutes the top governance body. Since 2016, it has been staffed with a 1:1 gender ratio.

6. Outlook

At Auer Signal, we want to fulfil our social responsibility, while at the same time being aware that we are still at the beginning of our journey towards sustainability. Continuous improvement of our processes and a transparent approach to our progress are therefore particularly important to us. Specifically, we see the following priorities for the coming years:

- In order to implement and prioritise measures in a more targeted manner, long-term, science-based target values and a concrete time horizon for achieving our goals are required.
- Transparent and meaningful reporting of key figures requires a solid, high-quality data basis. We therefore strive to continuously improve our data basis. Our aim is to be able to calculate Scope 3 emissions in addition to our Scope 1 and Scope 2 emissions in the coming years.
- Our current focus is strongly on improvements in the environmental area. For the future, however, we also see great potential for social measures.
- We also plan to integrate social and environmental requirements more strongly into our supplier relationships and to extend our ambitions to our supply chain.

7. List of abbreviations

B2B	Business-to-business
B metrics	Metrics of the VSME Basic Module
C metrics	Metrics of the VSME Comprehensive Module
CO ₂	Carbon dioxide
ESG	Environmental, Social, Governance
GHG Protocol	Greenhouse Gas Protocol <i>widely used global standard for accounting and reporting greenhouse gas emissions</i>
ISO	International Organization for Standardization
UN Global Compact	United Nations Global Compact <i>worldwide initiative for responsible corporate governance</i>
VSME	Voluntary Sustainability Reporting Standard for SMEs <i>voluntary European standard for sustainability reporting with a focus on small and medium-sized enterprises</i>

Imprint

As of: June 2026

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Commercial court: Vienna Commercial Court (HG Wien)

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