

An aerial photograph of a long, straight bridge spanning a body of vibrant turquoise water. Three cars are visible on the bridge: a white car at the top, a white car in the middle, and a blue car at the bottom. The bridge is flanked by lush green mangrove forests. The autoneum logo is positioned in the top right corner.

autoneum

# Corporate Responsibility Report 2023

# Highlights 2023



Launch of sustainability label  
**Autoneum Blue.**



Validation of the ambitious  
**science-based emission reduction targets**



**Gold medal** in the **2023 EcoVadis**  
sustainability rating



**87 community engagement projects**  
realized worldwide

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Sustainable Re-Liner technology  
nominated as finalist for  
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# Foreword



Dear Reader,

The automotive industry picked up speed again in the 2023 financial year after three challenging years. With sustainability as an important pillar of Autoneum's strategy, growth must go hand in hand with corporate responsibility. In 2023, we continued to make measurable progress in the areas of environment, social, governance, human rights and compliance. By joining the world's largest initiative for sustainable business – the UN Global Compact – Autoneum is also underlining its commitment to sustainable corporate development at its locations worldwide.

The acquisition of Borgers Automotive, which was completed on April 1, 2023, marked a milestone in Autoneum's history. With the takeover, Autoneum acquired important expertise in fully recyclable processes and significantly expanded its value chain in sustainable technologies and lightweight acoustic and thermal management for vehicles.

The wheel arch liners and truck liners part families and the Propylat technology from Borgers perfectly complement Autoneum's sustainable product offering. As a result, Autoneum launched its new sustainability label Autoneum Blue in 2023, which combines the use of recycled materials with marine conservation and social responsibility. Autoneum Blue is a continuation of LABEL blue by Borgers. The sustainable, textile and lightweight Propylat technology contributes to the reduction of both interior and exterior vehicle noise and to a significant reduction in waste thanks to its complete vertical integration.

The takeover of a company involves the important task of integrating two cultures, including in terms of standardized reporting. One of the first measures in the integration process was the definition of uniform production indicators

for all new Autoneum plants. From the outset, teams with representatives from all functional areas worked intensively on standardizing the production key performance indicators (KPIs) in the reporting system so that the acquired plants could report uniformly on their performance. Since May 2023, the new Autoneum sites have been providing solid reporting on KPIs such as accident rates, customer complaints, scrap rates, inventory levels, waste consumption and recycling.

Autoneum succeeded in reducing overall CO<sub>2</sub> emissions by 20.5% on a relative basis and by 36.9% on an absolute basis compared to the baseline in 2019. These results are based on a comparison of the same plants as evaluated since 2019 without the plants acquired from Borgers Automotive. Even including the Borgers plants, the Company is still firmly on track to meet its emissions targets for 2027.

We are committed to taking care of employees – our most valuable resource. The recent engagement survey results show that we have achieved improvement in the three global key areas that we continued to develop in 2023: feedback, recognition and development. Autoneum implemented 100 projects in 2023 to address challenges in areas such as ergonomics, workplace and machine safety, air quality and noise control. As part of our efforts to increase employee development, we have increased the average number of training days per employee to 3.4 per year. This training is a mix of mandatory courses covering topics such as anti-corruption, health & safety and our Code of Conduct, as well as an e-learning platform offering a range of valuable courses including inspiration leadership, teamwork and communication skills. Finally, our employees carried out an impressive 87 social community engagement projects.

In the EcoVadis sustainability rating, Autoneum achieved gold medal status in 2023, placing it in the top 5% of the companies assessed. The Company achieved this in particular thanks to noteworthy progress in its sustainability performance in the two of the four categories assessed, which cover the environment, labor and human rights, ethics and sustainable procurement.

In 2024, the further anchoring of our sustainability strategy and processes at all Autoneum locations will be a focus of our corporate responsibility strategy. We will continue to place sustainability at the center of our actions in order to meet the challenges of future generations and modern mobility.

A stylized, handwritten signature in black ink.

**Hans-Peter Schwald**  
Chairman of the Board

A stylized, handwritten signature in black ink.

**Eelco Spoelder**  
Chief Executive Officer

# About Autoneum

## VALUES AND PRINCIPLES

At Autoneum, a high-performance culture is the key enabler of the Company's long-term business success. This culture serves as both a framework and a guideline for the daily actions of Autoneum's employees and must be exemplified by the Company's executives. While Autoneum expects employees to perform at their best at all times, the Company also provides all the support necessary for their personal and professional development. Furthermore, by creating a safe, motivating and inclusive working environment, Autoneum continuously improves employee well-being and satisfaction.

### Autoneum's six corporate values are:

- › **Passion**
- › **Accountability**
- › **Innovation**
- › **Global**
- › **Continuous Improvement**
- › **Simplicity**

These values represent the Company's DNA. They are integrated into all of the Company's decisions and actions, which enables Autoneum to fulfill its long-term principles:

Delight your customers | Enjoy your work | Fight for profits

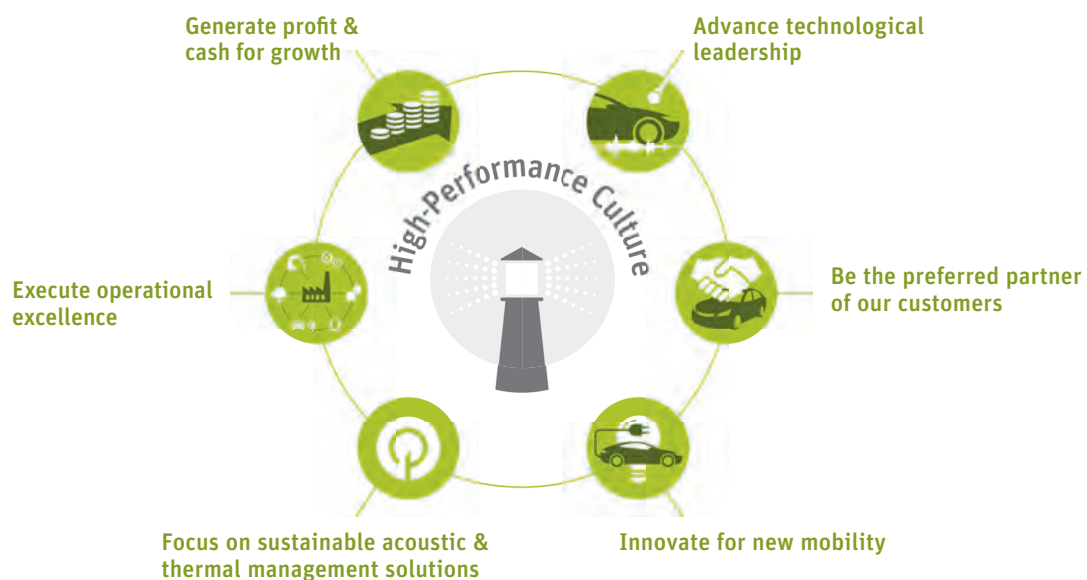
Autoneum (legally Autoneum Holding AG) is an internationally active Swiss automotive supplier headquartered in Winterthur, Switzerland. Autoneum is the leading manufacturer of acoustic and thermal protection for vehicles. The Company supplies the majority of the world's automotive manufacturers.

In 2023, Autoneum acquired the automotive business of Borgers Group. In light of this transaction, Autoneum has embarked upon a review of its values and principles, which will be communicated in the second half of 2024.

## SUSTAINABILITY INTEGRATED INTO THE COMPANY STRATEGY

Autoneum's first corporate strategy was established following the Company's spin-off from former parent company Rieter in 2011. With the rise of disruptive trends such as e-mobility and a greater emphasis on sustainable production, the automotive industry is undergoing a fundamental and rapid transformation, producing new challenges but also opportunities. In 2020, Autoneum undertook a comprehensive review of its strategy in response to these new developments, focusing on six strategic priorities.

Sustainability has been integrated into different areas of Autoneum's strategy and will decisively shape business activities going forward. The purchase of Borgers Automotive has further strengthened Autoneum's line of sustainable parts and components (see the Sustainable products & production processes chapter on page 16 for more information).



Autoneum is represented in 25 countries worldwide<sup>1</sup>. The Company employs around 16,500 people worldwide, of which two-thirds are shop floor workers and the remainder work in administration and services.



## North America

### Canada

- London, Ontario
- Tillsonburg, Ontario

### Mexico

- San Luis Potosí
- Silao

### USA

- Aiken, South Carolina
- Bloomsburg, Pennsylvania
- Duncan, South Carolina
- Jeffersonville, Indiana
- Novi, Michigan<sup>2</sup>
- Norwalk, Ohio
- Oregon, Ohio
- Downers Grove, Illinois
- Jackson, Tennessee
- Monroe, Ohio
- Somerset, Kentucky
- Valparaiso, Indiana

## Europe

### Belgium

- Genk

### Czech Republic

- Bor
- Brasy-Stupno
- Choceň
- Hnátnice
- Hrádek
- Rokycany
- Volduchy

### France

- Aubergenville
- Blainville
- Lachapelle-aux-Pots
- Moissac
- Onsen-Bray

### Germany

- Berlin
- Bocholt
- Bremen
- Ellzee
- Holzerlingen
- Krumbach
- Munich
- Rossdorf-Gundernhausen
- Sindelfingen

### Hungary

- Komárom

### Poland

- Katowice
- Nowogard
- Złotoryja

### Portugal

- Setúbal

### Spain

- A Rúa
- Madrid
- Valldoreix (Sant Cugat del Vallès)

### Sweden

- Gothenburg

### Switzerland

- Sevelen
- Winterthur (HQ)

### United Kingdom

- Halesowen
- Heckmondwike
- Stoke-on-Trent
- Telford

## SAMEA

### Argentina

- Córdoba

### Brazil

- Gravataí
- São Paulo
- Taubaté

### South Africa

- Rosslyn
- Durban

### Turkey

- Bursa

## Asia

### China

- Chongqing
- Dadong
- Pinghu
- Shanghai
- Taicang
- Tiexi
- Yantai
- Guangzhou
- Tianjin
- Wuhan
- Fuzhou

### India

- Behror
- Chennai

### Indonesia

- Karawang

### Japan

- Oguchi
- Tokyo

### Malaysia

- Shah Alam

### South Korea

- Seoul

### Thailand

- Laem Chabang
- Chonburi



### INTERIOR FLOOR

- Inner dashes
- Needle-punch carpets
- Tufted carpets
- Floor insulators
- Inner wheelhouse insulators
- Inner trunk floor insulators
- Dampers

### UNDERBODY

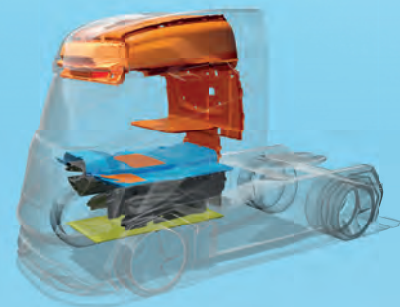
- Underbody shields
- Under battery shields
- Wheelhouse outer liners
- Outer tunnel insulators<sup>3</sup>
- Heatshields<sup>3</sup>
- Battery electromagnetic shields
- Outer floor insulators

### INTERIOR TRIM

- Trunk side trim
- Trunk load floors
- Trunk tailgate trim
- Parcel shelves
- Trunk floor carpets
- Trunk floor trim
- Floor mats
- Backseat trim

### ENGINE BAY

- Frunks
- Engine<sup>3</sup> and e-motor encapsulations
- Outer dashes
- Outer trunk floor insulators
- Hoodliners
- Engine top covers<sup>3</sup>



### INTERIOR FLOOR

- Washable surface flooring
- Carpet systems
- Dampers

### UNDERBODY

- Under engine shields<sup>3</sup>
- Heatshields<sup>3</sup>

### INTERIOR TRIM

- Headliners
- Side and rear panels
- (Heated) floor mats
- Upper storage
- Bunk bed support

### ENGINE BAY

- E-motor and accessory encapsulations
- Engine and gearbox encapsulations<sup>3</sup>
- Noise shields

<sup>1</sup> Includes locations with licensees and associated companies and investments.

<sup>2</sup> BG North America headquarters moved to Farmington Hills, MI in 2024

<sup>3</sup> Components specifically for vehicles with combustion drive.



## AUTONEUM VALUE CHAIN

# From the fiber to the freeway

Autoneum is the global market and technology leader in the production of sustainable acoustic and thermal parts for vehicles, partnering with automobile manufacturers worldwide. Sustainability criteria are integrated in all stages of the innovation process, ensuring that the Company can meet customers' growing requirements for sustainable production.

## 1 Purchasing

- Upon receiving an order, we buy the direct materials (e.g., yarns, plastic polymers) and indirect materials/services (e.g., machinery energy, cleaning) needed to produce the part
- Materials must comply with hazardous substances and conflict material regulations
- We seek to increase the proportion of recycled and low carbon footprint materials in purchased components

## 6 End-of-life

- When possible, we use mono-material solutions (e.g., 100% polyester) to make products easier to recycle
- This supports the circular economy in the automotive industry

## 2 Pre-production

- Materials/components and tools are delivered to plants and supplied to production lines via internal logistics
- A part of the tooling is produced internally

## 5 Use phase

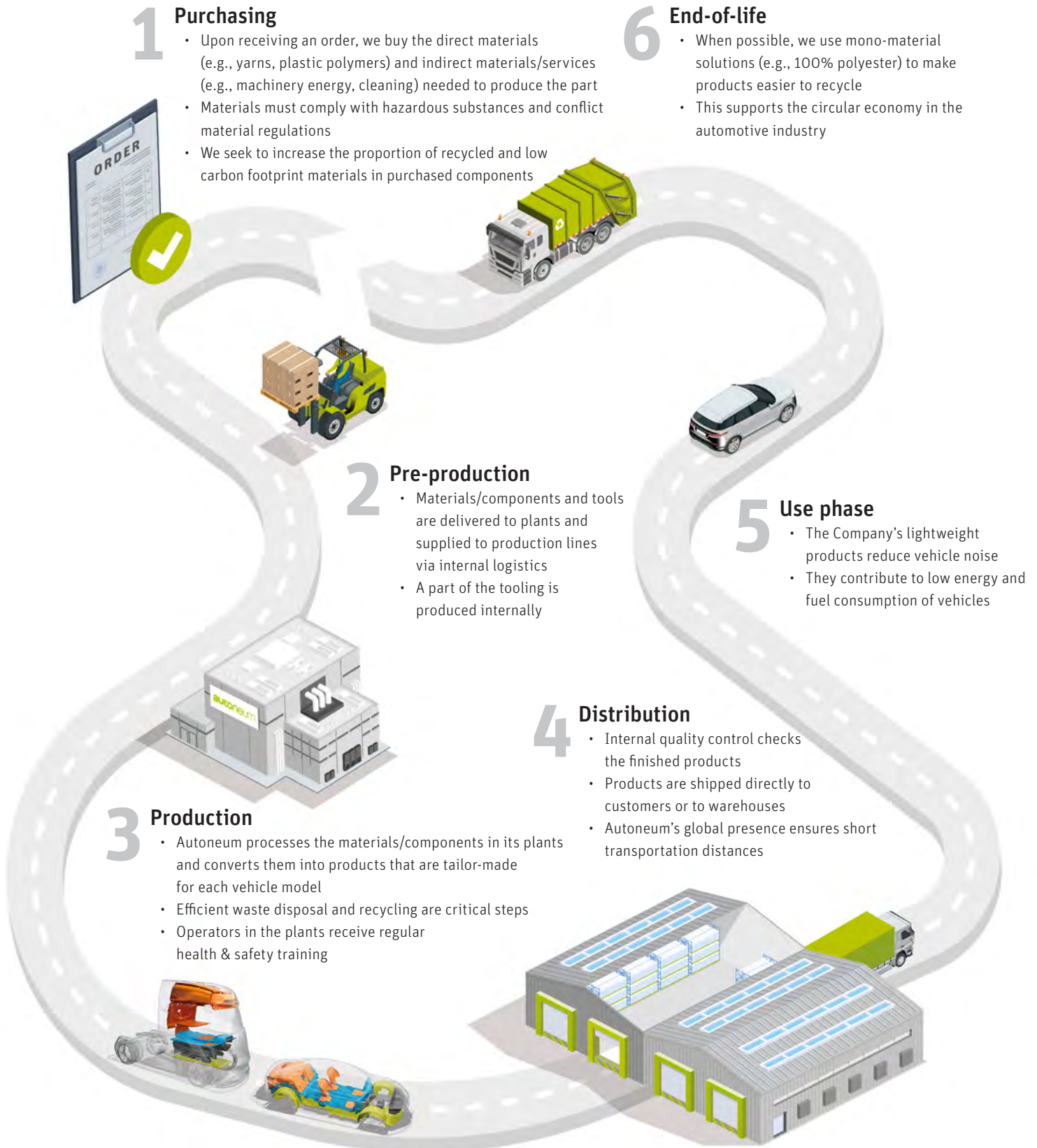
- The Company's lightweight products reduce vehicle noise
- They contribute to low energy and fuel consumption of vehicles

## 4 Distribution

- Internal quality control checks the finished products
- Products are shipped directly to customers or to warehouses
- Autoneum's global presence ensures short transportation distances

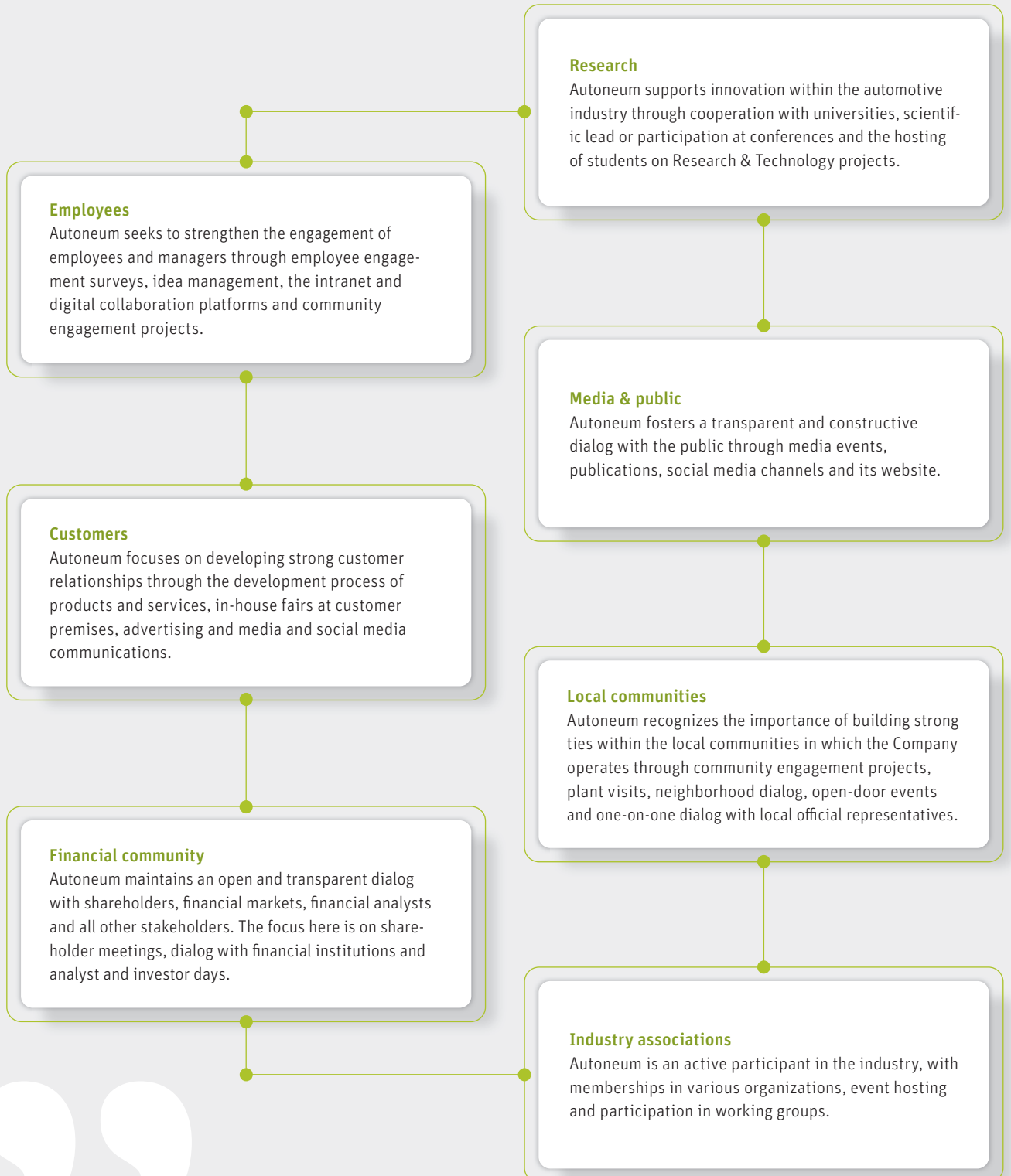
## 3 Production

- Autoneum processes the materials/components in its plants and converts them into products that are tailor-made for each vehicle model
- Efficient waste disposal and recycling are critical steps
- Operators in the plants receive regular health & safety training



## AUTONEUM IN DIALOG

Autoneum's business model is characterized by high complexity. The Company's stakeholders, their requirements and communication are correspondingly comprehensive and diverse.



In 2023, Autoneum's industry association memberships included: Swissholdings, Swissmem, Swiss American Chamber of Commerce – AMCHAM, Swiss Chinese Chamber of Commerce in Shanghai, Shanghai Association of Enterprises with Foreign Investment, Society of Indian Automobile Manufacturers, National Association of Brazilian Auto Parts Manufacturers (Sindipeças).

## RISK MANAGEMENT

Autoneum maintains a Risk Management System and procedures for identifying, reporting and managing risks. The Company regularly assesses general business risks related to strategy, operations, finance and litigation. At the same time, it also evaluates risks with Corporate Responsibility components: political, legal and compliance, organizational, environmental, human rights violations and occupational health and safety risks. A dedicated section of the Risk Management System addresses risks related specifically to climate change. An aggregate review of all identified risks and measures to address them is performed continuously by Business Group Controllers and all Heads of Corporate Functions. The review results are summarized in the

Risk Report and presented twice a year to the Board of Directors and the Group Executive Board.

## SUSTAINABILITY-RELATED RISKS

The factors listed in the table below represent the main sustainability-related risks for Autoneum Holding AG as of December 31, 2023. The Company regularly reviews the risk factors and adapts them when necessary to capture new developments and events.

The Audit Committee ensures overall supervision of risk management and approval of the risk report by the Board of Directors, see annual report on page 83.

## ENVIRONMENTAL MATTERS

Risk factors	Potential impact	Autoneum's response
Any event that negatively impacts the Company's ability to reach targets for reducing energy, water, emissions, effluents and waste.	Regulatory consequences Reputational risk	<p>a) Autoneum systematically identifies and assesses environmental risks for its own production and establishes suitable measures to prevent or minimize any environmental threats.</p> <p>b) Autoneum regularly monitors and reports data for Scope 1, 2 and 3 emissions in the Corporate Responsibility Report.</p> <p>c) Autoneum adopts a systematic approach to identify, control, reduce and responsibly recycle or dispose of waste (both hazardous and non-hazardous) in accordance with applicable regulations.</p> <p>d) Autoneum invests in water efficiency projects, and recognizes effluents as an important material topic that needs to be addressed.</p>
Any event within the production process (including the supply chain) that has a negative impact on biodiversity and soil protection or leads to deforestation.	Regulatory consequences Reputational risk	<p>a) Autoneum is committed to not contributing to or benefiting from the illegal conversion of natural ecosystems, including illegal deforestation.</p> <p>b) Autoneum includes specific commitments on land, natural resources and human rights in the Code of Conduct for Suppliers to ensure these principles are followed throughout the supply chain.</p>
Difficulty in meeting the increasing requirements of original equipment manufacturers (OEMs) for sustainable and recyclable thermal and acoustic parts.	Negative impact on awards from OEMs and greater pressure on margins Regulatory consequences	<p>a) The Company's R&amp;T department focuses not only on improving products' acoustic and thermal qualities, but also on enhancing their environmental performance.</p> <p>b) Autoneum's innovation activities are aimed at reducing the consumption of raw materials, energy and water in the manufacturing process as much as possible, and keeping the amount of non-renewable resources used in products to a minimum.</p>
Any event in which materials produced by our suppliers with chemical or textile processing lead to pollution in the effluent water or the generation of waste.	Legal/regulatory consequences Negative impact on the health of local communities Reputational risk	<p>a) The Company's Code of Conduct for Suppliers defines key principles in material compliance and business ethics, the environment, health &amp; safety and human and labor rights.</p>
Any event in which suppliers use so-called conflict materials in additives or catalysts used in the production of materials purchased by the Company.	Legal/regulatory consequences Reputational risk	To ensure compliance with U.S. Securities and Exchange (SEC) requirements, each manufacturer in the supply chain must request information regarding the use of conflict minerals from their direct suppliers, who, in turn, must solicit that information from the next tier of suppliers.



Risk factors	Potential impact	Autoneum's response
Autoneum's suppliers could have high Scope 1, 2 and 3 emissions.	Regulatory consequences  Negative impact on our Scope 3 emissions target for 2027	a) Autoneum encourages suppliers to use renewable or bio-energy in their production process.  b) Autoneum strives to include as much recycled or bio-derived material as possible.  c) Autoneum sets out clear Scope 3 emission requirements for suppliers and holds regular follow-up meetings on decarbonization opportunities and energy efficiency projects at their production sites.
Increasing sustainability demands from OEMs (i.e., recycled content and renewable energy targets, CO <sub>2</sub> reduction roadmap) could prove challenging for suppliers, increase Autoneum's operational costs and (in the worst case scenario) lead to missed business awards.	Negative financial impact on business if operational costs rise and the Company misses out on contracts  Difficulties in finding suppliers who can meet the growing sustainability requirements	a) Ensure the sustainability strategy fully reflects OEM and ESG requirements.  b) Quarterly Steering Committee monitors and reports identified gaps and proposes countermeasures regularly to the Group Executive Board.  c) GHG emission target approved by SBTi.  d) Systematic KPI for sustainability data in place with financial incentives for Management.  e) Continuous increase of recycled content in line with customer requirements.  f) Built-in life cycle assessment (LCA) capabilities.  g) Switch to renewable energy on plant level ongoing in line with internal and OEM targets.  h) Plant-level targets for reducing CO <sub>2</sub> footprint, waste and water in place in KPI management tool.
The transition to fossil fuel-free processes, the necessity to reduce energy consumption and changes in technologies (i.e., foam to felt) may lead to process changes and consequently higher CAPEX and production costs.	Negative financial impact on business  Negative impact on investor perception of Autoneum and therefore on the share price	a) Deploy energy monitoring systems to identify high energy consumption production processes.  b) Establish roadmap to be carbon neutral in operation with associated CAPEX.  c) Anticipate need for capex to replace non-sustainable technologies.
Any event in which an employee within a plant has an accident. The most significant employee-related health & safety hazards in Autoneum production plants are mechanical, electrical, temperature, ergonomics, noise, and chemical exposure. Additional risks occur when performing special tasks (e.g., hot work, work at height and in confined spaces).	Repercussions for the health/living standard of an employee and their family  Legal and regulatory consequences  Reputational risks  Negative impact on Autoneum's ability to attract operators in the plants	a) Work environment risk assessments are performed and actions are taken to mitigate or reduce any identified risks. The risk assessment determines what kind of personal protective equipment is required/provided to employees.  b) Related to the special tasks, work permission is required before starting work.  c) Education and training are provided to all employees in our plants on topics including machine guarding, accident investigation and reporting, lockout-tagout (LOTO), permits to work under specific circumstances, hazardous energy control and working at heights.  d) Address the main root causes of accidents through regular safety campaigns.
Any event that leads to the disclosure of employees' personal data.	Legal and compliance issues  Reputational damage	a) Autoneum provides training on IT security and data protection.  b) The Company's Data Protection Directive is available to employees on the intranet.
Any event that could impact the health of the end consumer due to issues with the materials used to make our parts.	Legal/regulatory consequences  Reputational damage  Negative financial impact on business	a) Autoneum ensures that all suppliers comply with material regulations through various tools and systems.  b) Autoneum's material compliance team is responsible for developing processes and tools that ensure the materials purchased and used in products conform with both legal and customer requirements.

## EMPLOYEE MATTERS

Risk factors	Potential impact	Autoneum's response
Any event that leads to discrimination, such as unequal pay or opportunities, or cases of harassment and bullying within the workforce.	Legal and compliance issues  Negative impact on Autoneum's ability to retain/hire workers  Reputational damage	a) Autoneum strives to build and foster a culture of diversity and inclusion.  b) Autoneum implements a benchmark education framework for all Autoneum employees.  c) Autoneum operates an anonymous Speak Up Line, where employees can notify us of any potential issues.  d) The Company's internal information leaflet on preventing sexual harassment is available to employees on the Intranet.
The Company may be unable to meet its target for share of women in top management positions.	Negative impact on the Company's culture (i.e., lack of diversity in the workforce and the benefits it brings)  Negative impact on Autoneum's ability to attract both top and young female talent to the Company	a) Autoneum has built a roadmap on how to improve representation of women in recruitment and succession planning procedures.  b) The Company's Diversity & Inclusion Board addresses both location-specific and Group-wide diversity challenges.  c) Autoneum's Women's Network provides a platform for women to share experiences and best practices in areas such as career development, work-life balance and female leadership.

## HUMAN RIGHTS

Any event in which employees are prevented from joining labor unions, employee organizations or work councils in countries in which such organizations are part of the legal framework.	Legal and regulatory consequences  Work stoppage at impacted plant  Reputational risk and negative impact on Autoneum's employee retention/attraction	a) Autoneum recognizes freedom of association and collective bargaining as a fundamental human right. Employees are free to run, form and join employee organizations or work councils, to join labor unions, and to collectively bargain or seek representation in accordance with local laws.  b) Autoneum respects local laws on working hours and provides its employees with compensation and benefits that comply with local laws.
Any event in which suppliers do not respect their employees' rights to organize in trade unions.	Legal/regulatory consequences  Work stoppage  Reputational risk and negative impact on Autoneum's employee retention/attraction	a) Autoneum's Code of Conduct for Suppliers obliges all suppliers to respect their employees' freedom of association (where collective bargaining agreements between employers and employee organizations are part of the legal framework) as per the International Labour Organization (ILO) conventions on Freedom of Association and Protection of the Right to Organise.
Any event in which suppliers use child/forced labor, or do not respect land rights.	Legal/regulatory consequences  Negative impact on customer/consumer sentiment	a) Autoneum continued to implement its Sustainability Assessment Questionnaire (SAQ), which was updated to reflect new regulations in Europe that ensure the protection of human rights throughout the supply chain.  b) Autoneum includes specific commitments on land, natural resources and human rights in our Code of Conduct for Suppliers and asks suppliers to comply with these principles throughout the supply chain.

## ANTI-CORRUPTION

Any event that could lead to allegations of corruption, such as employees inappropriately accepting or providing gifts or invitations to events from customers, suppliers or government officials	Legal/regulatory consequences, including fines  Negative impact on customer/consumer sentiment	a) Nominal values for gifts and entertainment are set out in the Bribery, Corruption and Money Laundering Prevention Directive, which all employees have to sign when they join the Company.  b) Autoneum has mandatory education and training on identifying and dealing with corruption and anti-competitive behavior.  c) Autoneum operates a Speak Up Line, where employees and business partners can anonymously notify us regarding any potential misconduct.
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# Corporate Responsibility framework

Autoneum has committed itself to becoming the Corporate Responsibility benchmark among its industry peers. This commitment builds on the Company's values and principles and is underlined by the Advance Sustainability Strategy 2025, a set of ambitious environmental, social and ethical targets applied across the Group.



## ADVANCE SUSTAINABILITY STRATEGY 2025

Autoneum's Advance Sustainability Strategy 2025 supports the Company strategy and defines its long-term vision in four dimensions of Corporate Responsibility:

- > Sustainable products & production processes
- > Responsible supply chain management
- > Good corporate citizenship
- > Fair & attractive workplace

Each dimension contains a set of strategic targets (see overview below). These are supported by operational

targets. Autoneum has set comprehensive targets aligned with key societal trends and expectations related to sustainability and climate change. Systematic implementation is ensured within the framework of action plans, which are constantly reassessed and adapted to requirements. In addition, the Company has committed to reducing direct and indirect greenhouse gas emissions in line with climate science. Autoneum has set ambitious, quantifiable targets across all emission scopes validated by the global Science Based Targets initiative (SBTi) (see Energy/Emissions section on page 23).

## ADVANCE SUSTAINABILITY STRATEGY 2025



### Vision

### Sustainable products & production processes

### Fair & attractive workplace

### Strategic targets

- > Replace the least sustainable technologies of Autoneum with sustainable innovations
- > Outperform international, national and OEM material compliance requirements
- > Build a culture of environmental sustainability
- > Continuously reduce material waste and increase recycling capacities
- > Continuously reduce emissions and energy consumption
- > Continuously reduce water consumption

- > Continuously improve working conditions and the Employee Value Proposition of Autoneum
- > Implement benchmark employee education framework for all Autoneum employees
- > Implement comprehensive people development framework for all Autoneum employees
- > Build and foster a culture of diversity and inclusion
- > Continuously reduce the number of workplace accidents
- > Improve working conditions by reducing ergonomic exposure
- > Implement a comprehensive occupational health & safety management system



### Good corporate citizenship

- > Establish and maintain a robust and Company-wide governance, risk & compliance framework
- > Continuously increase Autoneum's positive impact on communities



### Responsible supply chain management

- > Implement and maintain a robust and Company-wide responsible procurement framework

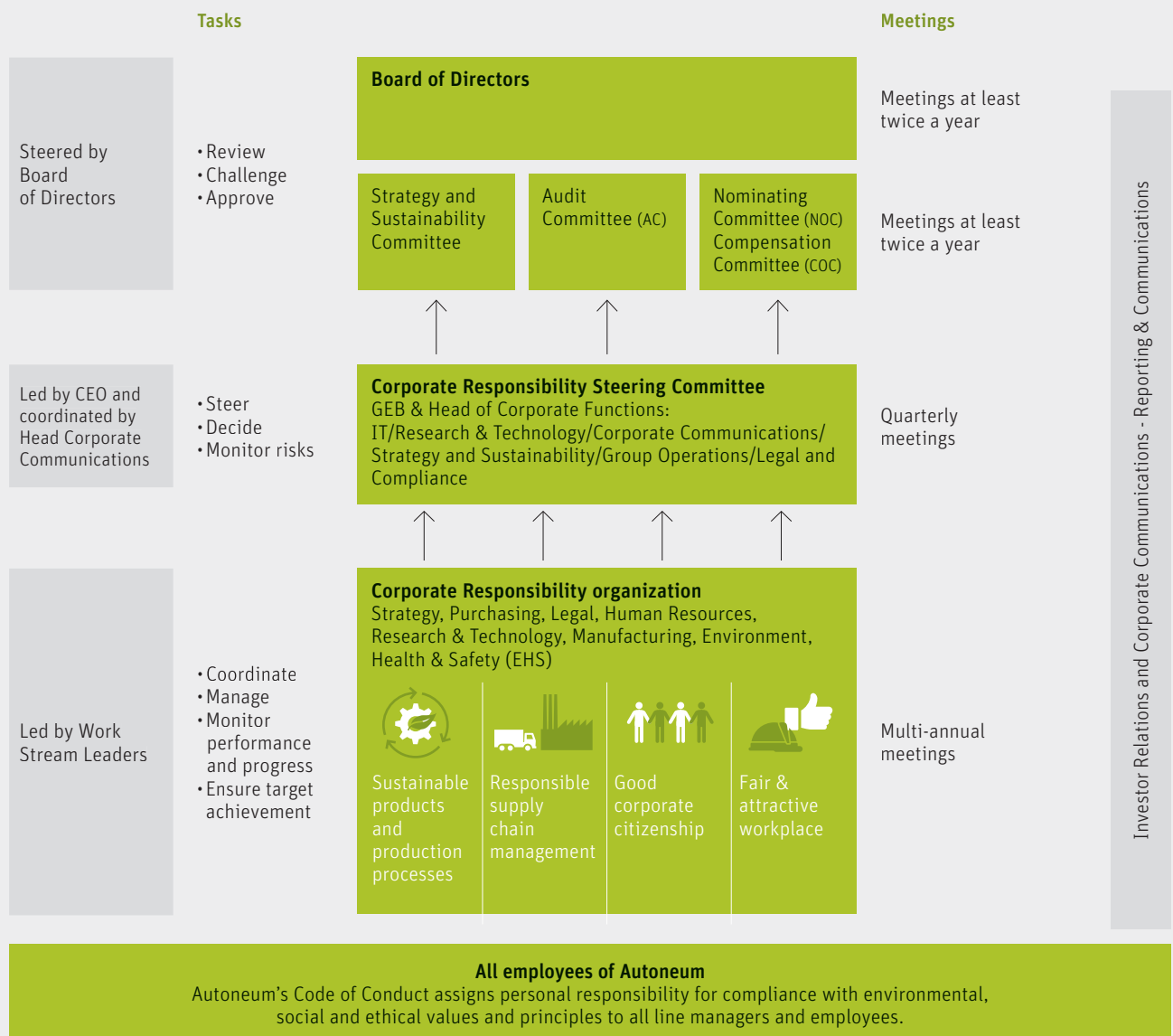
## GOVERNANCE AND ORGANIZATION

Autoneum Holding Ltd is a Company incorporated under Swiss law. The composition, general rights, duties and responsibilities of the Board of Directors of Autoneum Holding Ltd are pursuant to the Swiss Code of Obligations and the Autoneum Holding Ltd Articles of Association and Organizational Regulations. The Board of Directors is responsible for the business strategy and the overall management of the Autoneum Group and Group companies. This also includes responsibility for sustainability issues embedded in the corporate strategy. The Board of Directors delegates operational business management – including sustainability – to the CEO.

The Corporate Responsibility Organization is responsible for the operational implementation of the Advance Sustainability Strategy 2025. This includes ensuring that targets are achieved through early action and

monitoring progress. Implementation is carried out systematically in collaboration with the corporate functions at global and regional level. Key corporate functions such as Research and Technology (R&T), Strategy, Production, Purchasing, Environment, Health and Safety (EHS), Human Resources, Legal and Compliance and Corporate Communications are represented in the Corporate Responsibility Organization. The activities of the Corporate Responsibility Organization are managed by the Corporate Responsibility Steering Committee. This Corporate Responsibility Steering Committee is made up of members of Group Management and the Corporate Responsibility Organization and meets four times a year under the chairmanship of the CEO. The committee monitors the implementation of the Advance Sustainability Strategy 2025, continuously reviews potential risks in the area of corporate responsibility and defines important measures.

## CORPORATE RESPONSIBILITY PROCESSES WITHIN THE COMPANY ORGANIZATION



The Code of Conduct assigns personal co-responsibility for environmental, social and ethical topics to all employees. The Corporate Communications and Investor Relations departments ensure communication of the Corporate Responsibility strategy to internal and external target groups.

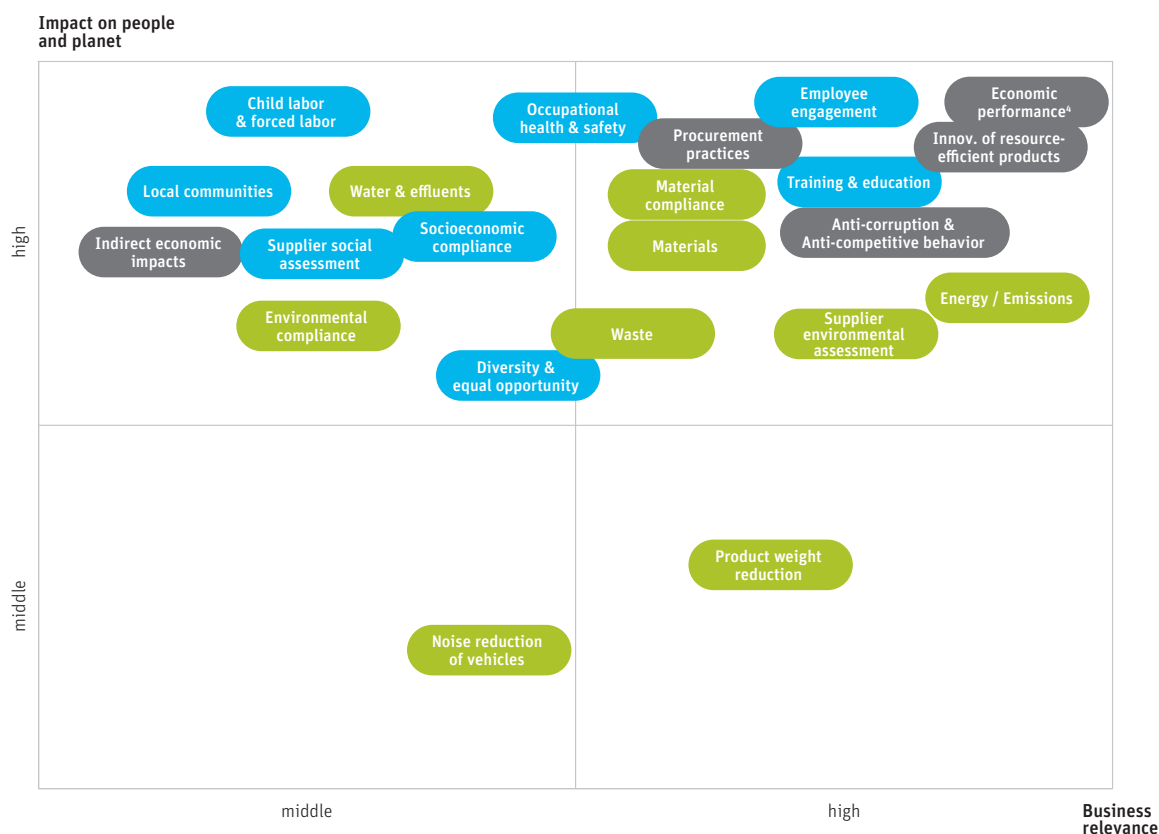
The Board of Directors is involved in voting and decision-making (see diagram on page 13). The various sustainability topics are prepared in the committees together with the management. The Strategy and Sustainability Committee will support and accompany the Board of Directors in all sustainability topics that concern the planet. These include sustainable processes, products, technologies, supply chain management, environmental risks and reduction of greenhouse gas emissions. Risks and issues related to conflict materials and child labor are addressed in the Audit Committee (AC). All topics relating to people, human rights and employee development are referred

to the Nominating Committee (NOC) and the Compensation Committee (COC). The committees meet at least twice a year, as required. The full Board of Directors decides once a year on the results and proposals of the committees in relation to the Advance Sustainability Strategy 2025.

## FOCUS ON MATERIALITY

Autoneum, a leading manufacturer of acoustic and thermal management solutions for vehicles, identified the Corporate Responsibility topics that are most important for the business environment and the Company's success based on a materiality analysis. The materiality was elaborated anew in a workshop in the summer of 2022 with representatives from all key functional areas of the Company, representatives from the Corporate Responsibility Committee and under the supervision of an external consultant. Views from key internal and external stakeholders were systematically collected and evaluated. The objective of the materiality

## MATERIALITY MATRIX



### Focus areas and material topics



#### Economic

Economic performance | Indirect economic impacts | Anti-corruption & Anti-competitive behavior | Procurement practices | Innovation of resource-efficient products



#### Environmental

Materials | Waste | Energy / Emissions | Noise reduction of vehicles | Water & effluents | Environmental compliance | Supplier environmental assessment | Product weight reduction | Material compliance



#### Social

Occupational health & safety | Training & education | Employee engagement | Diversity & equal opportunity | Child labor & forced labor | Local communities | Socioeconomic compliance | Supplier social assessment

<sup>4</sup> For economic performance, see Annual Report on page 98.



analysis was not only to identify but also to prioritize the most important sustainability issues in order to minimize potential negative impacts on the environment, society and the business.

In the course of this analysis, Autoneum added further supply chain management topics to ensure that its suppliers also meet high sustainability standards. In addition, Autoneum has added specific topics that are not included in the GRI Standards but are important for the planet. These include employee engagement and reducing the noise and weight of vehicles.

Employee engagement has become a key issue for the Company, especially in the context of the challenging situation in the automotive supply industry. The results of the materiality analysis were presented to the Group Executive Board and approved in fall 2022.

For the 2023 reporting year, Autoneum reassessed the timeliness of its material topics and their compliance with Swiss legal requirements for non-financial reporting. This has resulted in some minor adjustments to the material topics, some of which have been regrouped or renamed.

#### TRANSPARENCY AND REPORTING

Autoneum has published a corporate sustainability report annually since 2011. This report has been prepared in accordance with the actual GRI Standards 2021. It provides a comprehensive overview of Autoneum's Corporate Responsibility activities while addressing all material topics as well as Autoneum's compliance with human rights.

Autoneum's greenhouse gas emission reduction targets were validated by the SBTi on January 12, 2023 and are in line with the goals of the Paris Agreement to limit global warming to well below 2°C.

Autoneum continued its commitment to reporting on its environmental performance and carbon emissions through the Carbon Disclosure Project (CDP) platform in 2023. The CDP is an international nonprofit organization that works to encourage companies to disclose their environmental impacts and risks, including carbon emissions, water usage and deforestation, among others.

Through the CDP platform, Autoneum discloses its environmental performance data and sets targets for reducing its carbon emissions. In 2023, Autoneum achieved a B rating in the CDP Climate Change questionnaire, which recognizes companies for their efforts to reduce carbon emissions and mitigate climate risks. The acquired company also received a B rating in 2023 for the reporting year 2022.

Autoneum's participation in the CDP demonstrates the Company's commitment to transparency and sustainability, and its willingness to be held accountable for its environmental impact. By disclosing its environmental data, Autoneum provides stakeholders with important information about its sustainability practices and progress toward its sustainability goals.

## Autoneum achieved gold medal status from EcoVadis.

#### CUSTOMER SUSTAINABILITY RATINGS

Autoneum works toward continuous improvement of customer sustainability assessments conducted via service providers like NQC and EcoVadis. NQC upgraded the Sustainability Assessment Questionnaire, which customers require Autoneum to complete, to reflect new environmental and social requirements. Autoneum successfully transferred all plant individual assessments (including those of the acquired plants) to the new requirement and achieved a green overall ranking. Autoneum was assessed by EcoVadis for its performance on criteria relating to the environment, labor and human rights, ethics and sustainable procurement in 2023. Autoneum achieved gold medal status for the first time, placing it in the top 5% of the more than 100,000 companies from 175 countries assessed in 2023.

# Sustainable products & production processes



Autoneum develops and produces multifunctional, lightweight components for optimum noise and heat protection. Our innovative products and technologies make vehicles quieter and lighter, helping to reduce fuel and energy consumption and emissions. Committed to sustainability, the Company reduces its environmental footprint through innovative technologies and production processes and encourages its partners and suppliers to do the same.

## OVERVIEW OF THE MATERIAL TOPICS

Autoneum recognizes the serious environmental challenges the world faces today and its Corporate Responsibility in mitigating climate change effects and preserving natural resources. The Company pursues ambitious targets to improve the sustainability of its products and production processes, thereby continuously reducing Autoneum's environmental footprint and enhancing operational excellence.

Autoneum committed to near-term, Company-wide emissions reduction targets, which the Science Based Targets initiative (SBTi) has approved. In addition to Autoneum's strong focus on resource-efficient technologies in the innovation process, the Company is advancing the development and manufacturing of environmentally friendly lightweight components for optimum noise and heat protection, which contribute to making vehicles quieter and lighter and thus reduce fuel and energy consumption and the emission of greenhouse gases (GHG).

In order to maintain its position as the market and technology leader in acoustic and thermal management solutions for vehicles, innovation is of strategic importance for Autoneum. Moreover, Autoneum integrates

sustainability criteria in all stages of the innovation process. The innovation of resource-efficient products contributes to reducing waste, conserving resources and minimizing the environmental impact of consumption from raw material to finished product.

In line with increasing emissions regulations around the world, and growing expectations among customers, investors, employees and local communities to operate in the most sustainable way possible, Autoneum is committed to minimizing the impact of its products and activities on the environment.

### The topic Sustainable products & production processes covers the following material topics:

- › **Materials & Innovation of resource-efficient products**
- › **Noise reduction of vehicles**
- › **Product weight reduction**
- › **Environmental compliance**
- › **Energy / Emissions**
- › **Water & effluents**
- › **Waste**

In terms of the assessed risks within this dimension, please consult the risk table on pages 8-10.

## TARGETS 2027 – SUSTAINABLE PRODUCTS & PRODUCTION PROCESSES

Operational targets	Key achievements in 2023 vs. 2019 baseline	Progress
All Autoneum plants achieve ISO 14001 certification	› Percentage of plants with ISO 14001 certification: <b>100%<sup>5</sup> / 98.3%<sup>6</sup></b>	On track
Reduce Scope 1 and 2 emissions by 20%	› Scope 1 and 2 reduced by <b>21.7%<sup>5</sup> / 19.4%<sup>7</sup></b>	On track
Increase the share of renewable electricity to 25%	› Renewable electricity share: <b>19.6%<sup>5</sup> / 15.9%<sup>7</sup></b>	On track
Reduce Scope 3 <sup>8</sup> emissions by 20% from direct purchased materials and tools	› Scope 3 from direct purchased materials and tools reduced by <b>38.7%<sup>5</sup> / 37.7%<sup>7</sup></b>	On track
Reduce non-hazardous waste by 40%	› Non-hazardous waste volume reduced by <b>39%<sup>5</sup> / 30.4%<sup>7</sup></b>	On track
Reduce water consumption by 10%	› Water consumption reduced by <b>25.3%<sup>5</sup> / 20.8%<sup>7</sup></b>	On track

<sup>5</sup> Excluding acquired plants.

<sup>6</sup> Including acquired plants.

<sup>7</sup> Including acquired plants: Inorganic growth led to a slight decline in the results. However, even including the acquired plants Autoneum is on track to reach its operational targets. Baseline 2019 recalculated with acquired company.

<sup>8</sup> The reduction target applies for direct purchased material and tools (sub-selection of category 1 according to the GHG protocol) which represented 68% of Scope 3 baseline 2019 and is in line with the SBTi requirement to cover at least 2/3 of Scope 3.



**MANAGEMENT APPROACH****MATERIALS AND INNOVATION OF RESOURCE-EFFICIENT PRODUCTS**

Autoneum's innovation activities are aimed at reducing the consumption of raw materials, energy and water in the manufacturing process as much as possible and making sure that the amount of non-renewable resources used in Autoneum products is kept to a minimum.

When optimizing existing components or developing ideas for new technologies or systems, the Company not only focuses on improving the product's acoustic and thermal qualities, but also places a particular emphasis on enhancing environmental performance. Autoneum integrates sustainability criteria into all stages of the innovation process (see road map program on page 19).

**INNOVATION AT THE CORE OF SUSTAINABLE PRODUCTION PROCESSES**

In order to continuously improve sustainable technologies and solutions for the acoustic and thermal management of vehicles, innovation is of strategic importance for Autoneum. The primary drivers of Autoneum's innovation process – and success – are its research and technology (R&T) experts. Around 70 employees – including engineers, chemists, physicists and product designers – work continuously on new ideas and technological advancements at the Group's R&T center in Winterthur, Switzerland. In addition, around 220 employees work in Autoneum's eight state-of-the-art Acoustics and Development Centers worldwide.

Within this diverse network of experts, there is a regular exchange of knowledge and best practices on Autoneum's technologies, products and production processes. In collaboration with the Strategy & Sustainability department and across departments (e.g., Purchasing, Operations), the R&T team continuously analyzes the potential impact of emerging trends and new developments on global megatrends such as electrification and digitalization and incorporates these into the innovation process.

**NEW PROJECTS BRING IMPROVEMENTS**

In 2023, Autoneum implemented 27 projects globally across the plants to improve material efficiency and reduce material usage. Furthermore, supported by the specialists of Autoneum's nine Experts Networks, Autoneum has identified best practices and new specifications or new design guidelines and rolled them out throughout the Company, significantly reducing material usage and improving the quality of the produced parts.

For example, flexible polyurethane foam parts – typically inner dashes and carpets – are now produced with a two-step closing principle, which has enabled significant improvements in shot weight (the weight of the material injected into a mold to produce a part) and part rework or rejections in numerous plants in Europe, Asia and North America. Other examples of best practices include the introduction of non-rectangular blanks of aluminum at the Rosslyn plant in South Africa and the global roll-out of large inserts in Theta-Cell box foam technology, which have greatly improved material utilization, especially for complex shaped components.

Thanks to revised material thickness specifications for aluminum in North America and Asia, Autoneum succeeded in reducing the material content of the manufactured heat shields while still meeting their function and customer specifications. Increased mineral fillers in the formulation of acoustic barriers in North America enabled the reduction of the amount of virgin polymer used in the matrix, leading to a reduction in Scope 3 emissions per kilogram of this material. The plants in Brazil and Canada have achieved the same benefit with the use of recycled bico fibers in lightweight felt-based technologies such as Ultra-Light ECO+ and Prime-Light.

Autoneum intends to continuously develop new Sustainability product champions and improve existing products focused on lightweight, high-recycled content with a mono-material approach to support OEMs in complying with the European Union's vehicle end-of-life regulation and enabling a profitable circular economy within the automotive sector in the future.

**TOWARD A SUSTAINABLE CIRCULAR ECONOMY****END-OF-LIFE**

- > Easy to dismantle
- > Recyclable in new material

**USE OF PRODUCTS**

- > Vehicle noise reduction
- > Lightweight design
- > Fit for e-mobility
- > Improved aerodynamics
- > Thermal insulation

**RAW MATERIALS**

- > Recycled instead of virgin
- > Low carbon footprint
- > Recyclable at the highest possible value
- > Material compliance

**MANUFACTURING PROCESS**

- > Energy efficient
- > Renewable energy
- > Waste reduction and recycling
- > Low water consumption

## AUTONEUM'S TECHNOLOGY ROAD MAP PROGRAM

## Autoneum integrates sustainability criteria into all stages of the innovation process.

1

- Autoneum screens emerging technologies with a balanced scorecard based on five dimensions: emergence, portfolio improvement, portfolio enlargement, simplicity and sustainability.
- Waste, energy, recycling and emissions are evaluated for the sustainability criteria (sustainability score).

2

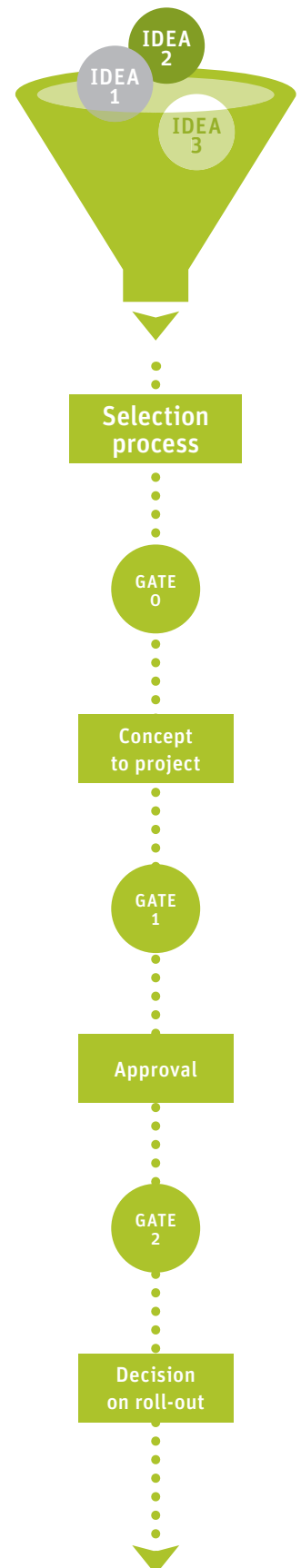
- Technologies with a low sustainability score are dismissed, while those with a high sustainability score are turned into innovation proposals/presented to top management.

3

- The development process begins, leading to a second, more detailed sustainability evaluation known as the Innovation Sustainability Evaluation (ISE).
- During the ISE, the product's Autoneum Sustainability Index (SI) is calculated, considering four parts of the product cycle: raw material, production, service life and end-of-life.
- The SI is also used as a reference for Pure technologies (see page 20).

4

- The output of the evaluation is represented as a diagram highlighting the relative impact of this project on the four life cycle phases.
- All R&T projects should show improvement in at least one of the life cycle phases.



## TOPIC HIGHLIGHT



## Sustainable business with Autoneum Pure

The Autoneum Pure sustainability label introduced in 2020 identifies technologies with an excellent environmental balance in all four phases of the product life cycle: from material procurement, production and application through to the end of the vehicle's life. Thanks to their low weight, high proportion of recycled materials, sustainable production process and good recyclability at the end of life, Autoneum Pure technologies have a significantly better environmental footprint than virgin material and contribute to lower energy consumption and lower CO<sub>2</sub> emissions from vehicles.

In 2023, the innovative, fully recyclable mono-material Propylat PET technology, which reduces both exterior and interior vehiclenoise, was introduced in the Pure label. Propylat PET was originally developed by the former Borgers Automotive and consists of polyester fibers with up to 70% recycled content.

The other technologies within Autoneum Pure are as follows: Ultra-Silent, Prime-Light, Hybrid-Acoustics PET, Di-Light, Relive-1 and IFP-R2.

## TOPIC HIGHLIGHT

## Protecting the ocean with Autoneum Blue

In 2023, Autoneum launched its new sustainability label Autoneum Blue, which combines the use of recycled materials with ocean protection and social responsibility. Autoneum Blue is a continuation of LABEL blue by Borgers, which was originally launched by Borgers Automotive.

In order to qualify for the Autoneum Blue label, components must be based on materials that consist of at least 30% recycled PET that was collected from coastal areas within a 50-kilometer range of the water. In this way, the products make an important contribution to preventing plastic pollution in the oceans.

In addition, the process of collecting the PET bottles must be socially responsible and comply with human rights, and traceable procurement of the bottle flakes must be guaranteed.

The following polyester-based products are currently available under the Autoneum Blue label: wheelhouse outerliners, trunk side trim and needlepunch carpets.

In principle, this label could be extended to any product based on Autoneum technologies that feature recycled polyester fibers.





## MANAGEMENT APPROACH

## NOISE REDUCTION OF VEHICLES

Excessive noise pollution can have a negative impact on human health and well-being. By reducing noise emissions from vehicles, Autoneum contributes to improving the quality of life for people in urban areas. Based on Autoneum's more than 50 years of experience in vehicle acoustic management, the Company supports customers in reducing exterior noise caused by the exhaust or rolling noise resulting from the friction of tires on the road, as well as interior sounds emitted by the combustion engine, e-motors and other electric devices in e-cars.

In addition to reducing disturbing noises inside and outside the passenger compartment, effective acoustic treatment for vehicles is gaining further importance in light of new pass-by noise regulations introduced across the globe. One such example is the maximum noise emission of 68dB for cars produced in Europe effective as of July 2024.

**By reducing noise emissions from vehicles, Autoneum contributes to improving the quality of life for people in urban areas.**

In order to support vehicle manufacturers worldwide in improving driver comfort and in meeting new emissions regulations aimed at reducing health-damaging environmental noise pollution, Autoneum continues to develop innovative products as well as tailor-made acoustic measurement systems and simulation software. Some of these have become the global industry standard.

All Autoneum components are based on technologies whose material properties help improve the acoustic management of vehicles. They include Hybrid-Acou-

## TOPIC HIGHLIGHT



### Zeta-Light: A champion in acoustics and sustainability

Reducing structure-borne vehicle noise even at low frequencies is a particular challenge for developers and engineers in automotive acoustics. With Zeta-Light, Autoneum presents a new concept that equips fiber-based trim components such as carpets or inner dashes with an integrated damping function, significantly improving their acoustic performance.

Thanks to the innovative use of particle dampers, Zeta-Light not only insulates and absorbs airborne noise, but also effectively reduces low-frequency vibrations of the vehicle body. In addition to ensuring a quiet and comfortable driving experience, this new damping system contributes to significant weight savings, as well as simplified parts logistics and vehicle assembly. In addition, Zeta-Light is easy to recycle thanks to the easy-to-remove non-woven capsules.

Zeta-Light was presented to the public at the Automotive Acoustics Conference 2023.

tics PET and Theta-FiberCell used for the treatment of e-motors and combustion engines to Propylat PET-based wheelhouse outer liners, heatshields made of RIMIC or Theta-Loft and Ultra-Silent-based underbody systems.

SUSTAINABLE INNOVATION – VISION 2025<sup>9</sup> TARGETS

Operational targets	Key achievements in 2023	Progress
All Autoneum product innovations deliver an improvement compared to reference technology as assessed by the Innovation Sustainability Evaluation (ISE)	<p>Significant sustainable improvements with the following innovations:</p> <ul style="list-style-type: none"> <li>› Ultra-Silent Tune combines optimized acoustic performance with sustainability benefits</li> <li>› Zeta-Light, an integrated damping function for fiber-based trim components, helps reduce low-frequency vibrations of the vehicle body, offers weight savings and is easy to recycle</li> <li>› The fully recyclable technology variant Propylat PET is now part of the Autoneum Pure sustainability label</li> </ul>	On track

<sup>9</sup> Including acquired company.

## TOPIC HIGHLIGHT



## Ultra-Silent Tune: Lightweight leader with sustainable sound absorption

A quiet and comfortable driving experience and resource efficiency are the order of the day when it comes to developing new electric vehicle models. Ultra-Silent Tune combines optimized acoustic performance with the sustainability benefits of the Company's particularly eco-friendly Autoneum Pure technology Ultra-Silent. Thanks to the innovative use of chamber resonators, Autoneum's lightweight technology for underbody shields significantly reduces external tire rolling noise while ensuring a quiet and comfortable driving experience inside electric vehicles.

The sound-absorbing technology also meets the highest standards in terms of sustainability. In addition to the high proportion of recycled PET fibers, underbody shields made from Ultra-Silent Tune can be manufactured from 100% polyester and thus be fully recycled at the end of the vehicle life.

## MANAGEMENT APPROACH PRODUCT WEIGHT REDUCTION

Autoneum pursues the goal of providing the lightest possible components that cover or even improve all the required functions. Since each kilogram added to the vehicle weight generates GHG emissions – both in the transport of the product to the car manufacturer's production facility and during the use phase of the vehicle – car models equipped with Autoneum's lightweight components consume less fuel and energy, have lower emissions and therefore support compliance with statutory emissions regulations.

In 2023, Autoneum continued to improve its internal knowledge in life cycle analysis (LCA) by comparing GaBi and SimaPro software and making comparative LCAs. These analyses were performed during the year to understand how to improve the sustainability of inner dashes (Ultra-Light ECO+ and Hybrid-Acoustics ECO), e-motor encapsulations (Fit FLEX, Hybrid-Acoustics FLEX and Hybrid-Acoustics PET), as well as mono-material needlepunch carpets.

## MANAGEMENT APPROACH ENVIRONMENTAL COMPLIANCE

### POLICY AND GOVERNANCE

Autoneum defines the key principles of its environmental management in the Autoneum Management Policy. With this policy, Autoneum has committed to reducing energy, water, emissions, effluents and waste, managing risks in terms of natural hazards and business interruptions, using all resources over the entire life cycle efficiently, focusing on sustainable actions within all business areas and being compliant with laws, provisions, regulations and internal guidelines. This allows the Company to reduce its impact on the environment and help mitigate global warming and increase water availability or improve water quality in the regions where it operates.

This can be achieved through energy-efficient technologies and practices, water-saving measures and appropriate wastewater and waste management. The Management Policy is complemented by a range of issue-specific internal policies addressing the management of emissions, waste, water, chemicals and hazardous substances. Furthermore, Autoneum expects all of its employees to behave in an environmentally friendly and safe manner.

Autoneum's approach is defined by the 15 Principles for Good Environment, Health and Safety Behavior. With five principles addressing manager behavior and ten principles applying to all employees. The Corporate Responsibility Organization (see page 13) coordinates and promotes all activities related to Autoneum's environmental performance, including tracking performance and ensuring target achievement. The implementation of Autoneum's environmental policies and processes is governed by the Group Operations department. Global activities are monitored and coordinated by the Corporate Responsibility Steering Committee.

### MANAGEMENT SYSTEM FOR ENVIRONMENT, HEALTH & SAFETY

The Company-wide environmental management is part of Autoneum's Management System for Environment, Health & Safety (MEHS). The MEHS is the collection of policies, procedures and activities integrating international and national laws and regulations and the requirements of the occupational health and safety management system ISO 45001, environmental management system ISO 14001 and energy management system ISO 50001 (see section Occupational health & safety on page 32). The goal of the environmental management system is to implement consistent environmental standards at all locations worldwide and to continuously improve environmental performance.

Environmental issues managed by Autoneum's MEHS include energy, water, emissions, effluents, waste and materials. Risk analyses are a constituent part of the

MEHS and are carried out regularly at all sites. The results are used in setting site targets and key performance indicators (KPIs) to plan, evaluate and control environmental measures. Each year, internal teams conduct audits to assess MEHS compliance and status at all sites. In order to support the implementation of the MEHS worldwide, Autoneum offers specialized training programs for EHS functions. The training elements cover key EHS topics such as emissions, water, waste and energy management as well as overall sustainability management. At the end of 2023, 98.3% of Autoneum factories (including acquired plants) were certified according to ISO 14001. There were no cases of non-compliance with environmental legislation.

## MANAGEMENT APPROACH ENERGY/EMISSIONS

### PRODUCTION PROCESSES AT AUTONEUM

There are two main types of production processes at Autoneum: basic material lines and conversion. Basic processes convert raw materials (mostly fibers) into an intermediate step, usually rectangular blanks made of natural or synthetic fibers. Typical examples of basic processes are the production of (air lay) felts for acoustic absorption (Ultra-Light ECO+ technology), carpets for aesthetic purposes, cross-lapped spun bond nonwovens (Ultra-Silent technology), aluminum sheets or highly filled polymer composites. For these textile basic lines, natural gas is consumed in hot air ovens to ensure a binding of the fibers.

Electricity is used for all motors and electrical heating for this preliminary step before moving the blanks to conversion processes. The blanks are subsequently converted to a part with a 3D shape. Typically, this consists of a heating step, a forming step and a cutting step. The heating step requires natural gas for the hot air ovens if the material is porous (e.g., air lay felt) or electricity for carpet applications (infrared ovens, heating tables or contact ovens). The forming step requires electricity for the press movement and the tool's cooling. Alternatively, in some molding processes, the heating and the forming are done in the same step by injection of saturated steam in a closed tool. Once the process is completed, the tool steam is released into the atmosphere before opening. The molding tools are also heated (electrical heating or thermal oil coming from boilers or steam). The steam is generated by central boilers that distribute the steam to each conversion cell. Electricity is also consumed for water jets, cutting presses, or auxiliary elements such as compressors, lighting or chillers.

Overall, the biggest contributors to fossil fuels within the organization are boilers and hot air ovens. In terms of electricity, the biggest consumption is from industrial machinery (e.g., presses, cutting equipment, compressors).

## SCIENCE-BASED TARGETS: IN LINE WITH WELL BELOW 2°C TRAJECTORY

The Science Based Targets initiative (SBTi) is a global body mobilizing companies to set science-based emissions reductions targets in line with the latest climate science and boost their competitive advantage in the transition to the low-carbon economy. In addition to reporting on its CO<sub>2</sub> emissions from Scope 1 and 2, Autoneum started reporting fully on Scope 3 emissions for the first time in 2021 in order to better manage all impacts derived from its corporate activities.

In January 2023, the SBTi confirmed that the GHG emissions reduction targets submitted by Autoneum Holding Ltd (version 4.2) are in line with a well-below 2°C trajectory. The official target wording is as follows: 'Autoneum commits to reduce absolute Scope 1 and 2 GHG emissions 20% by 2027 from a 2019 base year.'

### TOPIC HIGHLIGHT



## Reducing energy consumption

Autoneum implemented 133 projects across its Business Groups to reduce energy consumption in 2023. Below are some examples of projects from the various regions.

In Europe, Autoneum installed heat recovery from compressors in its plant in A Rúa, Spain, to heat water, while the plant in Halesowen, UK, introduced a temperature feedback control system with the auto control of heaters to deliver a constant optimal temperature and ensure energy is only used at operational times.

In North America, the Jeffersonville, USA plant created a team to identify the main sources of energy loss during production and implement actions to significantly reduce them. The plant in Bloomsburg, USA phased out its one-piece dyeing line, which is more energy-intensive than solution-dyed yarns (see Topic Highlight on page 25). In the SAMEA region, the São Paulo, Brazil plant minimized the hot water discharge of a steam boiler, while productivity improvements in the damping line also aided in reducing electricity consumption in the region. In Asia, activities were focused on identifying opportunities to minimize energy losses during production. Installing servo motors in presses instead of traditional motors also reduced electricity consumption.



Autoneum also commits to reduce absolute Scope 3 GHG emissions from purchased goods and services 20% within the same timeframe.’

In compliance with the minimum emissions coverage required by SBTi for Scope 3, Autoneum is focusing its reduction efforts on direct purchased materials and tools, which represent 68% of the total Scope 3 (baseline 2019). The validation of Autoneum’s GHG emissions reduction targets ensures that the Company’s climate action is in line with climate science to meet the goals and marks an important milestone on the way toward a sustainable future for mobility. For the 2023 Corporate Responsibility Report, Autoneum has restated the baseline 2019 with the acquired plants and confirmed the GHG reduction roadmap as approved by the SBTi.

## ENERGY

In 2023, Autoneum consumed about 29 000 MWh less energy than in the previous year, which represents a decrease of 3.2%<sup>10</sup>. To reduce energy consumption, Autoneum implemented 133 projects across its Business Groups with a total impact of 26 770 MWh in 2023<sup>10</sup>.

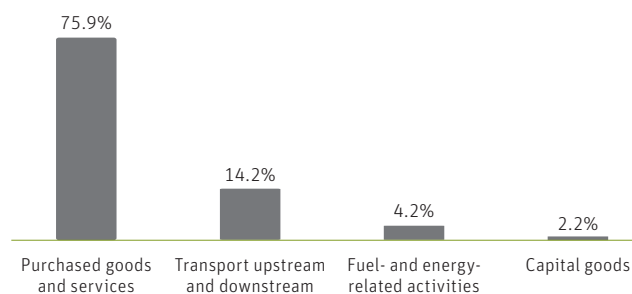
In order to further improve the Company’s environmental performance with respect to energy management, all plants will progressively implement energy monitoring systems and apply for ISO 50001 certification for energy management. Autoneum continued the certification process in 2023, and three additional Autoneum plants have been certified in accordance with ISO 50001. As a result, 74% of locations are now certified, which allows the Company to better monitor and control energy consumption.

## GREENHOUSE GAS EMISSIONS

In line with the consumption reduction of both electricity and fossil fuel, Autoneum’s CO<sub>2</sub> emissions from Scope 1 and 2 declined by 2.3% in absolute value compared to 2022 and by 3.2% in intensity excluding the acquired plants.

Scope 3 CO<sub>2</sub> emissions are a consequence of an organization’s activities but occur at sources not owned or controlled by the organization. Purchased goods and services (Category 1) evaluated by Autoneum account for

**Figure 5:**  
Scope 3 emissions breakdown 2023<sup>12</sup>



<sup>10</sup> Excluding acquired plants.

<sup>11</sup> Comparison with the plants in the 2022 report (excluding the acquired plants)

<sup>12</sup> Including acquired plants

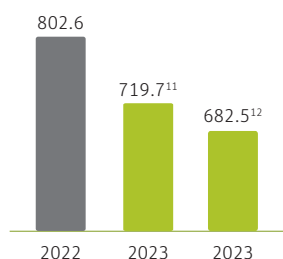
<sup>13</sup> Other includes: end-of-life of products sold, downstream leased assets, franchising and investments and use of product sold.

more than 70% of Scope 3 emissions. In 2023, Autoneum succeeded in reducing its emissions from direct purchased materials and tools (SBTi target) by 9.4% (excluding the acquired plants) compared to 2022, mainly thanks to the roll-out of Autoneum Pure technologies (see page 20). Furthermore, the Company purchased lower quantities of highly emitting materials such as aluminum and higher quantities of materials with low emission factors such as recycled cotton and polyester fibers. Total Scope 3 emissions including all categories decreased by 9.5% from the previous year<sup>10</sup>.

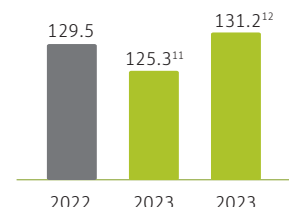
As part of its sustainability-focused innovation approach, Autoneum is a proud partner in the *Polestar-O* project, which aims to produce a climate-neutral car through the elimination of all GHG emissions from the supply chain and production.

## ACIDIFICATION POTENTIAL

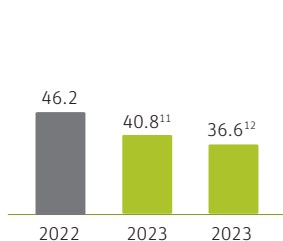
Acidification potential is expressed in sulfur dioxide equivalents that result from burning fossil fuels in production processes. These emissions, interacting with atmospheric water, produce acid rain. In 2023, Autoneum’s acidification potential decreased by 11.5% in intensity<sup>10</sup>. This is due to a continuous decrease – around 26.5% in 2023 – of coal consumption at Autoneum’s biggest US plant (Bloomsburg). It is the only facility that still partially uses this energy source for generating steam for heating and production processes.



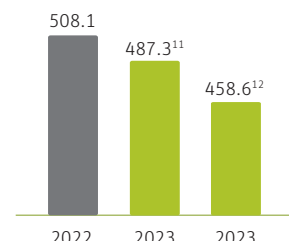
**Figure 1:**  
Scope 3 intensity  
(metric tons of CO<sub>2</sub> equivalents per million CHF revenue)



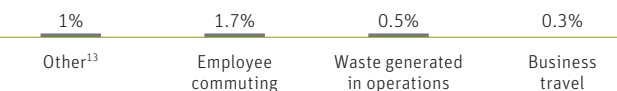
**Figure 2:**  
Scope 1 and 2 intensity  
(metric tons of CO<sub>2</sub> equivalents per million CHF revenue)



**Figure 3:**  
Acidification potential intensity  
(metric tons SO<sub>2</sub> equivalents per CHF billion revenue)



**Figure 4:**  
Energy intensity  
(MWh per CHF million revenue)



**MANAGEMENT APPROACH****WATER & EFFLUENTS**

Most of Autoneum's manufacturing processes are not water-intensive; water is mainly needed for cooling, steam generation, carpet dyeing, water jet cutting and domestic purposes. However, the Company considers reducing water consumption to be part of its manufacturing excellence and therefore invests in water efficiency projects.

Autoneum managed to reduce its total water intensity by 20.4% in 2023 compared to 2022<sup>14</sup>. Autoneum implemented eight eco-efficiency projects targeted at water consumption in 2023 with an impact of 86 833 cubic meters. The main impact came from the phasing out of one-piece dyeing activities in Autoneum's Bloomsburg factory in the USA, and no leakages in the Company's plants in 2023.

**MANAGEMENT APPROACH****WASTE & RECYCLING**

During manufacturing, significant amounts of non-hazardous production cut-offs are generated due to the complex geometry of the final parts. The waste, which is either purely fiber-based or a mix of different materials such as fibers, foam, aluminum and highly filled composites, can vary from 20% to 40% of the engaged material. Whenever possible, Autoneum recycles these production cut-offs and reuses them again. However, not all plants are equipped with these recycling technologies and some waste from mixed materials cannot be recycled and reused currently. This is why Autoneum is working towards using more mono material products to enable recycling during its production processes as well as for end-of-life vehicles.

In 2023, Autoneum generated around 4 497 tons less waste than in 2022, which represents a decrease in intensity of 5.9%<sup>14</sup>. This positive development is attributable to multiple waste reduction initiatives in the past two years. Including the acquired company, Autoneum's waste intensity increased in 2023, as the acquired plants could not fully use their recycling capabilities in recent years due to operational challenges.

Autoneum implemented 27 recycling projects related to non-hazardous waste globally in 2023, which had a full-year impact of 3 336 tons. In Europe, mixed waste containing heavy layers, polymers and foam are now sent to the supplier for external recycling instead of to a landfill.

In North America, the quantity of reclaimed Ultra-Silent production cut-offs was significantly increased. In Asia, all Heavy layer, carpet and foam waste are now recycled.

<sup>14</sup> Excluding acquired plants.

<sup>15</sup> Including acquired plants.

**TOPIC HIGHLIGHT**

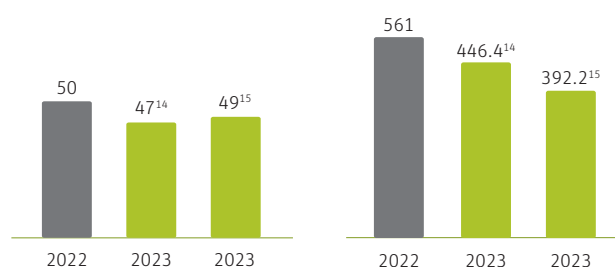
## Improving water and energy efficiency at Bloomsburg plant

Autoneum implemented eight eco-efficiency projects targeted at water consumption in 2023. One key project in North America was the closure of the one-piece dyeing line at the Bloomsburg plant. This line was used to dye fabrics for tufted carpets. Until now, the plant bought white yarn to manufacture the fabric and then dyed it according to customers' color requirements – an intensive process in terms of energy and water consumption.

In 2023, the plant started to buy the supplier's solution dyed yarns, in which the pigment is directly integrated into the yarns. The new process is less energy- and water-intensive, while the quality of the color is improved. Furthermore, the plant also improved its Scope 3 emissions by switching to a different type of polyamide with a lower emission factor.

These changes have had a big impact. The Bloomsburg plant reduced coal usage by 26.5% in 2023 compared to 2022 (around 2 000 Mwh), electricity consumption by 10.9% (around 2 700 Mwh), natural gas by 25.4% (around 5 700 Mwh) and water consumption by 44% (around 46 000 m<sup>3</sup>). Due to the reduction in coal usage, the acidification potential was greatly lowered.

And in SAMEA, a benchmarking of material efficiency on felt-based inner dashes enabled Autoneum to reduce the amount of production waste. In 2003, Autoneum's Re-Liner, which uses recovered resin from discarded car bumpers to create wheelhouse outer liners, was nominated as a finalist for the 2023 Automotive News PACE Awards.



**Figure 6:**  
Waste intensity  
(metric tons per CHF million revenue)

**Figure 7:**  
Water intensity  
(m³ per CHF million revenue)

## ENVIRONMENTAL KPIs FOR AUTONEUM (EXCLUDING THE ACQUIRED PLANTS)

Environmental KPIs	Absolute value					Relative value (intensity)				
	2023	2022	2019	Difference to 2022	Difference to baseline 2019	2023	2022	2019	Difference to 2022	Difference to baseline 2019
<b>Energy (MWh)</b>	<b>887 792</b>	<b>916 834</b>	<b>981 341</b>	<b>-3.2%</b>	<b>-9.5%</b>	487.3	508.1	427.2	-4.1%	14.1%
Fossil fuels	453 896	479 627	505 914	-5.4%	-10.3%	249.2	265.8	220.2	-6.3%	13.1%
Electricity	433 896	437 206	475 427	-0.8%	-8.7%	238.2	242.3	206.9	-1.7%	15.1%
<b>Energy intensity</b> (MWh per CHF million revenue)						<b>487.3</b>	<b>508.1</b>	<b>427.2</b>	<b>-4.1%</b>	<b>14.1%</b>
<b>Renewable electricity (%)</b>	19.6%	22.1%	0%							
<b>Water (m³)</b>	<b>813 241</b>	<b>1 012 312</b>	<b>1 089 245</b>	<b>-19.7%</b>	<b>-25.3%</b>	<b>446.4</b>	561.0	474.1	-20.4%	-5.8%
Municipal water	782 606	981 901	980 156	-20.3%	-20.2%	429.6	544.1	426.6	-21.0%	0.7%
Groundwater	28 787	15 484	81 817	85.9%	-64.8%	15.8	8.6	35.6	84.2%	-55.6%
Other	1 849	14 927	27 272	-87.6%	-93.2%	1.0	8.3	11.9	-87.7%	-91.4%
<b>Water intensity</b> (m³ per CHF million revenue)						<b>446.4</b>	<b>561.0</b>	<b>474.1</b>	<b>-20.4%</b>	<b>-5.8%</b>
<b>Recycling (metric tons)</b>	<b>84 772</b>	<b>82 475</b>	<b>62 846</b>	<b>2.7%</b>	<b>34.8%</b>	<b>46.5</b>	<b>45.7</b>	<b>27.4</b>	<b>1.8%</b>	<b>70.0%</b>
Internal recycling (reclaiming)	64 422	59 564	43 452	8.2%	48.3%	35.4	33.0	18.9	7.1%	87.0%
External recycling	20 300	22 910	19 394	-11.4%	4.7%	11.1	12.7	8.4	-12.2%	32.0%
<b>Recycling intensity</b> (metric tons per CHF million revenue)						<b>46.5</b>	<b>45.7</b>	<b>27.4</b>	<b>1.8%</b>	<b>70%</b>
<b>Waste (metric tons)</b>	<b>85 673</b>	<b>90 171</b>	<b>140 218</b>	<b>-5.0%</b>	<b>-38.9%</b>	<b>47.0</b>	<b>50.0</b>	<b>61.0</b>	<b>-5.9%</b>	<b>-22.9%</b>
Hazardous waste	672	729	898	-7.8%	-25.2%	0.4	0.4	0.4	-8.6%	-5.6%
<b>Non-hazardous waste</b>	<b>85 001</b>	<b>89 442</b>	<b>139 320</b>	<b>-5.0%</b>	<b>-39.0%</b>	<b>46.7</b>	<b>49.6</b>	<b>60.6</b>	<b>-5.9%</b>	<b>-23.1%</b>
Waste converted into energy	20 911	18 325	36 197	14.1%	-42.2%	11.5	10.2	15.8	13%	-27.1%
Landfill waste	64 090	71 117	103 123	-9.9%	-37.9%	35.2	39.4	44.9	-10.7%	-21.6%
<b>Non-hazardous waste intensity</b> (metric tons per CHF million revenue)						<b>46.7</b>	<b>49.6</b>	<b>60.6</b>	<b>-5.9%</b>	<b>-23.1%</b>
<b>Waste intensity</b> (metric tons per million CHF revenue)						<b>47.0</b>	<b>50.0</b>	<b>61.0</b>	<b>-5.9%</b>	<b>-22.9%</b>
<b>CO<sub>2</sub> emissions</b> (metric tons CO <sub>2</sub> equivalents) <sup>16</sup>	<b>1 539 434</b>	<b>1 682 040</b>	<b>2 441 074</b>	<b>-8.5%</b>	<b>-36.9%</b>	<b>845.1</b>	<b>932.1</b>	<b>1 062.5</b>	<b>-9.3%</b>	<b>-20.5%</b>
Scope 1	93 509	98 965	108 326	-5.5%	-13.7%	51.3	54.8	47.2	-6.4%	8.9%
Scope 2 <sup>17</sup>	134 833	134 786	183 428	0.0%	-26.5%	74.0	74.7	79.8	-0.9%	-7.3%
Scope 1 and Scope 2	228 342	233 750	291 754	-2.3%	-21.7%	125.3	129.5	127.0	-3.2%	-1.3%
Scope 3 <sup>18</sup>	1 311 092	1 448 289	2 149 320	-9.5%	-39.0%	719.7	802.6	935.5	-10.3%	-23.1%
Scope 3 from direct purchased material and tool <sup>19</sup>	886 540	978 184	1 445 551	-9.4%	-38.7%	486.7	542.1	629.2	-10.2%	-22.7%
<b>CO<sub>2</sub> emissions intensity</b> (metric tons of CO <sub>2</sub> equivalents per million CHF revenue)						<b>845.1</b>	<b>932.1</b>	<b>1 062.5</b>	<b>-9.3%</b>	<b>-20.5%</b>
<b>Acidification potential</b> (metric tons of SO <sub>2</sub> equivalents)	<b>74.4</b>	<b>83.3</b>	<b>179</b>	<b>-10.7%</b>	<b>-58.4%</b>	<b>40.8</b>	<b>46.2</b>	<b>77.9</b>	<b>-11.5%</b>	<b>-47.6%</b>
<b>Acidification potential intensity</b> (metric tons of SO <sub>2</sub> equivalents per CHF billion revenue)						<b>40.8</b>	<b>46.2</b>	<b>77.9</b>	<b>-11.5%</b>	<b>-47.6%</b>

<sup>16</sup> Greenhouse gas inventory calculated in accordance with the WRI/WBCSD Greenhouse Gas Protocol. Emission factor sources: UK Defra (2021), US EPA eGRID (2020), IEA (2021), AIB (2020).<sup>17</sup> Location- vs. market-based. The greenhouse gas emissions associated with electricity consumption are reported using the "market-based" approach in accordance with the Greenhouse Gas Protocol Scope 2 standard. Using the "location-based" approach, emissions in 2023 totaled 161,971 tCO<sub>2</sub>e.<sup>18</sup> Scope 3 inventories according to the Greenhouse Gas Protocol Corporate Value Chain Standard calculated with an hybrid approach: Activity based for direct purchased materials and business travel, monetary estimation for the other categories. Data sources: Primary supplier data, Gabi (2021), UK Defra (2021), GHG Protocol Scope 3 evaluator.<sup>19</sup> Categories considered for Scope 3 GHG reduction targets approved by SBTi.



## ENVIRONMENTAL KPIs (INCLUDING ACQUIRED PLANTS)

Environmental KPIs	Absolute value			Relative value (intensity)		
	2023 including acquired plants	2023 excluding acquired plants	Impact of acquisition <sup>20</sup>	2023 including acquired plants	2023 excluding acquired plants	Impact of acquisition <sup>21</sup>
<b>Energy (MWh)</b>	<b>1 129 310</b>	<b>887 792</b>	<b>27.2%</b>	<b>458.6</b>	<b>487.3</b>	<b>-5.9%</b>
Fossil fuels	557 995	453 896	22.9%	226.6	249.2	-9.1%
Electricity	571 315	433 896	31.7%	232.0	238.2	-2.6%
<b>Energy intensity</b> (MWh per CHF million revenue)				<b>458.6</b>	<b>487.3</b>	<b>-5.9%</b>
<b>Renewable electricity (%)</b>	<b>15.9%</b>	<b>19.6%</b>	<b>-3.7%</b>			
<b>Water (m³)</b>	<b>965 736</b>	<b>813 241</b>	<b>18.8%</b>	<b>392.2</b>	<b>446.4</b>	<b>-12.2%</b>
Municipal water	929 070	782 606	18.7%	377.3	429.6	-12.2%
Groundwater	34 818	28 787	21.0%	14.1	15.8	-10.5%
Other	1 849	1 849	0.0%	0.8	1.0	-26.0%
<b>Water intensity</b> (m³ per CHF million revenue)				<b>392.2</b>	<b>446.4</b>	<b>-12.2%</b>
<b>Recycling (metric tons)</b>	<b>90 678</b>	<b>84 722</b>	<b>7.0%</b>	<b>36.8</b>	<b>46.5</b>	<b>-20.8%</b>
Internal recycling (reclaiming)	63 717	59 664	7.0%	25.9	32.7	-20.9%
External recycling	24 714	22 910	7.9%	11.0	12.6	-20.2%
<b>Recycling intensity</b> (metric tons per CHF million revenue)				<b>36.8</b>	<b>46.5</b>	<b>-20.8%</b>
<b>Waste (metric tons)</b>	<b>120 717</b>	<b>85 673</b>	<b>40.9%</b>	<b>49</b>	<b>47.0</b>	<b>4.2%</b>
Hazardous waste	1 087	672	61.7%	0.4	0.4	19.6%
<b>Non-hazardous waste</b>	<b>119 630</b>	<b>85 001</b>	<b>40.7%</b>	<b>48.6</b>	<b>46.7</b>	<b>4.1%</b>
Waste converted into energy	48 175	20 911	130.4%	19.6	11.5	70.4%
Landfill waste	71 455	64 090	11.5%	29.0	35.2	-17.5%
<b>Non-hazardous waste intensity</b> (metric tons per CHF million revenue)				<b>48.6</b>	<b>46.7</b>	<b>4.1%</b>
<b>Waste intensity</b> (metric tons per million CHF revenue)				<b>49.0</b>	<b>47.0</b>	<b>4.2%</b>
<b>CO<sub>2</sub> emissions</b> (metric tons CO <sub>2</sub> equivalents) <sup>22</sup>	<b>2 003 896</b>	<b>1 539 434</b>	<b>30.2%</b>	<b>813.8</b>	<b>845.1</b>	<b>-3.7%</b>
Scope 1	114 991	93 509	23.0%	46.7	51.3	-9.0%
Scope 2 <sup>23</sup>	208 206	134 833	54.4%	84.6	74.0	14.2%
Scope 1 and Scope 2	323 198	228 342	41.5%	131.2	125.3	4.7%
Scope 3 <sup>24</sup>	1 680 700	1 311 092	28.2%	682.5	719.7	-5.2%
Scope 3 from direct purchased material and tool <sup>25</sup>	1 089 768	886 540	22.9%	442.5	486.7	-9.1%
<b>CO<sub>2</sub> emissions intensity</b> (metric tons of CO <sub>2</sub> equivalents per million CHF revenue)				<b>813.8</b>	<b>845.1</b>	<b>-3.7%</b>
<b>Acidification potential</b> (metric tons of SO <sub>2</sub> equivalents)	<b>90.2</b>	<b>74.4</b>	<b>21.2%</b>	<b>36.6</b>	<b>40.8</b>	<b>-10.3%</b>
<b>Acidification potential intensity</b> (metric tons of SO <sub>2</sub> equivalents per CHF billion revenue)				<b>36.6</b>	<b>40.8</b>	<b>-10.3%</b>

<sup>20</sup> The impact of the acquired company on the KPI in terms of absolute value.<sup>21</sup> The impact of the acquired company on the KPI in terms of the relative value.<sup>22</sup> Greenhouse gas inventory calculated in accordance with the WRI/WBCSD Greenhouse Gas Protocol. Emission factor sources: UK Defra (2021), US EPA eGRID (2020), IEA (2021), AIB (2020).<sup>23</sup> Location- vs. market-based. The greenhouse gas emissions associated with electricity consumption are reported using the "market-based" approach in accordance with the Greenhouse Gas Protocol Scope 2 standard. Using the "location-based" approach, emissions in 2023 totaled 161,971 tCO<sub>2</sub>e.<sup>24</sup> Scope 3 inventories according to the Greenhouse Gas Protocol Corporate Value Chain Standard calculated with an hybrid approach: Activity based for direct purchased materials and business travel, monetary estimation for the other categories. Data sources: Primary supplier data, Gabi (2021), UK Defra (2021), GHG Protocol Scope 3 evaluator.<sup>25</sup> Categories considered for Scope 3 GHG reduction targets approved by SBTi.



# Fair & attractive workplace

Autoneum recognizes employees as our most valuable resource. We want to attract the best new talents – and retain colleagues who have chosen to grow together with our organization over the years. We ensure our employees have the training they need for their professional development and to ensure a safe and healthy work environment.

## OVERVIEW OF THE MATERIAL TOPICS

The expertise and engagement of its employees are key to Autoneum's success in a challenging business environment. Faced with a shortage of suitable talent all over the world, human resources (HR) and the Company's management must work together to successfully meet the needs and expectations of both current and potential employees.

In 2023, Autoneum's workforce expanded significantly through the acquisition of Borgers Automotive. Since the close of the transaction, Autoneum has spent significant time and effort on welcoming and integrating Borgers employees into the Company.

Autoneum strives to increase the engagement of all our employees through regular training and development opportunities. Autoneum pays fair and competitive compensation to our employees above the minimum wage and is committed to creating a diverse workplace where all employees feel respected.

As part of our future way of working, Autoneum offers employees (when possible) the possibility to combine both home and office work, which plays an important role in job satisfaction.

As a manufacturing company, employee health and safety are of critical importance to Autoneum. The Company is committed to providing and maintaining a safe and healthy work environment for employees, customers, suppliers and visitors.

### The topic Fair & attractive workplace comprises the following material topics:

- › Employee engagement
- › Training and education
- › Diversity & equal opportunity
- › Occupational health & safety

In terms of the assessed risks within this dimension, please consult the risk table on pages 8-10.

## ENGAGEMENT, TRAINING AND DIVERSITY TARGETS – VISION 2025<sup>26</sup>

Operational targets	Key achievements in 2023	Progress
Set and maintain benchmark position for 'training days per employee' in industry peer group	<ul style="list-style-type: none"> <li>› Benchmark: 3.1 (25 hours) average days of training per employee</li> <li>› Average days of training per employee: <b>3.4</b> (2022: 2.6)<sup>27</sup></li> </ul>	On track
Achieve employee appraisal coverage for 95% of Autoneum staff	<ul style="list-style-type: none"> <li>› Employee appraisal coverage: <b>94.8%</b> (2022: 95.5%)<sup>27</sup></li> </ul>	On track
Implement development framework for operators	<ul style="list-style-type: none"> <li>› Multi-skill framework for operators is in place<sup>27</sup>.</li> </ul>	On track
Establish and maintain Diversity & Inclusion governance framework and implement targeted measures in all Autoneum Business Groups	<ul style="list-style-type: none"> <li>› Review and improvements identified to measure D&amp;I progress.</li> <li>› Online training globally available related to unconscious bias, with global rollout in 2024.</li> <li>› Integration of new female colleagues into women's network.</li> </ul>	On track
Increase share of women in management positions to 30% and continuously improve Autoneum Diversity & Inclusion metrics	<ul style="list-style-type: none"> <li>› Share of women in management positions has decreased to <b>15.6%</b><sup>28</sup> (2022: 17.4%)<sup>27</sup>.</li> </ul>	Not on track
Define and implement Employee Value Proposition (EVP) at all Autoneum locations	<ul style="list-style-type: none"> <li>› A global EVP was established in 2023.</li> <li>› An employer branding concept was established in 2023 and its roll-out is planned for 2024, with dedicated project teams in place.</li> </ul>	On track
Improve employee engagement with an effective follow-up action plan	<ul style="list-style-type: none"> <li>› Autoneum achieved an 80% participation rate in the Global Engagement Survey, a 6% increase over 2022<sup>27</sup>.</li> <li>› Leaders throughout the organization to develop and implement action plans to improve engagement in 2024.</li> </ul>	Moderate progress

<sup>26</sup> If not stated otherwise, all figures in this chapter exclude workers of external agencies, apprentices, employees on maternity leave and employees with an absence of more than 30 days.

<sup>27</sup> These figures do not reflect the workforce of the acquired plants.

<sup>28</sup> The composition of female executives includes leaders from global executives to top management positions.



## MANAGEMENT APPROACH

## EMPLOYEE ENGAGEMENT

Employee engagement is the foundation for the Company's agile and successful performance. By promoting employee engagement, Autoneum can influence the satisfaction and motivation of its employees and contribute to a healthy working environment. Autoneum's turnover rate declined to 15.3%<sup>29</sup> in 2023 from 19.7% in 2022.

For the past three years, Autoneum has partnered with Gallup to roll out a global employee survey to understand which factors most influence employee engagement. Based on the results of these surveys, Autoneum identified three core factors that positively influence employee engagement: feedback, recognition and development. In the meantime, the Company has developed corresponding improvement measures, such as e-learning, best practice sharing, posters and videos. In addition, Autoneum introduced guidelines for hybrid working, including home/office percentages and how to maintain or improve overall productivity, employee engagement, innovation and sustainability in a hybrid work environment.

In launching these initiatives, the Company has set several goals: to encourage better communication within teams; to recognize employee achievements and make them visible within the Company; to support professional trainings; to give team members a sense of purpose; and to increase their overall job satisfaction and well-being.

Autoneum's third Gallup survey conducted in the fall of 2023 continued to reflect challenges in engaging its workforce, albeit with clear improvements in certain areas that reflect efforts to enhance feedback, recognition and development. Going forward, the Company plans to strengthen leadership capabilities for first-level managers and supervisors and to focus on improving leadership training for new managers to help build their capabilities in fostering engagement across their teams.

As this questionnaire was part of a three-year cycle, employees from the former Borgers Automotive did not participate in the 2023 survey. They will be included in the next survey cycle, which will begin in 2024.

## APPRAISAL AND FEEDBACK

Performance and self-motivation are prerequisites for career advancement and development at Autoneum. An important process that facilitates feedback and development is the annual performance management process. Once or twice per year (depending on an employees' position within the Company), managers and employees sit together, listen to each other's feedback and assess

## 2023 ENGAGEMENT SURVEY HIGHLIGHTS

80%

participation rate among Autoneum employees<sup>30</sup>, 6% higher than 2022.

21%

Engagement results at Autoneum increased from the 18th to the 21st percentile among all companies participating in Gallup surveys.

63%

Business Group Asia received the highest ranking for Autoneum, coming in at the 63rd percentile in 2023, which was the same level as in 2022.

the employee's performance. Feedback from other departments is also considered at performance calibration meetings.

In addition, managers and employees discuss the employee's career goals and establish individual development plans (IDPs) together. The IDP discussions are not limited to the annual appraisal but happen throughout the year.

## MANAGEMENT APPROACH

## TRAINING AND EDUCATION

Qualified employees who can regularly train and learn in view of the challenging transformation process in the automotive industry are essential to Autoneum's business success. By offering training and development opportunities, Autoneum promotes the skills, knowledge and competencies of its employees, which ultimately supports their development and productivity. Autoneum employees completed 3.4 days of training on average in 2023 (2022: 2.6).

In 2023, Autoneum continued to invest in professional development programs and personal skills for its employees worldwide. The Company's global e-learning platform now offers more than 150 courses or learning activities in different languages to all employees. These courses cover a wide range of relevant areas, including health and safety, productivity, management and teamwork, inspirational leadership, presentation and communication skills. The platform supports self-organized learning and is available to all employees, including colleagues from the acquired company (as of September 2023).

<sup>29</sup> Data for acquired company not included.

<sup>30</sup> Employees of the acquired company did not take part in the 2023 survey.

Within Autoneum factories, the operators, who constitute the majority of Autoneum's workforce, receive training in classroom sessions, as well as in training boxes in the plants where they learn about accident prevention and risk reduction through the application of safety measures, such as ergonomic lifting techniques, the use of personal protective equipment and incident reporting. For more information, see the Occupational health & safety section on page 32.

Autoneum also maintains a multi-skill program that offers operators an opportunity for personal development. In four levels, operators gradually become more familiar with the safety, quality and productivity standards of various workstations in their plant. Towards the end of the program, employees can operate these workstations at any time and train other operators to do so. The program increases flexibility, autonomy and performance. Additionally, frequent job rotations help employees develop a deeper understanding of the various workstations, processes and related risks, which also contributes to a significant reduction in work accidents.

#### TOPIC HIGHLIGHT



### Enhancing leadership capabilities

Autoneum held several programs at its Winterthur headquarters in 2023 to enhance the leadership skills of its managers worldwide.

The Managing Essentials program was made up of four modules covering topics such as understanding diverse management styles, creating trustful relationships through effective communication techniques, fostering individual growth within teams and conflict resolution. The aim of this program is to cultivate adept and empathetic leaders for the Company's teams.

For the International Leadership Program (ILP), 30 first-level managers from around the world travelled to Autoneum headquarters to learn about high-performing teams, strategic thinking and trustful relationships, among other topics.

#### MANAGEMENT APPROACH

### DIVERSITY & EQUAL OPPORTUNITY

As a global company, Autoneum is proud to have a diverse workforce in terms of race, gender, culture, age, religion, socioeconomic background and sexual orientation. This diversity reflects the Company's corporate value of 'living a global spirit.' Autoneum believes diversity is a key advantage for a technology leader, as diverse teams with an open-minded culture tend to be more agile, creative and successful in developing disruptive ideas and thus contributing to innovation. Treating all employees with respect and showing appreciation for their efforts contributes to staff satisfaction and well-being. Autoneum also invests in a working environment that provides specific opportunities for gender equity.

## The Autoneum Women's Network reached another milestone in 2023 when it welcomed colleagues from Borgers Automotive.

Autoneum's Diversity & Inclusion Board consists of eight Diversity & Inclusion ambassadors – four women and four men – representing all Business Groups as well as various functions of the Company. The Board works closely with the Business Groups in identifying location-specific diversity challenges, addressing these with targeted measures and defining meaningful metrics to measure progress. The Diversity & Inclusion Board met four times in 2023, supervised by the CEO. The Autoneum Women's Network, which was officially launched March 8, 2022, in honor of International Women's Day, reached another milestone in 2023 when it welcomed colleagues from Borgers Automotive. The network continued its speaker series, inviting internal and external speakers to talk to all Autoneum female employees on topics such as female leadership and career progression. The Autoneum Women's Network plans to increase the number of speaker events this year, focusing on a variety of topics relevant to women at Autoneum.

#### NON-DISCRIMINATION

Autoneum takes a zero-tolerance approach toward any type of harassment or discrimination based on race, gender, age, religion, physical or mental limitations, political affiliation or sexual orientation. The key principles of anti-discrimination are described in the Code of Conduct, which is signed by every new employee upon joining Autoneum.

The Company asks employees to bring any Code of Conduct violation to its attention. There are also complaint

mechanisms in place for those affected and for third or external parties: the global Speak Up Line enables affected employees, as well as third or external parties, to anonymously report any incidents. All allegations are investigated internally by Group Compliance, and reported to the Compliance Council – consisting of the CEO, the CFO, the Group General Counsel & Head of Compliance, the Head of Internal Audit and the Head of Human Resources – on a quarterly basis. In 2023, four registered incidents were related to discrimination and harassment (2022: six), and three of these were substantiated (2022: four)<sup>31</sup>. This means that incidents have slightly decreased in comparison to the previous year.

## EMPLOYEE PARTICIPATION

Autoneum recognizes freedom of association and collective bargaining as a fundamental human right. Employees are free to form, join and run employee organizations or works councils, to join labor unions and to collectively bargain or seek representation in accordance with local laws. In 2023, 66% of the Company's employees were covered by collective bargaining agreements (2022: 58%) and 25% were members of a labor union (2022: 37%)<sup>32</sup>.

In the European Union (EU), worker participation takes place via the European Works Council (EWC). The EWC is a consultation body that represents the EU employees of a company. Employee delegates from EU countries are informed by company management about business developments and certain decisions.

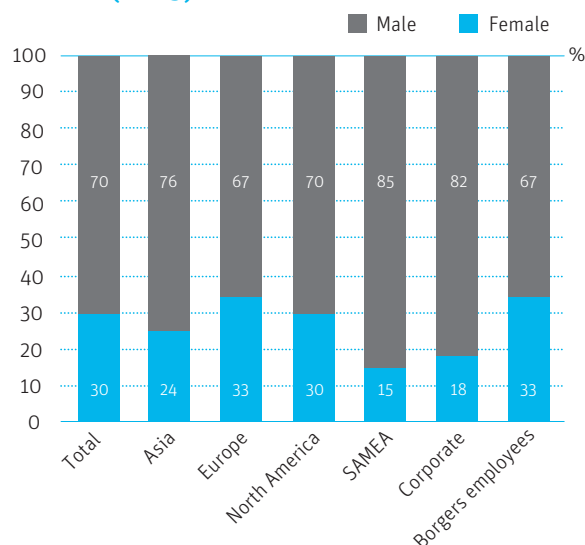
## MANAGEMENT APPROACH

### OCCUPATIONAL HEALTH & SAFETY

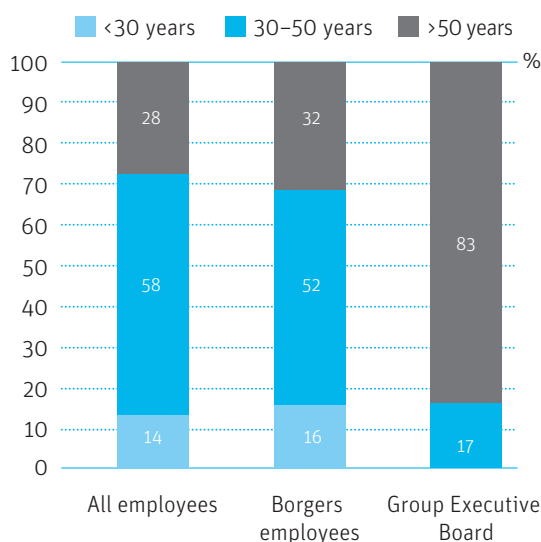
As a manufacturing company, employee health and safety is of critical importance to Autoneum. Occupational health and safety measures help reduce accidents and injuries and enhance the physical and mental well-being of employees. The Company is committed to providing and maintaining a safe and healthy work environment for employees, customers, suppliers and visitors. Autoneum follows the principle of continuous improvement to ensure the efficient prevention of incidents and accidents. The leadership and commitment of top management play an essential role in promoting a culture of safety at all Autoneum operations.

All Autoneum health and safety policies and processes are governed by the Group Environment, Health & Safety (EHS) department. The Company's health & safety management approach is defined by the Management policy on quality, environment, energy, health & safety and the 15 Principles for Good Environment, Health and Safety Behavior, with five principles addressing manager behavior and ten principles applying for all employees.

## EMPLOYEES BY BUSINESS GROUP AND GENDER (2023)



## EMPLOYEES BY AGE (2023)



## MANAGEMENT SYSTEM FOR ENVIRONMENT, HEALTH & SAFETY

Autoneum's Environment, Health & Safety Management (MEHS) system is the collection of policies, procedures and activities integrating international and national laws and regulations and the requirements of the occupational health and safety management system ISO 45001, environmental management system ISO 14001 and energy management system ISO 50001.

The goal of the MEHS system is to protect workers from job-related injuries and illnesses, identify and mitigate physical, mechanical, electrical and chemical hazards in the workplace and improve training and communications that clearly explain Autoneum's objectives for promoting a safe and healthy work environment. The MEHS serves as a framework for Autoneum sites, enabling them to implement state-of-the-art EHS processes.

<sup>31</sup> Employees of acquired company included as of Q4 2024.

<sup>32</sup> These figures include employees from the acquired company. However, the figure may not include all employees belonging to a union, as union membership in many countries is kept confidential and not disclosed to the employer.

across the entire organization. Each year, internal teams conduct audits to assess compliance with the MEHS system and the status at all sites. In addition, 50 of 58 plants at Autoneum production facilities were certified according to ISO 45001<sup>33</sup>, the world's leading standard for occupational health & safety.

### TRAINING PROGRAM AND ACTIVITIES

In order to support the implementation of MEHS world-wide, Autoneum makes specialized training programs for EHS functions available. The training elements cover key EHS topics such as machine guarding, accident investigation and reporting, lockout-tagout (LOTO), permits to work under specific circumstances, hazardous energy control, working at heights and contractor management. Special attention is given to promotion and prevention to avoid injuries through regular safety campaigns addressing key safety aspects such as safe walking, LOTO, personal protective equipment, safety gemba walk and behavior-based safety observations. The safety campaigns provide employees with important knowledge about safe behavior, safe maintenance and servicing, the correct application of safety gemba walks and the proper usage of personal protective equipment to protect themselves from safety hazards in activities such as production, maintenance, logistics and cleaning. The Safety Leadership program continued in plants with higher accident rates, aimed at sensitizing all plant, shift and EHS managers to the early identification and mitigation of hazards and new safety aspects. A key aspect was the onboarding of new colleagues from the acquired plants, who were trained in more than ten modules covering Autoneum's EHS processes and tools,

### TOPIC HIGHLIGHT



### EHS box training sessions

Members of the tooling department at Autoneum's plant in Jeffersonville, USA had a session in the location's training box as part of the Company's specialized EHS trainings for employees.

They learned about accident prevention and risk reduction through the application of safety measures, such as personal protective equipment, incident reporting and ergonomics lifting techniques. The training was provided by a member of the plant's Health & Safety committee.

Training courses like these occur across the Company's plants globally as part of efforts to improve health & safety and reduce accidents among operators.

## OCCUPATIONAL HEALTH & SAFETY – VISION 2025

Operational targets	Key achievements in 2023	Progress
Reduce accident frequency rate (AFR) by 20% each year	> Increased AFR rate due to higher number of accidents in acquired plants. In the second half of 2023, Autoneum improved the accident frequency rate by more than 30% compared to the first half <sup>34</sup> .	On track
Develop, implement and continuously improve EHS training at all plants and maintain completion rate of 95%	> EHS training completion rate: <b>94.4%</b> <sup>35</sup>	On track
Develop and implement ergonomic assessments at all plants	> Percentage of sites that implemented ergonomic assessments: <b>86.2%</b> <sup>36</sup>	On track
All Autoneum plants achieve ISO 45001 certification <sup>37</sup>	> 50 sites have achieved ISO 45001 certification. > Total number increased by five compared to 2022 <sup>38</sup>	On track

<sup>33</sup> Excludes UGN and office or sales locations.

<sup>34</sup> Number of accidents in plants declined by one in comparison to the plants included in the 2022 report. AFR slightly increased by 0.1 to 3.7 due to fewer planned working hours. The AFR was 24 at acquired sites.

<sup>35</sup> Data not available for acquired plants.

<sup>36</sup> Autoneum plants included in 2022 report maintained level at 100%, while the level at the acquired plants is 42.9%.

<sup>37</sup> Excluding UGN and office or sales locations.

<sup>38</sup> For plants included in 2022 report.



such as EHS directives, safety basics, safety lessons learned and the Business Continuity Plan. In 2023, 150 colleagues from the acquired plants were trained. The focus in 2024 will be on the sustainable implementation of the processes and tools in the acquired plants, with special attention given to the sites with higher accident rates through on-site workshops. In 2023, more than 480 employees from Autoneum's plants participated globally in e-learning courses. When the acquired plants are included, the figure increases to more than 550 employees globally.

### IMPROVING WORKING CONDITIONS

Autoneum regularly monitors how employees perceive working conditions, particularly in the production environment. The Business Groups conduct comprehensive assessments of workplace needs in each location. In 2023, Autoneum implemented 100 projects to address challenges in the following areas: workplace and machine safety, fire safety, ergonomics, temperature, lighting, air quality and noise control. More than CHF 5.61 million was invested in EHS globally, of which more than CHF 2.63 million was related to the acquired locations covering 29 projects.

## The continuous improvement of health and safety conditions is essential for Autoneum.

### ERGONOMICS

On the shop floor, day-to-day tasks may include handling heavy loads or performing repetitive actions in awkward positions, which can result in injuries and accidents. The continuous improvement of ergonomic conditions is therefore one of the best accident prevention strategies. Autoneum's approach to developing and implementing ergonomic assessments at all of its plants and during the launch of new projects was confirmed in 2023, with the percentage of sites that implemented the ergonomic assessments at 86.2%. The Autoneum sites included in the 2022 report maintained the level at 100% in 2023, while the acquired sites have an ergonomic assessment implementation rate of 42.9%.

### PERFORMANCE AND KPIS

The continuous improvement of health & safety conditions is essential for Autoneum. The Company therefore strives to avoid accidents at all times. Bruises, contusions, cuts, stab wounds (from equipment), strains and sprains are the primary types of accidents at Autoneum plants. The body parts mainly affected were fingers, feet, hands and necks.

In 2023, Autoneum reported 239 accidents. At the plants included in the 2022 report, the number of accidents fell by one to 66, while the accident frequency rate (AFR) slightly increased by 0.1 points to 3.7 due to less planned working hours compared to the prior year. In the acquired plants, there were 173 accidents in 2023, and the AFR stood at 24. This results in a consolidated AFR rate of 9.6 for Autoneum in 2023.

**100** projects  
to improve working conditions

**CHF 5.61** million  
invested in environment,  
health & safety

**86.2%**  
of sites have implemented  
ergonomic assessments

In the second half of 2023, Autoneum improved the accident frequency rate by more than 30% compared to the first half, in part due to training. Going forward, Autoneum plans to increase its health and safety training at the acquired plants to lower the AFR and move it closer toward Autoneum's objectives (see targets on page 33).

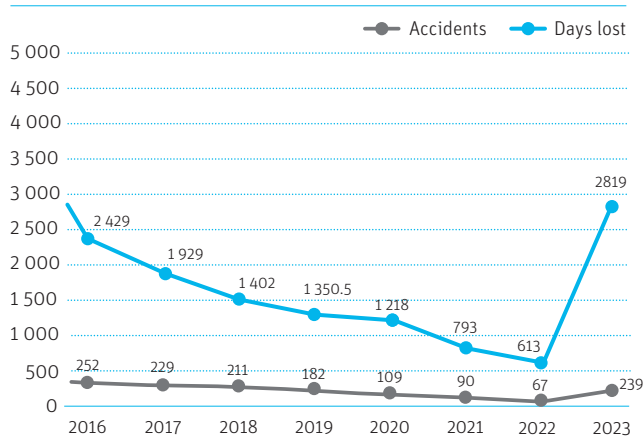
The accident severity rate was 22.6 in 2023 including the acquired plants. Despite one accident less in the Autoneum plants included in the 2022 report, the accident severity rate increased to 9.5 due to a higher number of cases with cuts, stab wounds (from equipment), strains and sprains as the primary type of injury resulting in a higher number of days lost. At the acquired plants, the accident severity rate was 54.9 in 2023. In the second half of 2023, Autoneum improved the accident severity rate by 24% compared to the first half.

In 2023, absenteeism stood at 3.0% for the entire Company, with the rate at Autoneum sites included in the 2022 report declining to 2.6% compared to 2022, while the rate at the acquired plants was 3.9%.

## PRODUCT SAFETY

Autoneum ensures that its products comply with local regulations. Depending on the country, these may include mandatory equipment, material performance tests or qualifications. Regulatory compliance is confirmed according to local legislation, by self-certification or by certification from accredited laboratories. All Autoneum plants (including the acquired plants) are IATF 16949 certified (automotive requirements including ISO 9001).

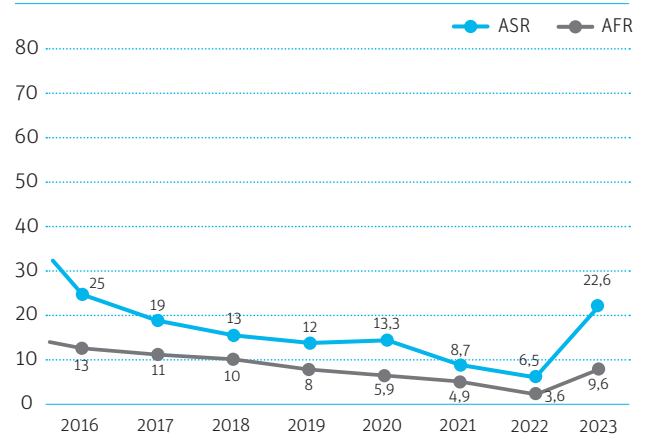
## NUMBER OF ACCIDENTS AND NUMBER OF DAYS LOST



## SUSTAINABILITY RANKINGS

Autoneum works towards continuous improvement of customer sustainability assessments done via service providers like NQC and EcoVadis. In 2023, Autoneum achieved gold medal status for the first time from EcoVadis. For more information, see page 15.

## ACCIDENT SEVERITY RATE (ASR) AND ACCIDENT FREQUENCY RATE (AFR)



### Health and safety KPIs<sup>39</sup>

	2023 including acquired plants <sup>40</sup>	2023	2022 <sup>41</sup>
Number of accidents	239	66	67
Number of days lost <sup>42</sup>	2819	841	613
Accident frequency rate (AFR) <sup>43</sup>	9.6	3.7	3.6
Accident severity rate (ASR) <sup>44</sup>	22.6	9.5	6.5
Absenteeism <sup>45</sup>	3.0%	2.6%	2.8%
Work-related fatalities	0	0	0
Percentage of workers who are represented by formal joint management-worker health and safety committees	94.8%	100%	100%
Percentage of plants with IATF 16949 certification	100%	100%	100%
Percentage of plants with ISO 45001 certification	86.2%	84.1%	72.7%
Percentage of plants with ISO 14001 certification	98.3%	100%	97.7%
Percentage of plants with ISO 50001 certification	74.1%	81.8%	75%
Percentage of plants that have implemented ergonomic assessments	86.2%	100%	100%
EHS training completion rate	not available <sup>46</sup>	94.4%	89.0%
Number of production facilities <sup>47</sup>	58	44	44

<sup>39</sup> All figures include workers from external agencies and exclude UGN.

<sup>40</sup> Includes all employees including those of acquired plants.

<sup>41</sup> For plants included in 2022 report.

<sup>42</sup> In the case of accidents involving contractors, no days lost are reported in the KPI.

<sup>43</sup> Calculated on the basis of the following formula: accident frequency rate = number of accidents / planned working hours \* 1 000 000.

<sup>44</sup> Calculated on the basis of the following formula: accident severity rate = number of days lost / planned working hours \* 200 000.

<sup>45</sup> Calculated on the basis of the following formula: absenteeism = total absent hours / planned working hours \* 100.

<sup>46</sup> Data not available for acquired plants.

<sup>47</sup> Excluding UGN and office or sales locations.



# Good corporate citizenship

Being a good corporate citizen means consistently maintaining high legal and ethical standards in all our relationships. As a global company, Autoneum has a significant obligation towards society. By redefining our good corporate citizenship strategy, we are committed to constantly strengthening our compliance framework and continuously increasing our positive impact on communities.



## OVERVIEW OF THE MATERIAL TOPICS

As a global company, Autoneum is an important stakeholder for the local communities in which we and our suppliers operate, as well as for the automotive industry. Autoneum therefore takes seriously its responsibility to be a good corporate citizen.

Bribery and corruption pose significant risks in various sectors and industries worldwide. These illicit practices can have far-reaching consequences, undermining trust, integrity and fair competition. Moreover, they can lead to fines against the Company, employees or management, criminal sanctions and civil actions, reputational damage and exclusion from future tenders. It is therefore crucial for Autoneum to have robust anti-bribery and corruption measures in place to safeguard our reputation and legal standing.

Autoneum takes a multi-faceted approach to preventing bribery and corruption. The Company is compliant with international anti-bribery standards and regulations, such as the Foreign Corrupt Practices Act (FCPA) in the USA and the UK Bribery Act. Furthermore, Autoneum has implemented clear policies and procedures regarding this topic, conducting regular training and awareness programs, and fostering a culture of transparency and accountability within the organization.

## Autoneum is committed to promoting healthy competition and fair play for all market participants.

Within the local communities in which Autoneum operates, the Company seeks to have a positive, lasting impact. Autoneum encourages each plant to hold at least one charitable initiative per year, organized and supported by the local employees. Autoneum also has an important indirect economic impact on local communities through its own workforce, as well as that of its suppliers.

**Within the topic Good corporate citizenship, the material topics are the following:**

- › **Anti-corruption & anti-competitive behavior**
- › **Socioeconomic compliance**
- › **Child labor & forced labor**
- › **Local communities**
- › **Indirect economic impacts**

## MANAGEMENT APPROACH

### ANTI-CORRUPTION & ANTI-COMPETITIVE BEHAVIOR

#### COMPLIANCE

The Board of Directors, Autoneum's highest governance body, defines and adopts the Group's compliance strategy and addresses key compliance risks. The overall responsibility for operational compliance, assessment of compliance risks and implementation of the Group's compliance strategy lies with the Group Executive Board.

The Compliance Council develops the Compliance Program, monitors progress and evaluates compliance incidents on a regular basis. The Group Legal & Compliance department ensures the implementation and continuous improvement of the Compliance Program. It defines the compliance policy framework, establishes internal processes, coordinates initiatives, manages training and learning programs and ensures that the organization is compliant with all applicable laws in the different jurisdictions where Autoneum is active, as well as with all internal regulations and directives.

The Compliance Program is globally endorsed by the Compliance Ambassador & Supporter Framework. It consists of the Business Group Heads and Legal Unit Heads, whose task is to actively promote compliance topics throughout the Group and to act as a role model for ethical decision-making. The Legal Unit Heads also act as a point of contact for local employees concerning compliance issues and cooperate closely with the Head of Compliance and the Compliance Officer. Autoneum monitors compliance risks with its Risk Management System (see Corporate Responsibility framework on page 11), e.g., based on regular Group-wide compliance risk surveys. Regular audits on selected compliance topics are conducted by the Group Internal Audit function as part of its annual audit schedule.

#### CODE OF CONDUCT

The Code of Conduct is the centerpiece of Autoneum's compliance policy framework. It describes the Company's commitment to complying with relevant international and local laws and regulations, defines the fundamental rules of employee conduct and helps to cultivate business relationships that are based on the principles of truth and honesty. It is essential that Autoneum's employees act in accordance with the Code of Conduct at all times because non-compliance can jeopardize business relationships, lead to financial losses, fines and reputational damage and have serious personal consequences. The Code of Conduct is complemented by a range of specific internal directives.



## COMMUNICATION AND TRAINING

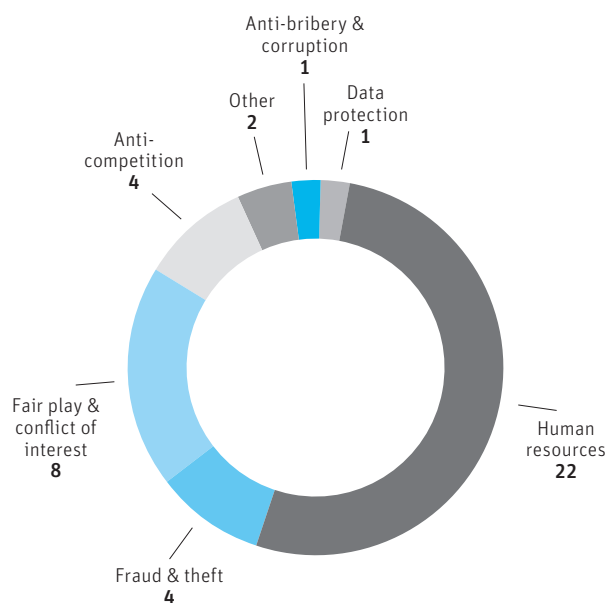
In 2023, Autoneum again implemented various measures to strengthen employee awareness of compliance related topics, and invested substantial resources to integrate the acquired units into its compliance management system. Autoneum continued its mandatory Code of Conduct training program, expanding it to production workers in the acquired plants. The program includes training on preventing human and labor rights violations and anti-bribery and corruption training. Autoneum is developing a new Code of Conduct e-learning for all employees in 2024.

Administrative/services staff were trained in the Code of Conduct via e-learning sessions, with a completion rate of 97.71% in 2023 (excluding employees from the acquired company). Workers in production were trained in classroom training sessions carried out in the plants. The completion rate of these training courses was 89.18% (including workers from the acquired plants). Furthermore, e-learning and online training campaigns were rolled out on topics that are relevant only for certain segments of the workforce, such as procurement, sales and selected management functions. The e-learning sessions included 'Preventing Bribery and Corruption' (completion rate: 95.15%), 'Preventing Anti-Competitive Practices' (completion rate: 95.73%) and 'Cybersecurity' (89.53%)<sup>48</sup>.

## REPORTING COMPLIANCE INCIDENTS

Autoneum operates a global Speak Up Line, which enables employees, customers and suppliers as well as all other external stakeholders throughout the world to report violations of the Code of Conduct and other directives securely, confidentially and, if preferred, anonymously.

## INCIDENT REPORT 2023 – CATEGORIES & NUMBER OF INCIDENTS



ously. The Speak Up Line is an option in addition to existing channels (i.e., reporting incidents to a superior, the Human Resources department or the Legal & Compliance function). In 2023, Autoneum created a new Speak Up Line poster, which was rolled out globally.

In 2023, 42 reports were filed, mostly via the Speak Up Line (see chart above). If allegations were confirmed or substantiated, appropriate actions were taken to remedy the situation. In the reporting year, no lawsuits for anti-competitive behavior or violations of antitrust law involving Autoneum were pending or concluded.

## COMPLIANCE TARGETS – VISION 2025

Operational targets	Key achievements in 2023	Progress
Implement and maintain a Group-wide Compliance Management System based on ISO 37301	> Continuous implementation of actions defined by internal ISO 37301-based action plan.	On track
Strengthen and expand Group-wide compliance risk assessment and audit framework	> Group-wide compliance risk assessment was performed again in 2023 and extended to newly acquired units. > Mitigation measures were defined and will be implemented in 2024.	On track
Continuously develop the training and awareness framework and maintain completion rate of at least 95%	> Training completion rates <sup>49</sup> : Code of Conduct (overhead staff): <b>97.1%</b> <sup>50</sup> Code of Conduct (operators): <b>89.18%</b> <sup>51</sup> Global Data Protection: <b>99.27%</b> <sup>50</sup> Cybersecurity: <b>89.53%</b>	On track

<sup>48</sup> These training figures are for all Autoneum employees including the acquired company.

<sup>49</sup> All training completion rates exclude UGN plants.

<sup>50</sup> Data for employees of the acquired company not included.

<sup>51</sup> Figure includes employees of external agencies.

## MANAGEMENT APPROACH SOCIOECONOMIC COMPLIANCE

Autoneum has established the Bribery, Corruption and Money Laundering Prevention Directive as a guiding framework for employees and stakeholders, emphasizing the Company's commitment to upholding the highest ethical standards in its operations. Additionally, the Company believes conducting due diligence on business partners and third-party associates is crucial in mitigating risks associated with bribery and corruption.

Autoneum acknowledges that dealing with authorities and government officials can be particularly sensitive as these interactions often carry elevated risks of bribery and corruption. Therefore, Autoneum has implemented a strict approach in such cases and does not permit the giving or promising of any cash payments or cash equivalents, gifts, entertainment nor any other contributions to public officials, irrespective of their value. This approach is also set out in our Bribery, Corruption and Money Laundering Prevention Directive.

Autoneum complies with all applicable antitrust and competition laws and regulations in all the countries in which it operates. The Company has a strict policy that no competitive sensitive information shall be exchanged among Autoneum, its joint ventures and joint venture partners. Autoneum raises awareness regarding this topic through trainings and the Leaflet on Exchange of Sensitive Information among Autoneum Group Companies and Joint Ventures.

The Bribery, Corruption and Money Laundering Prevention Directive emphasizes Autoneum's zero tolerance approach to corrupt business behavior and provides employees with clear guidance on how to avoid risks in this context. By actively combating corruption and anti-competitive behavior, Autoneum contributes to a more equitable society and a fair, market-oriented economy,

while ensuring that it avoids suppliers or sales markets with unethical business practices.

To ensure non-corrupt and competitive behavior among Autoneum's suppliers, the Code of Conduct for Suppliers also contains rules of conduct relating to material compliance and business ethics.

## MANAGEMENT APPROACH CHILD LABOR AND FORCED LABOR

The former Human- and Labor Rights Directive has been complemented by different aspects of social responsibility and governance and has been re-published under the new title ESG Directive. As with the previous version, it still builds on the Code of Conduct and explains among other topics the key principles of human and labor rights protection at Autoneum in detail, referring to international frameworks such as the UN Guiding Principles on Business and Human Rights and the International Bill of Human Rights.

The directive's purpose is to safeguard the highest standards throughout Autoneum. The topics of forced and child labor are a focus within Autoneum's ESG Directive. Through avoiding forced and child labor, we can positively and directly impact the living conditions and quality of life of individuals, communities and ecosystems.

Autoneum does not tolerate any form of forced and child labor within its operations or its supply chain. The prevention, detection and reporting of any violations are the responsibility of all Autoneum employees. The Company seeks compliance with human and labor rights regulations among its suppliers through its Code of Conduct for Suppliers, the Supplier Assessment Questionnaire (SAQ) and/or a Child Labor self-declaration (see Responsible supply chain management chapter on page 42).

## GOOD CORPORATE CITIZENSHIP – VISION 2025

Operational targets	Key achievements in 2023	Progress
Support social and community engagement activities of Autoneum employees	> The Company regularly reports on community and employee engagement events on the intranet and social media	On track
Implement local community engagement projects at all Autoneum locations on an annual basis	> Number of projects: <b>87</b> > Number of volunteers: <b>2 158</b> > Number of volunteering hours: <b>8 757</b>	On track

## MANAGEMENT APPROACH

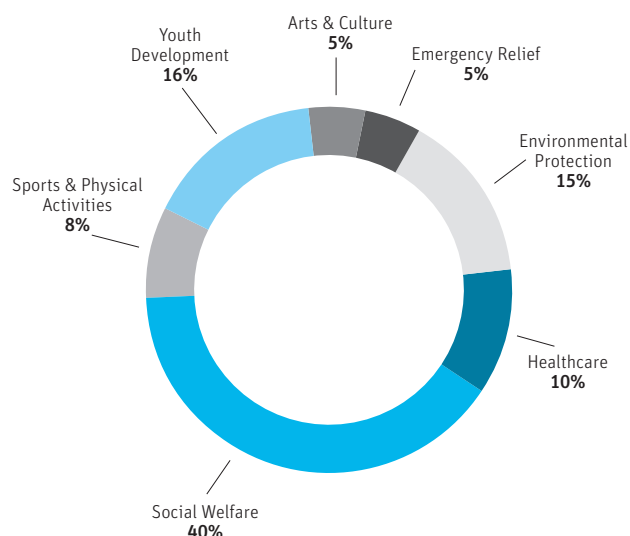
## LOCAL COMMUNITIES

With plants in 23 countries, constructive and lasting relationships with local communities are important to Autoneum. In line with Autoneum's commitment to act as a responsible corporate citizen, each site must implement at least one social engagement project annually that benefits the local community.

Through these community engagement projects, Autoneum can enhance well-being in the regions where the Company is located. Projects are developed based on proposals submitted by sites or from ideas identified jointly with the local community and reflect a wide range of focus areas from the environment to health and social welfare. Autoneum's Guideline for Contributions defines the rules and procedures for donations, sponsorships and community engagements on a global level.

## LOCAL COMMUNITY ENGAGEMENT PROJECTS

In 2023, Autoneum implemented 87 community projects across all four Business Groups including the acquired plants (2022: 67). The majority fall within the social welfare category. Around 2 158 Autoneum employees (2022: 1 917) played an active role as volunteers, investing more than 8 757 hours (about twelve months) in community engagement. Below is a summary of the Company's key projects in 2023.

COMMUNITY ENGAGEMENT PROJECTS 2023  
BY FOCUS AREA (INCLUDING ACQUIRED PLANTS)

## TOPIC HIGHLIGHT



## Making roads safer in India

The Behror plant took part in India's National Road Safety Week. Autoneum employees travelling to work by bike received high-visibility reflector tapes. A team of employees, supported by the local traffic police, took to the streets to distribute leaflets on road safety, along with chocolate and roses.

## TOPIC HIGHLIGHT



## UK workers get muddy to help kids

Twelve employees in Heckmondwike, UK took part in the 10-km Tough Mudder race, navigating 20+ obstacles to raise money to support Cash for Kids in North and West Yorkshire. The organization helps kids in the community affected by poverty, illness and neglect.



## MANAGEMENT APPROACH INDIRECT ECONOMIC IMPACTS

Autoneum is an important employer with a global workforce of 16 500 people, which has indirect economic impacts on those local communities. Autoneum invests in training and education for our employees (see the Fair & attractive workplace chapter on page 28) and the Company invests in measures to improve the health and safety of workers and the sustainability of its plants. Autoneum also recognizes the importance of providing young people with vocational training, and the Company offered 209 apprenticeships in 2023 (including the acquired plants).

In addition, the Company's indirect and direct spending on materials and services from a network of suppliers around the world impacts local economies. In 2023, Autoneum spent CHF 1 436 million on procurement, which has a meaningful impact on its direct and indirect suppliers. For more information, see the Responsible supply chain management chapter on page 42.

Autoneum is a strong driver of innovation within the automotive industry, with sustainability a focus throughout the process (see the Sustainable products & production processes chapter on page 16). Through its innovations, Autoneum helps lower the weight of cars and thus improve greenhouse gas and noise emissions, as well as improve the safety and comfort of the end customer.

### TOPIC HIGHLIGHT



## Running for the community in South Africa

A team of 20 colleagues from Autoneum's joint venture plant in Rosslyn, South Africa took part in the Women's Day Walk (part of the 2023 SPAR Women's Challenge). The race's entry fees were donated to four organizations supporting those in need, children with cancer and people with mental illness.

### TOPIC HIGHLIGHT



## Raising funds for palliative care in Canada

Employees at the plant in Tillsonburg, Canada organized an annual fundraising barbecue event, raising money to support Sakura House, a local residential facility that provides 24-hour palliative care at no cost to patients or their families.

### TOPIC HIGHLIGHT



## New apprentices begin journey at Bocholt

In August 2023, the Bocholt plant extended a warm welcome to its eleven talented apprentices. They kicked off their orientation week with a hearty breakfast, followed by a meeting with dedicated training representatives and a comprehensive introduction to the various departments at the Bocholt plant. A safety-focused training session ensured the apprentices are well-prepared for their future roles as textile laboratory technicians, electronics technicians or industrial mechanics.

Beyond the enjoyment, the orientation week aimed to cultivate relationships among peers and colleagues, fostering an environment of collaboration and achievement.





# Responsible supply chain management

We are committed to continuously increasing the transparency of our supply chain, working together with suppliers on improving their environmental, social and ethical performance. We take responsibility by minimizing negative impacts through responsible procurement practices and handling of conflict minerals, as well as through environmental and social assessments of our suppliers. By sourcing responsibly and sustainably, we aim to fulfill the expectations of our stakeholders.

## OVERVIEW OF THE MATERIAL TOPICS

Autoneum supplies automobile manufacturers around the world with components for the interior floor, underbody and engine bay. The Company operates 66 production facilities worldwide and is active in 23 countries, creating substantial demand in direct spend (materials that are directly incorporated in a product) and indirect spend (goods and services supporting the production process, such as machinery, energy and travel services). Autoneum's total procurement spend in 2023 amounted to CHF 1 436 million.

For Autoneum, the topic of responsible procurement offers more than just operational advantages such as higher product quality and shorter lead times. Rather, Autoneum sees responsible procurement as an opportunity to help shape markets and sourcing practices to become more sustainable, ensure the safety of end customers, create new jobs and attract further investment to less favored regions. By integrating sustainability into procurement, Autoneum can manage risks opportunities for sustainable environmental, social and economic development.

Autoneum is aware of the potential environmental, social and governance risks within the automotive

supply chain. There are materials produced by our suppliers with chemical or textile processing that carry certain risks of pollution and require specific waste treatment methods. In addition, there needs to be a focus on energy management for materials where production is energy intensive. Finally, the Company buys materials from labor-intensive industries and from suppliers located in regions where there may be a high risk of environmental and social impacts.

In order to address these concerns, Autoneum ensures that all suppliers comply with material regulations through various tools and systems. In addition, the Company asks our suppliers to comply with the Code of Conduct for Suppliers, which reflects the latest environmental, social and governance (ESG) regulations and the requirements of its customers in the automotive industry.

### Autoneum has identified three material topics in relation to responsible supply chain management:

- › **Procurement practices**
- › **Supplier environmental and social assessments**
- › **Material compliance**

In terms of the assessed risks within this dimension, please consult the risk table on pages 8-10.

## RESPONSIBLE SUPPLY CHAIN MANAGEMENT<sup>52</sup> – VISION 2025

Operational targets	Key achievements in 2023	Progress
Implement and maintain responsible procurement and practices based on ISO 20400 guidance for sustainable procurement	› Risk assessment of Global Material Families in place. Regular follow-up meetings with suppliers with regard to CO <sub>2</sub> emissions reductions, as well alignment with ESG requirements.	On track
Ensure that all Autoneum suppliers comply with the Code of Conduct for Suppliers	› The Supplier Code of Conduct was intensively revised and updated in line with new legislation and requirements and distributed to Autoneum's supply chain in 2023.	On track
Establish supplier risk monitoring system and manage risks on an on-going basis	› Sustainability self-assessment campaign conducted again in 2023, with the updated version incorporating new legislations and requirements in place to ensure human rights protection by our suppliers' and their supply chains.	On track
Establish supplier audit mechanism and conduct regular on-site audits	› Autoneum reserves the right to have any of its suppliers audited to confirm compliance with Autoneum requirements at any time.	On track
Strengthen and expand Company-wide Material compliance framework	› Autoneum updated the system for compliance management for R&T, DEC and plant engineers and has a new interface offering improved useability	On track

<sup>52</sup> Preparatory work for the introduction of the Code of Conduct for Suppliers and the sustainability self-assessment campaign for suppliers of the acquired plants was initiated in 2023 and will be rolled out in 2024.

## MANAGEMENT APPROACH PROCUREMENT PRACTICES

Autoneum's supplier universe currently consists of 1 562 direct spend suppliers and around 11 000 indirect spend suppliers. Autoneum's purchasing organization operates in four Business Groups: North America, Europe, Asia and SAMEA (South America, Middle East and Africa). Depending on the Autoneum locations served, the Company differentiates between local, regional and global suppliers.

The Global Procurement Leader organization is responsible for analyzing global supply chain risks, implementing standards and specifications, improving transparency and forecasting volatile market requirements.

**To qualify for the Autoneum Blue label, components must be based on materials that consist of at least 30% recycled PET.**



With most suppliers, Autoneum has business relationships that last at least five and up to more than 15 years. The Company believes long-term relationships with suppliers help to develop a more effective supply chain that can have a positive impact on costs and customer service. These relationships are also necessary to realize the Company's ambitions around sustainability, as it takes many years to implement requirements such as switching to green energy, investing in recycling facilities or developing strategies to increase recycling.

As part of the commitments made in the Advance Sustainability Strategy 2025, Autoneum checks its procurement management framework annually against the requirements of the ISO 20400 sustainable procurement guidance.

Autoneum is also focusing on developing product innovations that use more recycled material. With the new sustainability label Autoneum Blue, for example, Autoneum combines the use of recycled materials with social responsibility, contributing to a region's economical development while helping to protect the oceans (for more information see page 20).

## COMPLIANCE MEASURES

Within the direct spend category, Autoneum sources materials from a total of 57 direct material families. Of these, the Company has identified ten Global Material Families that are of strategic importance to Autoneum as they contain materials that are used by most of its operations globally. These include aluminum, yarn, mixed fibers, plastics, reclaimed cotton and polyester, among others.

Autoneum is committed to ensuring the suppliers for direct and indirect spend comply with existing environmental and social regulations worldwide through the following measures:

- > All of Autoneum's suppliers must confirm compliance with all relevant regulations. This is primarily done via registration in the International Material Data System (IMDS), the material data system of the automotive industry, and includes declarations for all materials that use conflict minerals.
- > Autoneum requires periodic verification of material compliance using our Compliance Process Management Tool (CPM Tool). This ensures compliance with evolving regulations and also confirms compliance in the early project stage before IMDS submission is feasible.
- > During registration for the CPM Tool, Autoneum requires approval for the Code of Conduct for Suppliers (see page 45).

Autoneum's third-party due diligence manual explains how the Company assesses a supplier's environmental, social, legal and compliance/governance aspects for existing and future business relationships. This process serves to assess and mitigate risks related to suppliers' business activities (i.e., due diligence). This manual was sent to all of Autoneum's direct, tool and equipment suppliers in 2022. Autoneum intends to distribute this manual to suppliers of the acquired company in 2024.

## ADDRESSING UPSTREAM EMISSIONS

A significant proportion of the emissions associated with Autoneum's products are attributable to upstream process stages. This is why Autoneum contacts suppliers with the highest CO<sub>2</sub> emissions to share Scope 3 emissions reduction targets that are aligned with Autoneum's commitment to reduce CO<sub>2</sub> emissions by 20% by the end of 2027. The Company holds regular



follow-up meetings with them each quarter to discuss decarbonization opportunities and ways to increase recycling ratios and energy efficiency projects at their production sites – measures that can help Autoneum and its suppliers jointly achieve the Company's emission targets. The requested information includes:

- › Improved traceability: Autoneum requires corresponding certificates or evidence from suppliers, e.g., life-cycle assessment (LCA) or third-party audit reports such as Environmental Product Declarations (EPDs).
- › The CO<sub>2</sub> emission factor (Cradle to Gate, GWP in kgCO<sub>2</sub>/kg) supported by a published LCA or EPD.
- › The average recycled content of their materials/components.
- › Plans to improve the sustainability of their materials/components.
- › Any alternative products that could help Autoneum reduce its carbon footprint, including lightweighting, improved material efficiency, reduction of material complexity and enabling recycling both in the processing and end-of-life stages.

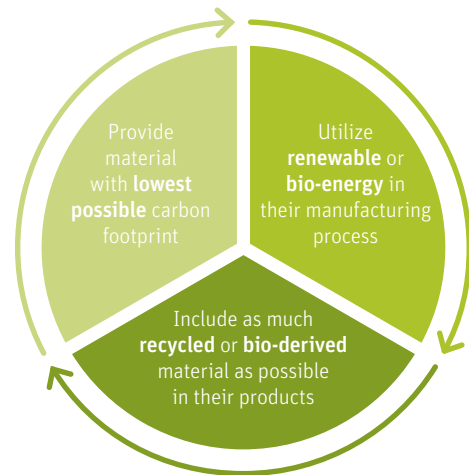
#### CODE OF CONDUCT FOR SUPPLIERS

Autoneum updated its Code of Conduct for Suppliers in 2023 to reflect an increased focus on environmental and human rights, including decarbonization, reuse and recycling, biodiversity, land use and deforestation, animal welfare, soil quality and noise emissions. Autoneum requires suppliers to comply with the Code of Conduct and has no interest in developing business collaborations with suppliers that refuse to comply. The Code of Conduct for Suppliers defines key principles in the following areas:

- › Human and labor rights
- › Health and safety
- › The environment
- › Material compliance and business ethics

The inclusion of ESG requirements in the Code of Conduct for Suppliers reflects Autoneum's dedication to sustainable business practices and its recognition of the growing importance of addressing environmental impact, social responsibility and effective corporate governance. By incorporating these requirements into the Code of Conduct for Suppliers, Autoneum aims to foster a more sustainable and responsible supply chain that benefits all stakeholders involved. The revised document outlines the new ESG requirements and industry demands that will now govern the Company's relationship with suppliers. Autoneum requests suppliers understand these requirements and take the necessary steps to ensure compliance within their organizations. Autoneum's Code of Conduct for Suppliers also plays a crucial role in ensuring suppliers assess and address their own environmental impacts.

#### HOW SUPPLIERS CAN CONTRIBUTE TO CLIMATE PROTECTION



#### SUPPLIERS' CONTRIBUTION TO HUMAN RIGHTS

Human rights and working conditions are becoming an area of legislative focus across the globe. New legislations in recent years such as Germany's Act on Corporate Due Diligence and the Uyghur Forced Labor Prevention Act in the USA ensure human rights protection throughout the supply chain.

Autoneum's requirements in the social sphere now encompass ethical recruiting, non-discrimination and harassment, women's rights, diversity, equity and inclusion, rights of minorities and indigenous peoples, land, water, forest rights and forced eviction and use of private or public security forces.

Autoneum's Legal Counsel developed a separate Child Labor Self-Declaration for suppliers in 2022 that was distributed for approval. Autoneum intends to send this declaration to suppliers of the acquired company in 2024.

#### MANAGEMENT APPROACH

### SUPPLIER ENVIRONMENTAL AND SOCIAL ASSESSMENTS

#### SUSTAINABILITY ASSESSMENT QUESTIONNAIRE

Autoneum used the Sustainability Assessment Questionnaire (SAQ) once again in 2023 to assess its supplier base, among other tools. The SAQ is aligned with the Global Automotive Sustainability Guiding Principles and focuses on enhancing sustainability performance in the supply chain by assessing policy and practice in the areas of human rights and environmental sustainability, health and safety, business ethics and compliance, responsible sourcing of raw materials and responsible supplier management.

The SAQs are provided and retrieved via a service provider's supplier assurance platform developed specifically for automotive supply chains. Autoneum has a sustainability risk analysis mechanism, which

identifies where there is a potentially higher occurrence of environmental, social and ethical risks in the supply chains of eight key materials. For these, Autoneum has identified the top 125 suppliers in terms of business volume with Autoneum across all our Business Groups. We invite these suppliers to conduct the sustainability self-assessment via the supplier assurance platform. The SAQ has been conducted annually since 2019. Suppliers for the acquired company will be included in the SAQ in 2024.

## SUPPLIER QUALITY ASSESSMENT

Autoneum conducts a Supplier Quality Assessment (SQA), an internal audit mechanism that assesses numerous factors related to quality, health and safety and the environment for its supply chain.

In 2023, Autoneum updated its Supplier Quality Manual to reflect recent developments and expectations in terms of ISO 50001 certification. In line with automotive industry sustainability guiding principles and Autoneum sustainability targets, the Company's procurement teams will work even more closely with suppliers in the future to pursue our goals and implement the necessary measures in the supply chain. Furthermore, due to various new regulatory requirements, especially in the European Union and USA, Autoneum is exploring alternative solutions such as external service provider support to enhance Autoneum's risk management program. Opportunities for services include audits/assessments, CAP management and supplier engagement to help Autoneum effectively implement, monitor and remediate noncompliance.

## MANAGEMENT APPROACH

### MATERIAL COMPLIANCE

Material compliance is essential to protect the health and safety of the end consumer who drive cars equipped with Autoneum components. Autoneum recorded no incidents concerning the health and safety impacts of its products in 2023.

The Company uses the best practice CPM Tool to ensure supplier compliance with material specifications and thresholds defined by legal regulatory frameworks such as REACH<sup>54</sup> and GADSL<sup>55</sup>, as well as those specified by automobile manufacturers. The tool allows Autoneum to maintain a comprehensive database of these requirements and helps the Company and its suppliers monitor any changes in a single platform. For all functions involved in defining the materials used in Autoneum products, there is an e-learning program that covers important material compliance topics.

## CONFLICT MATERIALS

Special attention is paid to so-called conflict minerals. Such minerals are gold or ores used for the production of tin, tantalum or tungsten that are tied in any way to the armed conflict in the Democratic Republic of the Congo (DRC). By monitoring the origin and the use of conflict minerals, Autoneum lowers the violation of human and labor rights and the financing of armed conflicts. By influencing suppliers to avoid purchasing conflict materials and by protecting human rights in the supply chain, Autoneum's reputational risk can be reduced and customer expectations met.

As an organization, Autoneum does not purchase conflict minerals directly. However, some suppliers use these materials in additives or catalysts employed in the production of materials purchased by Autoneum. Consequently, the amount of conflict minerals in materials used by Autoneum is very low. Autoneum uses the IMDS to check and document the materials sourced from suppliers. In addition, suppliers selected as part of the third-party risk assessment will be reviewed using the SAQ.

Through IMDS, Autoneum will be notified if the products supplied contain any conflict minerals. Furthermore, the Company ensures that it only works with suppliers that use minerals from mines and smelters that have been verified through a responsible minerals sourcing validation program such as the Responsible Minerals Assurance Process (RMAP).

For the Company's activities in the USA, purchased materials must comply with the Dodd-Frank Act, which requires all companies that manufacture in the USA to ensure that the raw materials they use do not involve conflict minerals. As a global supplier Autoneum requires all suppliers who declare a conflict mineral content in the IMDS system to audit their mineral supply chains on an annual basis and to disclose whether any of the minerals originated in the DRC or a neighboring country. This allows Autoneum to comply with existing conflict minerals requirements in the USA and EU regulations. Autoneum requires the use of the Conflict Mineral Reporting Template (CMRT) and Extended Mineral Reporting Template (EMRT).

Autoneum submits a Company-wide CMRT to its customers annually. A separate EMRT is completed annually for cobalt and is also reported along with the CMRT. The CMRT and EMRT are free, standardized reporting templates developed by the Responsible Minerals Initiative (RMI). They facilitate the sharing of information on the origin of minerals in the supply chain, as well as the smelters and refiners used. As of January 4, 2024, 95% of all identified suppliers fulfilled their conflict minerals reporting obligations to Autoneum by providing a CMRT to the Company.

<sup>53</sup> Registration, Evaluation, Authorization and Restriction of Chemicals (EC 1907/2006).

<sup>54</sup> Global Automotive Declarable Substance List.

# GRI content index



CONTENT INDEX  
ESSENTIALS SERVICE

2024

Autoneum has reported in accordance with the GRI Standards for the period January 1, 2023 to December 31, 2023. For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders. The service was performed on the English version of the report.

Autoneum publishes an annual Corporate Responsibility Report (CRR). The report for 2023 was issued on March 13, 2024. The contact person for matters relating to this CRR is Claudia Güntert, Head Corporate Communications (corporate.responsibility@autoneum.com).

GRI 1 used: GRI 1: Foundation 2021

Applicable GRI Sector Standard: none

## General Disclosures

GRI Standard	Disclosure	Location* / information	Omission (requirement omitted, reason, explanation)
GRI 2: General Disclosures 2021	<b>THE ORGANIZATION AND ITS REPORTING PRACTICES</b>		
	2-1 Organizational details	CRR 23, p. 4	
	2-2 Entities included in the organization's sustainability reporting	If not stated otherwise: Autoneum and its consolidated subsidiaries (AR 23, p. 149)	
	2-3 Reporting period, frequency and contact point	CRR 23, p. 47	
	2-4 Restatements of information	None	
	2-5 External assurance	None	
	<b>OPERATIONS AND WORKERS</b>		
	2-6 Activities, value chain and other business relationships	CRR 23, p. 4-6	
	2-7 Employees	CRR 23, p. 32	
	2-8 Workers who are not employees		Information unavailable/incomplete: Autoneum currently does not systematically collect data on the number of workers who are not employees and whose work is controlled by the organization. Corresponding data collection is currently being developed.
	<b>GOVERNANCE</b>		
	2-9 Governance structure and composition	AR 23, p. 81	
	2-10 Nomination and selection of the highest governance body	AR 23, p. 81	
	2-11 Chair of the highest governance body	AR 23, p. 84	
	2-12 Role of the highest governance body in overseeing the management of impacts	CRR 23, p. 12-13, AR 23, p. 87	
	2-13 Delegation of responsibility for managing impacts	CRR 23, p. 12-13, AR 23, p. 87	
	2-14 Role of the highest governance body in sustainability reporting	CRR 23, p. 12-13	
	2-15 Conflicts of interest	AR 23, p. 88-89	
	2-16 Communication of critical concerns	CRR 23, p. 13-14	
	2-17 Collective knowledge of the highest governance body	AR 23, p. 86	
	2-18 Evaluation of the performance of the highest governance body	AR 23, p. 168-169	
	2-19 Remuneration policies	AR 23, p. 168-169	
	2-20 Process to determine remuneration	AR 23, p. 168-169	
	2-21 Annual total compensation ratio		Information unavailable/incomplete: Autoneum currently does not have complete data for calculating the ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees.
	<b>STRATEGY, POLICIES AND PRACTICES</b>		
	2-22 Statement on sustainable development strategy	CRR 23, p. 3	
	2-23 Policy commitments	CRR 23, p. 37	
	2-24 Embedding policy commitments	CRR 23, p. 37-38	
	2-25 Processes to remediate negative impacts	CRR 23, p. 14	
	2-26 Mechanisms for seeking advice and raising concerns	CRR 23, p. 12-14, 38	
	2-27 Compliance with laws and regulations	CRR 23, p. 22, 37, 39, 44, 46	
	2-28 Membership associations	CRR 23, p. 7	
	<b>STAKEHOLDER ENGAGEMENT</b>		
	2-29 Approach to stakeholder engagement	CRR 23, p. 7	
	2-30 Collective bargaining agreements	CRR 23, p. 32	

\*AR 23: Autoneum Annual Report 2023 | CRR 23: Autoneum Corporate Responsibility Report 2023.



## Material topics

GRI Standard	Disclosure	Location* / information	Omission (requirement omitted, reason, explanation)
	<b>MATERIALITY ANALYSIS AND LIST OF MATERIAL TOPICS</b>		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	CRR 23, p. 14	
	3-2 List of material topics	CRR 23, p. 14	
	<b>MATERIALS</b>		
	3-3 Management of material topics	CRR 23, p. 18-20	
	<b>INNOVATION OF RESOURCE-EFFICIENT PRODUCTS</b>		
	3-3 Management of material topics	CRR 23, p. 18-20	
	<b>ECONOMIC PERFORMANCE</b>		
	3-3 Management of material topics	CRR 23, p. 14, AR, p. 98	
	<b>NOISE REDUCTION OF VEHICLES</b>		
	3-3 Management of material topics	CRR 23, p. 21	
	<b>PRODUCT WEIGHT REDUCTION</b>		
	3-3 Management of material topics	CRR 23, p. 22	
	<b>ENVIRONMENTAL COMPLIANCE</b>		
	3-3 Management of material topics	CRR 23, p. 22	
	<b>ENERGY/EMISSIONS</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	CRR 23, p. 23-24	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	CRR 23, p. 26	
	302-2 Energy consumption outside of the organization	CRR 23, p. 24, 26	
	302-3 Energy intensity	CRR 23, p. 24	
	302-4 Reduction of energy consumption	CRR 23, p. 24	
	302-5 Reductions in energy requirements of products and services	CRR 23, p. 26	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	CRR 23, p. 24, 26-27	
	305-2 Energy indirect (Scope 2) GHG emissions	CRR 23, p. 24, 26-27	
	305-3 Other indirect (Scope 3) GHG emissions	CRR 23, p. 24, 26-27	
	305-4 GHG emissions intensity	CRR 23, p. 24, 26-27	
	305-5 Reduction of GHG emissions	CRR 23, p. 24, 26-27	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	CRR 23, p. 24, 26-27	

\*AR 23: Autoneum Annual Report 2023 | CRR 23: Autoneum Corporate Responsibility Report 2023.

GRI Standard	Disclosure	Location* / information	Omission (requirement omitted, reason, explanation)
<b>WATER &amp; EFFLUENTS</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	CRR 23, p. 25	
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	CRR 23, p. 25-27	
	303-5 Water consumption	CRR 23, p. 25-27	
<b>WASTE</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	CRR 23, p. 25	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	CRR 23, p. 25	
	306-2 Management of significant waste-related impacts	CRR 23, p. 25	
	306-3 Waste generated	CRR 23, p. 25-27	
	306-4 Waste diverted from disposal	CRR 23, p. 25-27	
	306-5 Waste directed to disposal	CRR 23, p. 25-27	
<b>EMPLOYEE ENGAGEMENT</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	CRR 23, p. 30	
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	CRR 23, p. 30	
<b>TRAINING &amp; EDUCATION</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	CRR 23, p. 30-31	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	CRR 23, p. 30	
<b>DIVERSITY &amp; EQUAL OPPORTUNITY</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	CRR 23, p. 31	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	CRR 23, p. 31-32	
<b>OCCUPATIONAL HEALTH &amp; SAFETY</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	CRR 23, p. 32-35	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	CRR 23, p. 32-33	
	403-5 Worker training on occupational health and safety	CRR 23, p. 33-34	
	403-6 Promotion of worker health	CRR 23, p. 34	
	403-8 Workers covered by an occupational health and safety management system	CRR 23, p. 35	
	403-9 Work-related injuries	CRR 23, p. 35	

\*AR 23: Autoneum Annual Report 2023 | CRR 23: Autoneum Corporate Responsibility Report 2023.

GRI Standard	Disclosure	Location* / information	Omission (requirement omitted, reason, explanation)
<b>ANTI-CORRUPTION &amp; ANTI-COMPETITIVE BEHAVIOR</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	CRR 23, p. 37-38	
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	CRR 23, p. 37-38	
	205-3 Confirmed incidents of corruption and actions taken	CRR 23, p. 38	
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	CRR 23, p. 38	
<b>SOCIOECONOMIC COMPLIANCE</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	CRR 23, p. 39	
<b>CHILD LABOR &amp; FORCED LABOR</b>			
	3-3 Management of material topics	CRR 23, p. 39	
<b>LOCAL COMMUNITIES</b>			
	3-3 Management of material topics	CRR 23, p. 40	
<b>INDIRECT ECONOMIC IMPACTS</b>			
	3-3 Management of material topics	CRR 23, p. 41	
<b>PROCUREMENT PRACTICES</b>			
	3-3 Management of material topics	CRR 23, p. 44-45	
<b>SUPPLIER SOCIAL ASSESSMENT</b>			
	3-3 Management of material topics	CRR 23, p. 45-46	
<b>SUPPLIER ENVIRONMENTAL ASSESSMENT</b>			
	3-3 Management of material topics	CRR 23, p. 45-46	
<b>MATERIAL COMPLIANCE</b>			
	3-3 Management of material topics	CRR 23, p. 46	

\*AR 23: Autoneum Annual Report 2023 | CRR 23: Autoneum Corporate Responsibility Report 2023.



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### Legal Note

#### Cautionary statement on forward-looking information:

All statements in this CR Report which do not refer to historical facts are forecasts for the future that include no representations or warranties, express or implied, as to the accuracy or completeness of the information provided in this CR Report and any liability whatsoever is disclaimed. Forward-looking information is based on current expectations, estimates and projections about factors that may affect the Group's future performance. These expectations, estimates and projections are generally identifiable by statements containing words such as 'expects,' 'estimates,' 'targets,' 'aim,' 'outlook' or similar expressions.

There are numerous risks, uncertainties and other factors, many of which are beyond Autoneum's control, that could cause Autoneum's actual results to differ materially from the forward-looking information and statements made in this CR Report and that could affect Autoneum's ability to achieve its stated targets. The important factors that could cause such differences include, among others: global economic conditions, exchange rates, legal provisions, market conditions, activities by competitors and other factors outside Autoneum's control. Although Autoneum believes that its expectations reflected in any such forward-looking statements are based on reasonable assumptions, it can give no assurance that those expectations will be achieved.

For the purposes of this CR Report, unless the context otherwise requires, the term 'the Company' means Autoneum Holding AG, and the terms 'Autoneum,' 'the Group,' 'we' and 'our' mean Autoneum Holding AG and its consolidated subsidiaries, unless the context requires otherwise.

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