

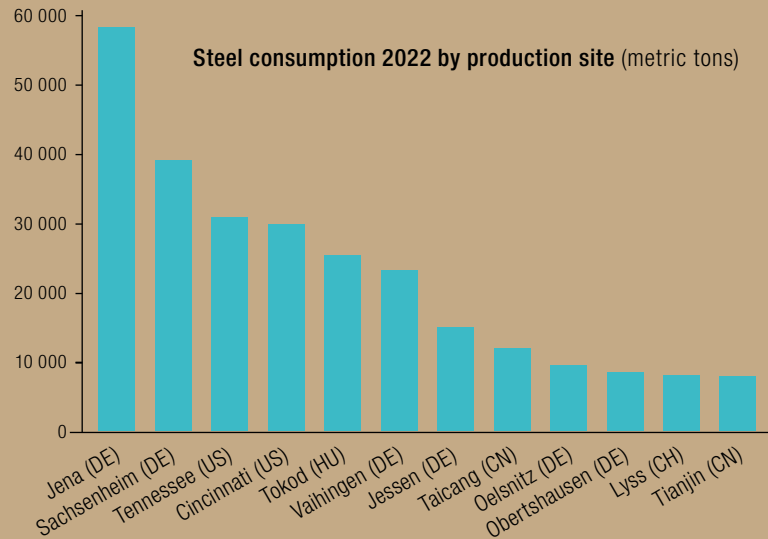
FACTS AND FIGURES

MATERIALS

Steel makes up the lion's share

Metals are key to Feintool's production processes. Particularly when it comes to the manufacture of high-precision components, steel plays a central role, making up more than 97 percent of total material consumption. The preparation and manufacture of metals is indeed resource- and energy-intensive. To conserve both resources and energy, all metal waste from production is put back into circulation via recycling.

The spike in total material consumption in 2022 can be explained by the incorporation of data from Kienle + Spiess (Germany and Hungary). Excluding the new sites, there was a slight decrease in the consumption of raw materials and packaging materials. The increase was disproportionately high for fineblanking and forming oils, as data has only been collected on the latter since 2022.



The production sites depicted account for 93 % of steel consumption.

MATERIAL CONSUMPTION (MT)	2019	2020	2021	2022	Δ Prior year
Raw material	202 413	176 306	203 971	291 977	43 %
Steel	201 699	175 621	203 043	288 434	42 %
Copper (incl. brass)	161	137	177	2 569	
Aluminum	552	548	750	974	
Supplies and consumables	757	1 489	1 795	2 433	35 %
Fineblanking and forming oils	682	560	492	867	
Others ¹	75	929	1 304	1 565	
Packaging material	745	880	2 463	2 437	-1 %
Paper and cardboard	232	396	1 516	1 589	
Plastic	303	315	391	382	
Wood	211	169	557	466	
Total material consumption	203 915	178 675	208 229	296 847	43 %

Data related to material includes that from the sites newly acquired in 2022 (Kienle + Spiess).

1) Cooling lubricants, hydraulic oil, quenching medium, corrosion protection, solvents, inert gas, quartz sand (data collected since 2020, except quartz sand)

WASTE

Taking recycling to a new level

At Feintool, we are proud of the fact that 100 percent of metal production waste and more than 97 percent of paper and cardboard waste are sent for recycling. The high rate of special waste recycling, amounting to 89 percent in 2022, is also a success for the Group.

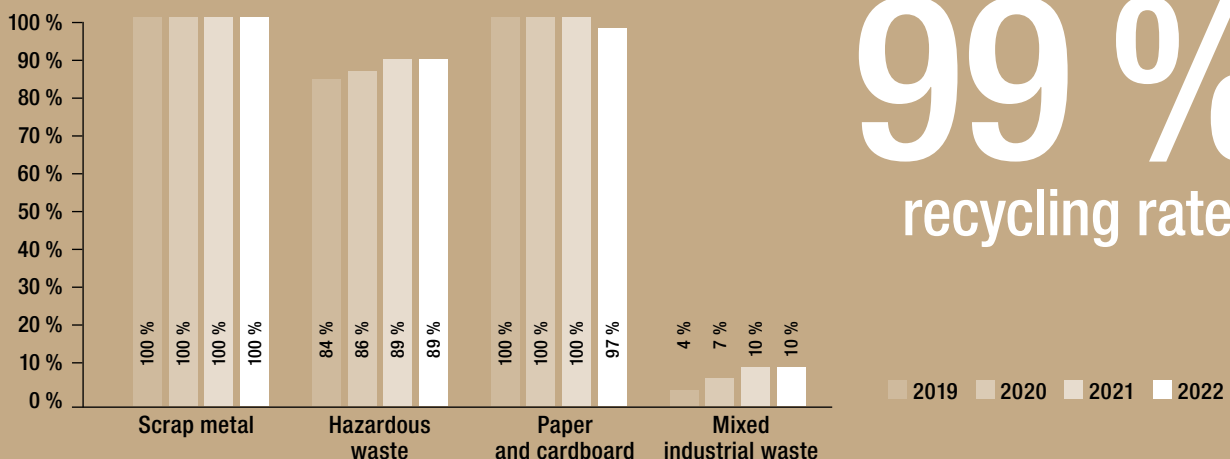
Through consistent waste management, and the use of specific recycling methods for each type of waste, Feintool has been able to achieve a Group-wide recycling rate of 99 percent. This is an excellent result bearing in mind the complexity of our waste streams, and we have ensured that the vast majority of our production waste can be reused as raw material.

The spike in total waste in 2022 is due to the incorporation of data from Kienle + Spiess (Germany, Hungary). Excluding these new sites, there were only moderate increases in metal scrap and special waste compared to 2021 and the volume of other non-hazardous waste fell slightly across the Group.

WASTE (MT)	2019	2020	2021	2022	Δ Prior year
Non-hazardous waste	119 101	104 577	119 103	180 958	52 %
Scrap metal (recycled)	117 001	102 845	117 865	179 634	52 %
Mixed industrial waste	1 862	1 565	1 041	1 107	
<i>Total recycled</i>	81	104	102	108	
<i>Total incinerated</i>	202	180	243	201	
<i>Total landfilled</i>	1 579	1 282	696	798	
Paper and cardboard	152	118	151	181	
<i>Total recycled</i>	152	118	151	176	
<i>Total incinerated</i>	0	0	0	5	
Quartz sand (landfilled)	85	48	45	36	
Hazardous waste	5 079	3 905	4 850	5 612	16 %
Emulsions, waste oil, and oil-contaminated waste	4 918	3 753	4 762	5 371	
<i>Total recycled</i>	4 164	3 224	4 273	4 804	
<i>Total incinerated</i>	753	529	489	450	
<i>Total landfilled</i>	1	0	0	118	
Sludge	161	152	88	240	
<i>Total recycled</i>	116	122	60	192	
<i>Total landfilled</i>	44	30	27	48	
Total waste	124 180	108 482	123 952	186 570	51 %

The data basis for the waste balance includes the data of the newly added locations (Kienle + Spiess) as of 2022.

Recycling rates by type of waste



The recycling rates are shown for the most important categories of waste.

FACTS AND FIGURES

Continuing education, a safe and healthy workplace, international teamwork and, most of all, a culture of mutual respect – these are the central elements of Feintool's personnel policy. The company aspires to attract talented managers and skilled workers, with the ultimate goal of long-term employment. Key figures regarding the workforce refer to the sites covered in the section on environmental management (see p. 24). All data is inclusive of employees from the former Kienle + Spiess Group.

DIVERSITY

Teamwork and the Feintool spirit

As a company with employees on three continents, Feintool places great emphasis on respectful teamwork between people of different nationalities, ages, genders, backgrounds, and beliefs. The most important guideline for internal interactions is the Feintool Code of Conduct, which was revised in 2022.

The Feintool Group headcount has grown by around 36 percent since last year, following the new acquisition. More than three quarters of the 3 191 Feintool employees represented in the dataset work in Europe. The total proportion of female employees was 19 percent in 2022, again constituting a rise from the previous year. This is a commendable development, and one that we hope will continue. Feintool takes active measures towards achieving diversity within the workforce. For instance, the company works to inspire female students to pursue vocational training. A new development program just for women is also in the works.

Employee retention and talent management

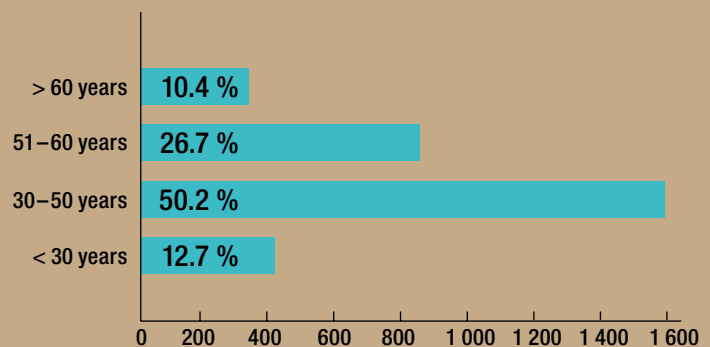
Feintool has taken measures to become an attractive place to work at all levels of the company. The expertise of experienced employees is highly valued, as demonstrated by the company's age distribution. We also work to recruit young talent, with the intention of retaining them as employees for the long-term. A big focus in 2022 was the development of a corresponding offering in talent management (see pp. 30/31). The potential at Feintool is exceptional. The next continuing education program will begin in the current financial year of 2023, this time for management.

Workforce composition 2022

	Total	Male	Female
By region	3 191	2 582	610
Europe	2 409	1 952	457
USA	416	338	78
Asia	367	292	75
By employment contract	3 191	2 582	610
Permanent	3 126	2 534	592
Temporary	65	48	17
By type of employment	3 191	2 582	610
Full-time	3 056	2 536	520
Part-time	135	46	90

These figures reflect the average number of employees in 2022 (i.e., the recorded dataset), not the number of employees on the reporting date of Dec. 31, 2022. As a result, these figures may differ from the employee data published elsewhere. In addition, Feintool had an average of 100 vocational trainees and interns as well as 353 temporary workers on its payroll, none of whom are included in these figures. The totals in the table may not add up precisely due to rounding effects.

Employees by age group (2022)



TURNOVER

Consistent rates despite strong competition

The employee turnover rate is a key parameter monitored by Feintool, as voluntary employee departures are a reflection of employee satisfaction. Undesired departures should, of course, be prevented, as should the poaching of highly qualified employees by competitors.

The turnover increased just slightly (by 0.7 percent) in comparison with the previous year. The 2022 rate was somewhat higher than one year prior in Europe and the US, whereas Asia's rate declined. Changes in turnover were more intense among the under-30s and the over-50s, with the number of departures declining among older employees. More than 53 percent of employees are represented by a union or are subject to collective bargaining agreements.

OCCUPATIONAL HEALTH AND SAFETY

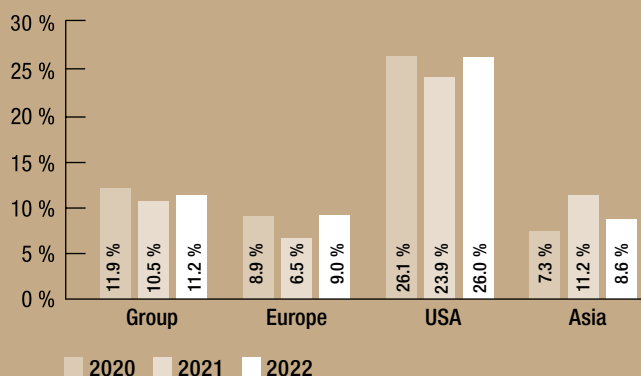
Smooth corporate integration

Accident prevention and continuous improvement in occupational health and safety are already core components of the Group-wide Feintool management system. Even so, the company plans to expand the scope further in the coming years. All sites are to be certified in accordance with the internationally recognized ISO 45001 standard by 2028. Integration of the new sites following acquisition of the former Kienle + Spiess Group in 2022 also went smoothly in terms of occupational health and safety. The new national company in Tokod, Hungary, is already ISO 45001 certified.

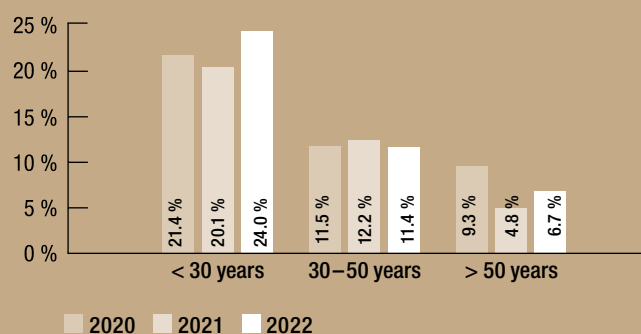
The number of workplace accidents grew in 2022, particularly due to the initial incorporation of data from the new sites in Germany and Hungary. The Lost Time Injury Frequency Rate, which considers incidents resulting in at least one lost workday alongside hours worked, declined only slightly if the new sites are not considered.

The Accident Severity Rate increased slightly, both with and without data from the former Kienle + Spiess Group. The reason for this lies in the definition of the Accident Severity Rate, which calculates workdays lost due to accidents, per hours worked. So, while the number of workdays lost due to accidents was greater than in 2021, the number of hours worked in the denominator did not increase proportionately with Kienle + Spiess Group's data, or decrease proportionately without it.

Turnover overall and by region



Turnover by age group



Employee turnover is calculated on the basis of employees with permanent employment contracts and does not include employees leaving due to retirement.

Key figures related to occupational safety

	2020	2021	2022
Number of workplace accidents	118	134	192
Lost Time Injury Frequency Rate (LTIFR) ¹	3.2	3.6	3.0
Number of lost workdays due to accidents	1 240	903	1 282
Accident severity rate (ASR) ²	63.3	41.4	46.9
Number of serious workplace accidents ³	-	1	-
Number of fatalities from workplace accidents	-	-	-

1) Lost Time Injury Frequency Rate (LTIFR): Number of accidents that resulted in an employee's inability to work the next full workday per 200 000 hours worked. This indicator has replaced the Accident Frequency Rate (AFR), which was published through 2020, due to it being less ambiguous and therefore easier to compare.

2) Accident Severity Rate (ASR): number of lost workdays due to accidents per 200 000 hours worked

3) At least 180 lost workdays per case.