












ESG PROGRAM

Measures	Description	Status	Start	Date
RELIABLE EMPLOYER				
				
Occupational safety & employee health				
				
Focus on health & safety	The new "Health & Safety" department brings together the topics of occupational safety, health and sport and makes them more tangible for all employees.	●	2021	2022
Training and further education of employees				
				
Expansion of training programs	The entire offering is being expanded. The KTM_academy is set to be rolled out to all international locations and will be available as an app under "KTM_academy to go".	●	2021	2022
KTM_academy training portal	After further optimizations to the system in 2020 (e.g. training of "mini-administrators" for greater efficiency), KTM Technologies was connected to the system in 2021.	●	2019	2021
Production Academy	In order to promote the further development of KTM production employees, a Production Academy has been set up and offers the possibility of acquiring the necessary basic knowledge and further training in all production activities.	●	2021	2021
Priority measures for apprentices	The number of apprentices is to be increased and offers for apprentices will be improved once again (e.g. apprentice welcome days, "Apprentio" app, apprenticeship with school leaving certificate). In addition, participation in the "Zukunft.Lehre.österreich" program has been ongoing since 2021.	●	2021	2022
Fair pay and labor standards				
				
Diversity and Anti-Discrimination Policy	The Diversity and Anti-Discrimination Policy provides a global framework that defines how diversity should be encouraged within the group and how the PIERER Mobility Group prevents, recognizes and responds to all forms of discrimination and harassment.	●	2021	2021
Flexible work locations or working from home	Employees can work flexibly at any location in Austria and the home office policy has been communicated to employees.	●	2020	2021
Childcare	In addition to the offer of a crèche place that already exists for children of employees, in the summer of 2021 free summer childcare was offered.	●	2021	2021
Employee app	An employee app is being developed to provide all employees with information and the opportunity to access their data at all times.	●	2021	2022
Optimization of recruitment processes and onboarding	Processes are in place to optimize the application process and onboarding by utilizing the "Best Recruiters" quality seal and feedback forms for onboarding.	●	2021	2021
Making production areas more attractive	The social areas and sanitary facilities in production are being redesigned or modernized. In addition, offers for production employees will be expanded (e.g. daily snack allowance).	●	2021	2022

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Improvement of transport links	A shuttle bus service (organized by KTM) is to be developed for employees to get to the company. In addition, the Postbus service in the Innviertel region is to be expanded.	●	2021	2022
Simplification of the internal application process	In order to promote the further development of KTM employees, a guideline for internal application processes has been defined. Information is now provided on the intranet, thus simplifying access for interested parties.	●	2021	2021
Local employment: Jobs				
Employees recruit employees	In the area of production, this project was launched to find motivated employees and meet the need for additional production resources. The campaign is initially scheduled to run until the end of 2021; a roll-out will be discussed subsequently.	●	2021	2021
ENVIRONMENTALLY AWARE PRODUCTION				
Efficiency of use of materials				
Expansion of storage facilities for hazardous materials and waste	As certain storage areas are renovated, the storage locations for holding hazardous agents and hazardous waste will be expanded and modernized to suit their purpose.	○	2021	2023
Uniform waste management concepts	The waste management concepts of KTM AG and KTM Components were restructured and standardized in the process.	●	2021	2021
Uniform labeling of the collection containers	In order to simplify the separation of waste, uniform labeling (color/icon) of waste collection containers in production (waste paper, residual waste, cardboard, mixed plastics, oily waste, spray cans) was implemented in 2021. The aim is to achieve higher quality in the area of recyclable waste.	●	2021	2021
ISO 14001 certification	A certification of the environmental management system according to ISO 14001 was successfully completed in 2021. The KTM AG sites in Mattighofen and Munderfing (Austria), as well as KTM Forschungs- und Entwicklungs GmbH and KTM Components GmbH were certified.	●	2020	2021
Adjustments in waste management	In this ongoing process, the waste management company was certified as a waste management specialist in 2021 on the recommendation of KTM. For 2022, further adjustments such as improving the sorting rate, a training program for employees and the introduction of further separation in waste collection are planned.	●	2020	2022
Changeover to oil extraction	The engine completion system was redesigned. In the process, an oil extraction system was installed to replace the previous oil draining and, if necessary, mopping up with rags. This has reduced the amount of oil-containing waste in this process.	●	2021	2021
Changeover to thread lock	The thread lock, which was previously applied in liquid form, is now used in applicable cases in a version already permanently applied to the screw thread by the supplier. This reduces the amount of waste from empty containers in production.	●	2019	2021
Improved waste separation	For 2021, the focus of this ongoing measure was on the separate collection of paper in the office and of plastic and EPS in production. As a result, the quota of pure plastic for recycling, which no longer ends up in residual waste, was significantly increased.	●	2021	Ongoing

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Energy efficiency				
Electrification of the passenger car fleet	Using electric and hybrid models, 20% of the passenger car fleet is to be electrified by the end of 2022.	○	2021	2022
Switch to LED lighting	In vehicle assembly (FAS), the commissioning of the new LED hall lighting took place in summer 2021.	●	2019	2021
SUSTAINABLE MOBILITY				
	 Goal: At least three electric platforms with several products will be introduced by 2024.			
Alternative drive technologies				
Battery registration, collection and disposal for e-bikes	The cooperation agreement concluded with Landbell Group in 2019 for battery reporting, collection and disposal for KTM AG brands was extended to the PIERER E-bikes brands in 2021.	●	2019	2021
New developments in the EMotion research project	The “EMotion” project launched in 2020 is dedicated to sustainable two-wheel mobility. The aim is to have cost-effective, energy-efficient, comfortable and lightweight electric two-wheelers, along with innovative user interfaces and eco-coaching strategies for efficient and resource-saving use. Initial concepts and prototypes are available and being evaluated. A pilot phase for eco-coaching strategies is planned for 2023.	◐	2020	2023
Strategy for electrification and decarbonization	KTM AG's strategy for alternative drive technologies and decarbonization of PTW was updated. The decarbonization strategy until 2050 of ACEM is shared here.	●	2021	2021
Swappable Batteries Motorcycle Consortium (SBMC)	In 2021, the SBMC was founded by KTM F&E GmbH together with three other motorcycle manufacturers in order by 2024 to develop a common technical standard for a battery swap system including the corresponding battery swap stations which should meet customer expectations in an economical way.	○	2021	2024
Research & development				
Bundling of research and development activities	In 2021, all R&D activities were bundled and further expanded in a separate research and development company - KTM Forschungs & Entwicklungs GmbH (KTM F&E GmbH). The company also moved into the new location in Anif, which is home to the development of e-drives, among other things.	●	2021	2021
Product quality and customer safety	