

Corporate Responsibility Report 2018

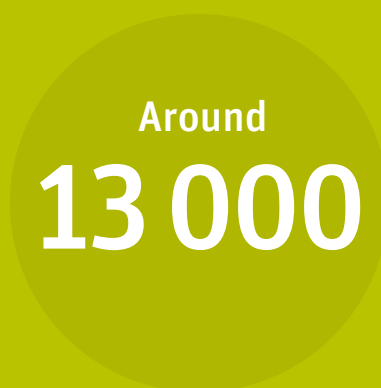




Four **Business Groups**



Production facilities
worldwide



Employees globally



Represented in
25 countries

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Foreword



Dear reader,

2018 was a challenging year for Autoneum. A combination of factors – such as geopolitical tensions, new trade barriers, increasing raw material prices and softening demand – led to a significant cool-down of the previously booming automobile market. This has adversely affected automotive manufacturers and suppliers alike. The unfavorable economic environment combined with internal operational challenges had a negative impact on Autoneum's financial performance as well.

These circumstances do not affect our determination to become the Corporate Responsibility benchmark among our industry peers. On the contrary: In 2018, we went ahead at full speed with the implementation of the Advance Sustainability Strategy 2025. This has yielded excellent results in some areas already. For instance, we have implemented 82 eco-efficiency projects globally, which is an all-time record. By further expanding our reclaiming and recycling capacities we have managed to reduce our landfill waste intensity. Finally, we have also identified our three least sustainable products and developed eco-friendly alternatives for two of them. These are already being promoted to our customers.

However, after the first year of implementation of the Advance Sustainability Strategy 2025, it is also clear that there is still a lot of work to do. In 2018 we gave another boost to our programs aimed at improving occupational health and safety, but progress towards our ambitious targets in this area is still modest. Furthermore, we only slightly increased the share of women in management positions at Autoneum and it will take time and effort until we reach the desired 30%. Finally, we only managed to lay the groundwork in the area of responsible supply chain

management. The initial major steps, such as implementing a system for monitoring supplier sustainability, are planned for 2019. All these results – whether they are excellent or modest – inspire us to do more and to improve.

In economic terms, 2019 will be no less challenging than the previous year. Our commitment to creating value for our customers and shareholders remains unwavering. At the same time, we are aware of how deeply embedded we are in the societies and ecosystems that surround us. Therefore, in every decision we make, the potential environmental, social and ethical impacts must be carefully evaluated. Autoneum's success cannot come at the cost of a sustainable future. Our Strategic Focus Area "Advance Sustainability" provides the framework and all necessary tools for Autoneum to do business responsibly across all regions and countries where we operate.

Martin Hirzel
Chief Executive Officer

Strategy and management approach

Autoneum continuously implements the six strategic priorities set out in its corporate strategy. These are complemented by four Strategic Focus Areas that ensure the Company is well-prepared for future market challenges and opportunities.

Technological expertise, an innovative product portfolio and a global presence geared towards customer needs and market demands are the key factors behind Autoneum's success. In order to further expand its global leadership in acoustic and thermal management, Autoneum maintains an unwavering focus on the implementation of its six strategic priorities. Prior to every business decision we evaluate whether it is in line with these priorities and how it contributes to their fulfillment. Autoneum's High Performance Culture, reinforced by its principles and values, forms the basis of this strategy.

Autoneum's values and principles

A strategy geared only towards business success is not sustainable in the long term. At Autoneum, we have a High Performance Culture. This means that we expect our employees to perform at their best. At the same time, we provide the support necessary for their personal and professional development and enhance employee well-being by creating a safe, motivating and inclusive working environment. 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. These values represent our Company the way we want it to be. We adhere to them in all our decisions and actions. This enables us to always act in line with our long-term principles: Delight your customers | Enjoy your work | Fight for profits.

Strategic Focus Areas 2025

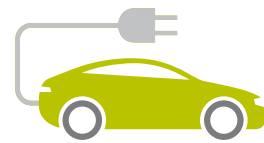
In order to be able to flexibly adapt to new challenges and market opportunities, Autoneum has defined four Strategic Focus Areas which will decisively shape the Company's development trajectory towards 2025. Each Focus Area is comprised of a set of Group-wide initiatives with dedicated resources. "Accelerate Asia" represents our long-term growth strategy in the region, especially in China, the largest automotive market in the world. "Innovate for New Mobility" stands for Autoneum's ambi-

tion to be the partner of choice for customers in the area of acoustic and thermal management for electric cars, autonomous driving and other emerging forms of mobility. "Drive Digitalization" will ensure that the Company's processes are progressively adapted to the requirements of a digital future, further contributing to operational efficiency. Finally, the Focus Area "Advance Sustainability" ensures that while we conduct business profitably, we also manage human and natural resources responsibly and preserve a healthy and safe world for future generations.

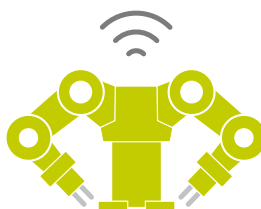
Strategic Focus Areas 2025



Accelerate Asia



Innovate for New Mobility



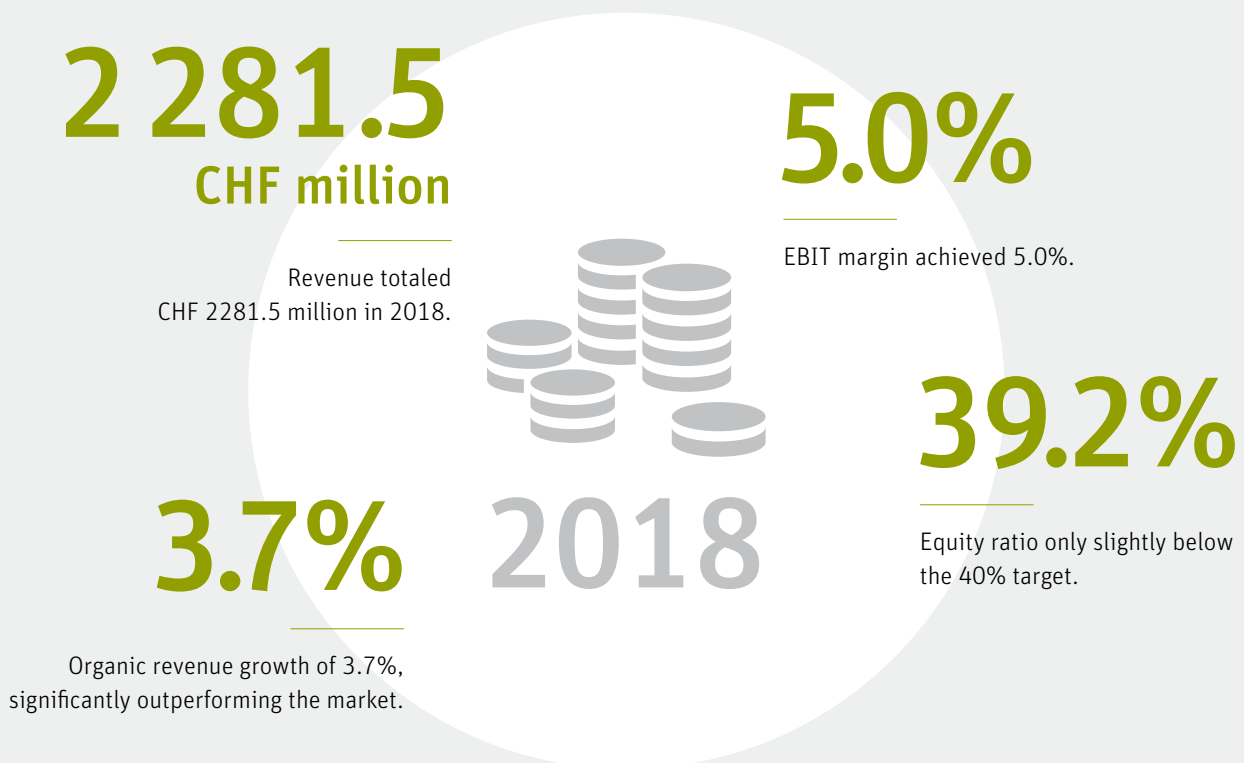
Drive Digitalization



Advance Sustainability

Economic performance

In 2018, Autoneum grew faster than the market, but despite the strong performance of the Business Groups Europe and SAMEA, Group profitability could not be maintained at the previous year's high level. The financial results were impacted by operational inefficiencies in the USA, expansion in Asia as well as increasing raw material prices and rising labor costs in Eastern Europe and China.



For the first time since the economic crisis in 2009, the number of vehicles produced worldwide in 2018 fell compared to the previous year. In this difficult market environment, Autoneum significantly increased its revenue in all regions except North America thanks to a favorable model mix. The Company recorded organic growth, adjusted for currency, hyperinflation and divestment effects, of 3.7% in 2018. Revenue consolidated in Swiss francs rose by

3.4% from CHF 2205.4 million¹ to CHF 2281.5 million. Operational inefficiencies in particular related to model ramp-ups in the USA, the key North American market, and expansion in Asia as well as increasing raw material prices and rising labor costs in Eastern Europe and China had an impact on the Group's profitability. Continued high production efficiency combined with optimal capacity utilization in Europe as well as the adjustment of capacity to the market

potential of the SAMEA region had a positive impact on the result, but was unable to offset the decline in North America and Asia. EBIT decreased to CHF 114.1 million and the EBIT margin to 5.0%. At the same time, in 2018 Autoneum again made substantial investments in the development and expansion of global production capacity. Investments in tangible assets totaled CHF 162.6 million.

¹The 2017 figures have been restated to reflect the adoption of IFRS 15.

Corporate Responsibility framework

An aerial photograph of a suspension bridge spanning a lush green forest. The bridge has two main concrete pillars and numerous green suspension cables. A single red car is visible on the road in the lower half of the image. The text 'Corporate Responsibility framework' is overlaid in the top left corner.

Autoneum has committed itself to become the Corporate Responsibility benchmark among its industry peers. This commitment is underlined by the Advance Sustainability Strategy 2025, which defines a set of ambitious environmental, social and ethical targets to be applied across the Group.

Advance Sustainability Strategy 2025²

Autoneum's Advance Sustainability Strategy 2025 defines the Company's long-term vision in four dimensions of Corporate Responsibility. Each dimension contains a set of strategic targets (see overview on page 9). These are supported by operational targets. Systematic implementation is ensured with the help of action plans that were developed in cooperation with key Corporate Functions: Research & Technology, Manufacturing, Human Resources and Legal & Compliance. Autoneum discloses its progress towards the targets on an annual basis (see the thematic chapters in this report).

Governance

The Group Corporate Responsibility function coordinates and advances all activities related to the environmental, social and ethical performance of Autoneum. The Corporate Responsibility Steering Committee, consisting of the CEO, the CFO and key Function Heads, oversees the implementation of the Advance Sustainability Strategy 2025, monitors the environmental, social and ethical performance, manages risks and defines opportunities for improvement.

Risk management

Autoneum maintains a Risk Management System and procedures for identifying, reporting and managing risks. The Company regularly assesses general business-related risks such as strategic, operational, financial and litigation risks. At the same time, specific risks with Corporate Responsibility components – political, legal and compliance, organizational, environmental and occupational safety risks – are also evaluated. An aggregate review of all identified risks and the measures to address them is performed on a semi-annual basis by the Risk

Council, consisting of the Business Group Controllers and all Heads of Corporate Functions. The review results are reported in the Risk Report to the Board of Directors and Group Executive Board.

Stakeholder engagement³

In order to gain a holistic understanding of Autoneum's key Corporate Responsibility risks and opportunities, we engage in regular dialog with the major stakeholder groups in our stakeholder ecosystem. The various forms of engagement are described in the table "Autoneum in dialog".



Autoneum in dialog⁴

Employees

Dialog between employees and managers, satisfaction surveys, idea management, intranet, digital collaboration platforms

Customers

Development process of products and services, in-house fairs on customer premises, media, social media

Financial community

Shareholder meetings, dialog with financial institutions and analysts

Research

Cooperation with universities, scientific lead or participation at conferences, hosting of students on R&T projects

Media & public

Communication through website, publications, advertising, social media and media events

Local communities

Community engagement projects, plant visits, neighborhood dialog, open door events, one-on-one dialog with local authority representatives

Civil society

Inquiries, collaboration projects, memberships

Industry associations⁵

Memberships in various organizations, event hosting, participation in working groups

²Formerly "Corporate Responsibility Strategy 2025".

³Covering the disclosures GRI 102-42 and GRI 102-43.

⁴Covering the disclosures GRI 102-40, GRI 102-42 and GRI 102-43.

⁵In 2018, Autoneum's industry association memberships included: Swissholdings, Swissmem, European Union Chamber of Commerce in China, Shanghai Association of Enterprise with Foreign Investment, Society of Indian Automobile Manufacturers, National Association of Brazilian Auto Parts Manufacturers (Sindipeças).

Materiality assessment⁶

Autoneum has identified the Corporate Responsibility issues that are most relevant to its stakeholders using a materiality assessment. The results were discussed in an internal workshop

where the perspectives of subject matter experts from key Corporate Functions at Autoneum as well as external stakeholder groups were systematically collected. The results were finalized in a review by Autoneum's top manage-

ment. The topics defined as material for Autoneum were selected for consideration within the GRI reporting framework – see the table “Focus areas and GRI topics”. The materiality assessment will be updated in 2020.

Focus areas and GRI topics⁷**Economic**

Economic performance | Indirect economic impacts | Anti-corruption | Anti-competitive behavior

**Environmental**

Materials | Energy | Water | Emissions | Effluents and waste | Environmental compliance

**Social**

Occupational health & safety | Training & education | Diversity & equal opportunity | Non-discrimination | Human rights assessment | Local communities | Customer health & safety | Socio-economic compliance

Transparency and reporting

This report has been written in accordance with the GRI Standards: Core option. It provides a comprehensive overview of Autoneum's Corporate Responsibility activities while addressing all material topics. The report was submitted to the GRI Materiality Disclosures Service.

In 2018, Autoneum also reported on its environmental performance through the CDP platform (formerly Carbon Disclosure Project). In the Climate Change module, the Company has improved its score to B (2017: C). In the Supplier Engagement and Water modules, Autoneum achieved a C score.

This report provides a comprehensive overview of Autoneum's Corporate Responsibility activities while addressing all material topics.

⁶Covering the disclosures GRI 102-43, 102-44 and GRI 102-46.

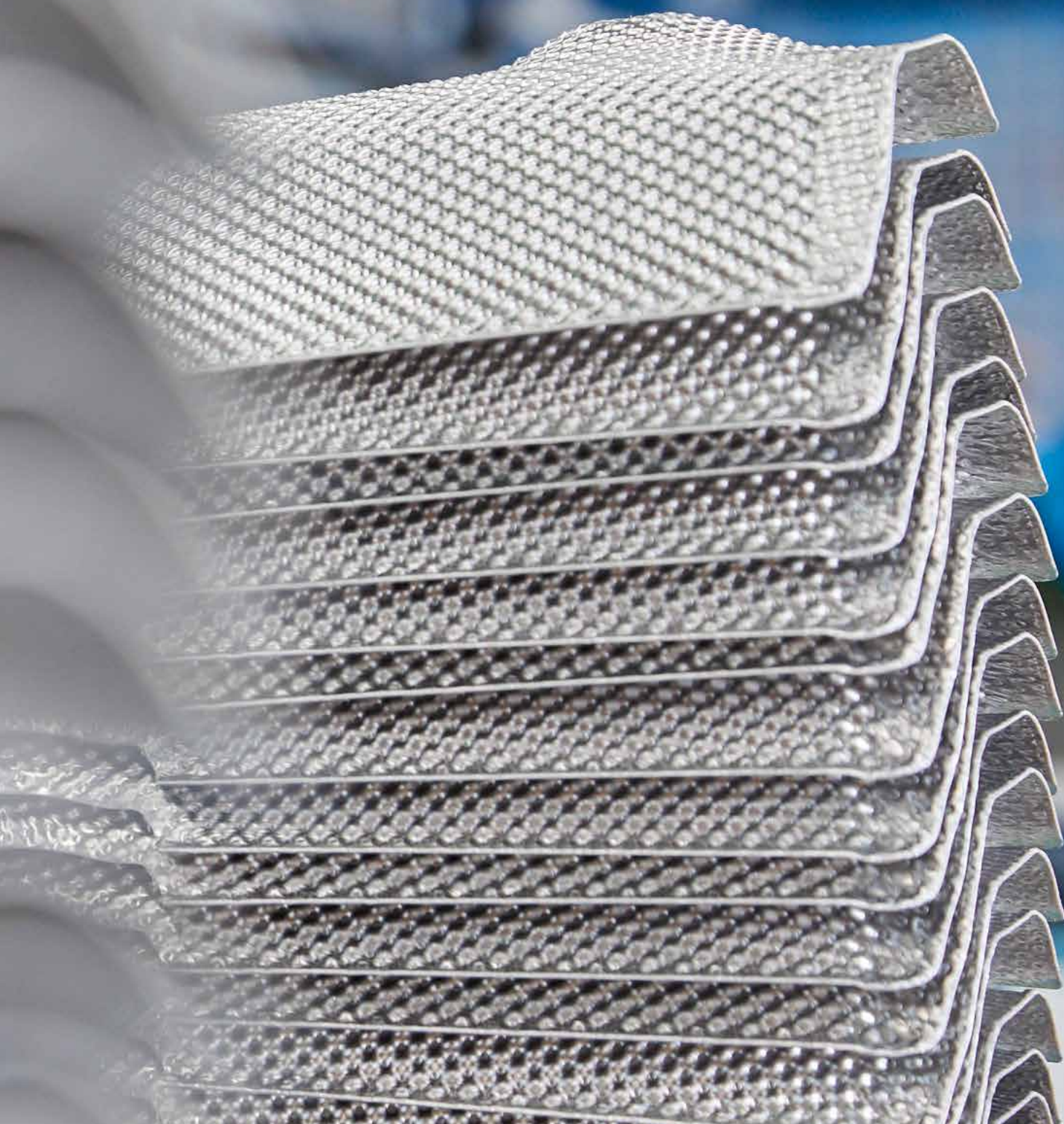
⁷Covering the disclosure GRI 102-47.

Advance Sustainability Strategy 2025

		
Vision	Sustainable Products & Production Processes	Fair & Attractive Workplace
Strategic targets	> 100% of Autoneum's innovation portfolio delivers improvements in sustainability	> Continuously improve working conditions and the Employee Value Proposition of Autoneum
	> Replace the least sustainable technologies of Autoneum with sustainable innovations	> Implement benchmark employee education framework for all Autoneum employees
	> Outperform international, national and OEM material compliance requirements	> Implement comprehensive people development framework for all Autoneum employees
	> Build a culture of environmental sustainability	> Build and foster a culture of Diversity & Inclusion
	> Continuously reduce material waste and increase recycling capacities	> Continuously reduce the number of workplace accidents
	> Continuously reduce emissions and energy consumption	> Improve working conditions by reducing ergonomic exposure
	> Continuously reduce water consumption	> Implement a comprehensive Occupational Health & Safety Management System
		
Vision	Good Corporate Citizenship	Responsible Supply Chain Management
Strategic targets	> Establish and maintain a robust and Company-wide Governance, Risk & Compliance (GRC) Framework	> Implement and maintain a robust and Company-wide Responsible Procurement Framework
	> Continuously increase Autoneum's positive impact on communities	

Customers and products

Autoneum develops and produces multifunctional and lightweight components and systems for optimal protection against noise and heat. Our innovations make vehicles quieter, lighter and safer and help reduce their fuel consumption and emissions.



Technology leadership

Autoneum is the global market and technology leader in acoustic and thermal management solutions for vehicles. We develop and produce components, modules and systems for the entire vehicle: the interior floor, the underbody

Autoneum's multifunctional and lightweight components reduce vehicle weight and therefore also fuel consumption and CO₂ emissions.

and the engine bay. We offer noise and heat protection in a variety of product packages for optimum compliance with increasingly specific customer requirements. At the same time, Autoneum's multifunctional and lightweight components reduce vehicle weight and therefore also fuel consumption and CO₂ emissions. The Company thus supports customers in fulfilling progressively tightening environmental and noise regulations. Our innovations also enable them to efficiently address growing consumer demand for environment-friendly cars.

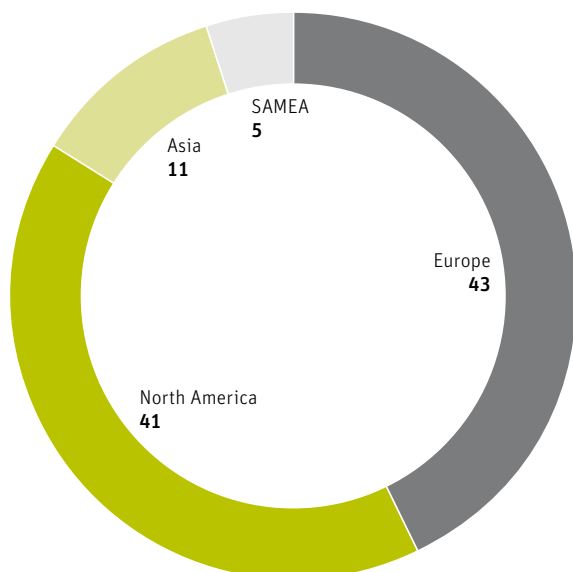
Our customer portfolio

Autoneum's customers are the leading automobile manufacturers in the key markets of Europe, North & South America, Asia and Africa. Global

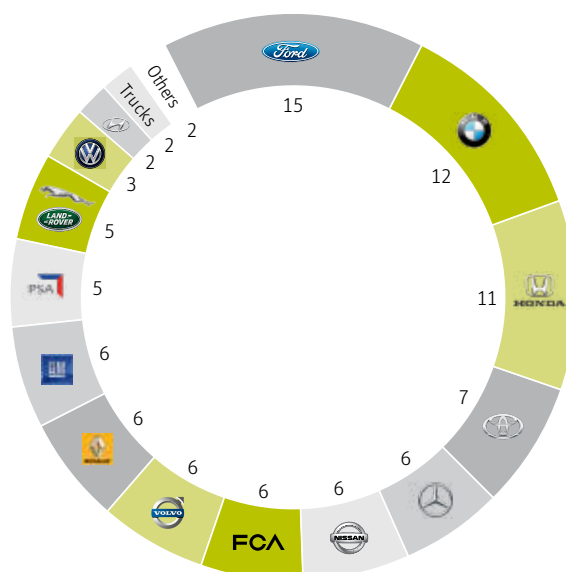
The Company supports customers in fulfilling tightening environmental and noise regulations.

presence and proximity to the customer is not only a key success factor but also a crucial competitive advantage of Autoneum. The charts below show an overview of the distribution of our revenue in 2018 according to Business Groups and key customers.

Share in revenue by Business Group (%)



Share in revenue by customer (%)



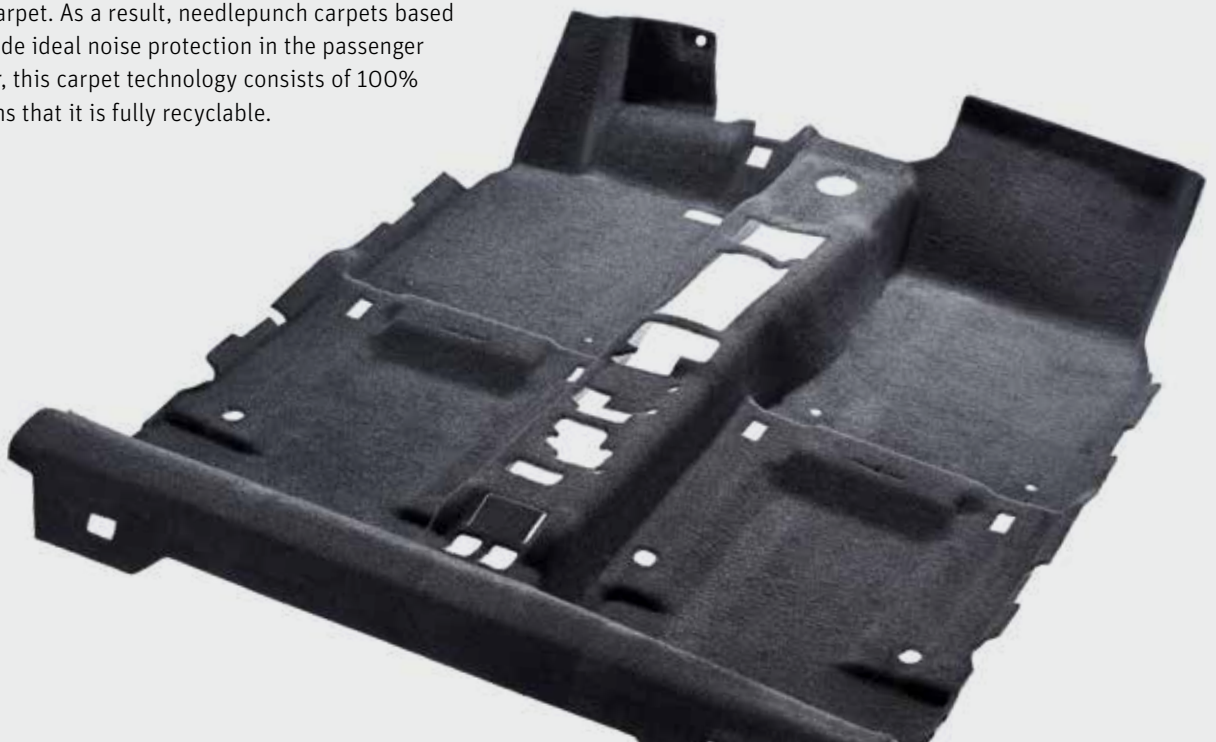


Theta-FiberCell – key technology for engine encapsulations

For the engine bay, Autoneum has pioneered the key technology Theta-FiberCell which is used in engine encapsulations and engine top covers. Theta-FiberCell is a lightweight fiber-foam technology with noise reduction and thermal insulation properties, as well as high temperature stability. Compared with conventional engine covers made of plastic, engine covers made of Theta-FiberCell are more than 50% lighter, which is equivalent to a weight reduction of up to one kilo per vehicle.

Tune-It – premium carpet quality

Tune-It is Autoneum's most recent innovation for a vehicle's interior floor. It is based on an innovative fiber combination in the carpet backing with which, for the first time, sound insulation and absorption can be tuned to the specific needs and geometry of the passenger cabin across the entire surface of the carpet. As a result, needlepunch carpets based on Tune-It provide ideal noise protection in the passenger cabin. Moreover, this carpet technology consists of 100% PET which means that it is fully recyclable.





Ultra-Silent – the lightest underbody technology on the market

With underbody systems made of Ultra-Silent, Autoneum offers the most lightweight underbody systems for vehicles. This PET-based, glass-free material resists water and heat and is fully recyclable. At the same time, Ultra-Silent absorbs sound and in doing so reduces vehicle noise by up to two decibels. Moreover, underbody systems made of Ultra-Silent are up to 50% lighter compared to equivalent components made of plastic.



Nero-Acoustics – acoustic benefit at low weight

Autoneum's damping products can be used in numerous body-in-white areas and they noticeably increase the acoustic comfort in vehicles. Nero-Acoustics achieves a significantly better acoustic performance than conventional solutions. Thanks to its visco-elastic properties it fits perfectly onto the body-in-white, is up to 50% lighter than conventional damping materials and is also easier recyclable due to laminar particles in place of hollow microspheres.

Innovation and sustainability

With its unwavering focus on innovation, Autoneum has become the market and technology leader in acoustic and thermal management for vehicles. We strive to continuously improve the environmental and social performance of our products. This is in line with Autoneum's Advance Sustainability Strategy 2025 as well as growing customer demand for sustainable technologies.





Vision 2025 – Sustainable Products & Production Processes

Operational targets

All Autoneum innovations will achieve a Sustainability Index rating of 60% and the innovation portfolio will reach a total average of 65%

Identify the three least sustainable technologies of Autoneum, develop sustainable alternatives and actively promote them to customers

Key achievements in 2018

- > Number of released innovations in 2018: **7**
- > Number of innovations with a Sustainability Index rating higher than 60%: **4**
- > Total average Sustainability Index rating of the innovation portfolio: **57%**

- > The three least sustainable technologies in Autoneum's product portfolio have been identified.
- > An alternative for two of them has been developed.

Progress

On track

On track

Innovation leadership

In order to maintain its position as the industry benchmark, innovation is of strategic importance for Autoneum. The Company's Research & Technology (R&T) experts are the primary drivers of its innovation success. Approximately 90 R&T employees – including engineers, chemists, physicists and product designers – at the Group's headquarters in Winterthur, Switzerland, are continuously working on new ideas aimed at the next technical breakthrough in acoustic and thermal management. Around 280 employees work at twelve state-of-the-art Acoustics and Development Centers worldwide. Within this diverse network of specialists, there is a regular exchange of knowledge regarding technologies, products and production processes. R&T experts, in cooperation with the Strategic Development department, analyze the potential impact of emerging trends, such as electrification, autonomous driving and digitalization, and develop breakthrough innovations in line with these trends.

Autoneum supports customers both in the development of new vehicles and in the enhancement of existing models. For this purpose, the Company has developed a variety of measurement systems and simulation software programs, some of which have become the global industry standard used by vehicle manufacturers as well as suppliers. These tools enable us to adjust the material

composition, thickness or density of a product during the design phase, ensuring that customer requirements are met in full. Furthermore, by optimizing the isolation and insulation properties of components, Autoneum achieves a perfect balance between acoustic and thermal performance and product weight. Our products are becoming progressively lighter, which means that vehicles equipped with Autoneum components consume less fuel, have lower emissions and therefore support our customers' compliance with statutory noise and emissions regulations.

280

Around 280 employees work at twelve state-of-the-art Acoustics and Development Centers worldwide.

Sustainable products

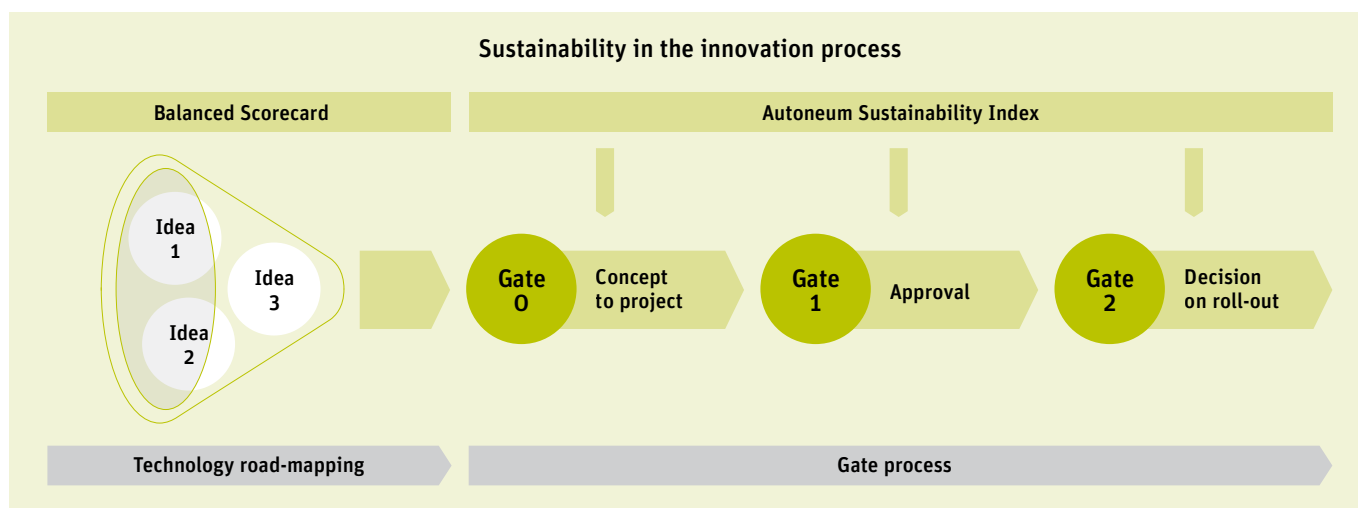
Autoneum integrates sustainability criteria in all stages of the innovation process. As part of the Autoneum technology roadmap program, we first screen emerging technologies using a Balanced Scorecard based on five evaluation dimensions: emergence, portfolio improvement, portfolio enlargement,

simplicity and sustainability. Within the sustainability dimension, waste, energy, recycling and emission (noise and CO₂) aspects of the emerging technology are evaluated. A low score in the sustainability dimension automatically leads to dismissal of the technology, even if the scores in the other dimensions are sufficient. Technologies with a high sustainability score are then turned into innovation proposals and presented to top management. After approval, the development process starts.

As the process unfolds and the various options for turning the technology into a product become clear, a second, more detailed sustainability evaluation follows. During this evaluation, the product's Autoneum Sustainability Index is calculated. This index is comprised of 14 criteria evaluating the sustainability performance of the product along all four phases of the life cycle: raw material composition, production process, service life of the product and method of disposal at the end of product life. The evaluation reveals at what stage the product will have the largest potential sustainability impact, thus enabling further adaptation and optimization. Autoneum has established a score of 60% as the lowest threshold at which a technology can be regarded as sustainable.⁸

In 2018, Autoneum released a total of seven innovations: three for the underbody, three for interior floor and one

⁸The ideal Autoneum product with an SI rating of 100% (or close to 100%) would have a minimal environmental impact in all phases of the product lifecycle. This means, among other factors, low energy intensity of the raw material extraction and the manufacturing process; fully recycled and/or renewable content; full recyclability of production waste and end-of-life waste; minimal environmental impact in the usage phase.



for engine bay. Four of them achieved a Sustainability Index (SI) higher than 60%. One innovation focusing on improvements to our leading Ultra-Silent technology even achieved an SI of 70%. Thus, the total average SI of the innovation portfolio⁹ rose to 57% (2017 baseline: 56%), which means we have made initial progress towards our 2025 target of 65%. Moreover, several innovations with an SI score exceeding 60% are already in the innovation pipeline for 2019. In 2018, Autoneum also identified the three least sustainable technologies in its product portfolio. For two of them, a replacement solution has been developed, which is a significant contribution to our 2025 target in just the first year of implementation. This solution is currently in the final testing phase at the customer and will be released in 2019.

A strong focus on recyclable polyester

In line with our strategic target of continuously improving the sustainability performance of our product portfolio, as well as in response to growing customer demand, we regularly evaluate the applicability of sustainable materials in our products. One of these is the polyester (PET) family of materials which can be used to produce fibers and felts that have excellent acoustic and thermal properties and are fully recyclable. The sustainability potential of this material unfolds on three levels: First, it can be sourced in recycled form (e.g. as yarn made of recycled PET bottle flakes). Second, PET waste generated in Autoneum plants can be reclaimed and reused in the production

process, which leads not only to waste reduction but also cost savings. Finally, if disposal conditions allow it, the PET content can be removed from the car and recycled again at the end of product life. In order to exploit the favorable properties of this material, Autoneum launched four innovation projects in 2018 aimed specifically at increasing the PET content of its products. One of these innovations – an acoustic insulation system for the powertrain made of 100% PET – is ideally suited for both fuel-powered and electric cars.

Consumer safety: reducing levels of volatile organic compounds (VOCs)

As a supplier to nearly all automobile brands, the health, safety and comfort of the end consumer is critical for Autoneum. Automobile manufacturers apply strict thresholds concerning the presence of volatile organic compounds (VOCs) in the passenger cabin. In cars, VOCs are typically carbon-based molecules such as formaldehyde, acetaldehyde, benzene or hydrocarbons that are released into the air over time from some components in the car (such as plastics, rubbers, foams and adhesives). VOCs are responsible for the “new car smell” which can be unpleasant to end consumers; in larger amounts, VOCs can even have a negative impact on human health. In 2018, we have introduced VOC treatment in our production lines in China, resulting in a substantial reduction in key VOCs associated with felt-based products. Furthermore, Autoneum has again expanded its VOC testing capacities: The Research

& Technology department developed a concept for a new vehicle VOC measurement room, which will be built in 2019. In addition, several new innovation projects were launched in close cooperation with customers, focusing on VOC reduction in selected vehicle models. These projects are currently in the innovation pipeline and are being fine-tuned for release.

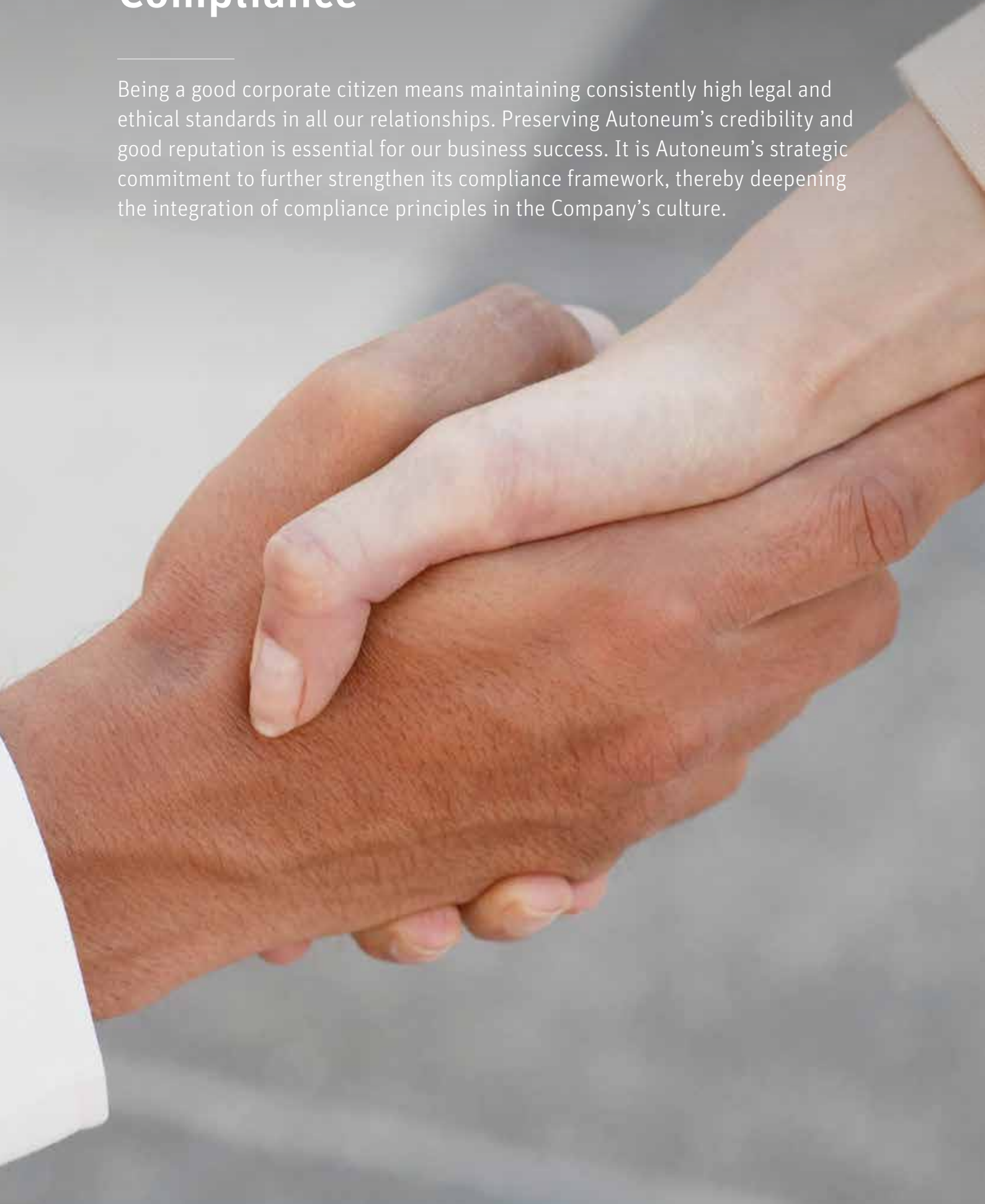
In the spotlight: IFP-R3

With “IFP-R3”, Autoneum has further improved its renowned manufacturing process for multifunctional, felt-based inner dashes and floor insulators and modernized the corresponding production line. The new line is characterized by a higher production output, lower maintenance intensity and less material usage. At the same time, “IFP-R3” is predestined for the manufacture of large components with high acoustic performance, which makes the parts particularly suitable for use in SUVs. With this line, Autoneum is making a decisive contribution to the weight and noise reduction of these globally sought-after vehicle models. As a result of the system adjustment, Autoneum’s production process also rates better in terms of environmental performance, as less fiber scrap is generated and this scrap can also be reused in the component production.

⁹The average is calculated for all innovations implemented since January 2016, when the Sustainability Index evaluation methodology was introduced at Autoneum.

Compliance

Being a good corporate citizen means maintaining consistently high legal and ethical standards in all our relationships. Preserving Autoneum's credibility and good reputation is essential for our business success. It is Autoneum's strategic commitment to further strengthen its compliance framework, thereby deepening the integration of compliance principles in the Company's culture.





Vision 2025 – Good Corporate Citizenship

Operational targets	Key achievements in 2018	Progress
Implement and maintain Company-wide Compliance Management System based on ISO 19 600	<ul style="list-style-type: none"> > ISO 19 600 Gap Analysis has been conducted and action plan defined. > Two new directives have been approved: Anti-Bribery and Corruption and Data Protection. 	On track
Strengthen and expand Company-wide compliance risk assessment and audit framework	<ul style="list-style-type: none"> > Compliance risk survey was conducted in 2017 (next due in 2019). Based on the assessment, targeted training programs were implemented in 2018. > Code of Conduct audit concept for Autoneum plants has been created. Pilot audit project will be implemented in 2019. 	On track
Continuously develop the training & awareness framework and maintain completion rate at 95%	<ul style="list-style-type: none"> > Training completion rates¹⁰: Code of Conduct (overhead staff): 95% Code of Conduct (operators): 85%¹¹ GDPR: 97.6% Protecting and Handling Data: 97.1% 	Cybercrime Awareness: 96.4% Preventing Phishing: 97.3% Physical Security: 95.2% Anti-Harassment Training: 91.7% ¹² On track

At Autoneum, we not only abide by all applicable international and local laws and regulations but we also act in line with our Company's values, principles, the Code of Conduct as well as other internal regulations and directives. All Autoneum employees have to sign the Code of Conduct as part of their employment contract and must comply with the provisions stipulated therein. Apart from the principles defined in our Code of Conduct and complementary directives and guidelines, we respect the UN Declaration on Human Rights, the International Labor Organization's (ILO) fundamental conventions and the Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Companies. In line with the commitment made in the Advance Sustainability Strategy 2025, we conducted a comprehensive screening of our Compliance Management System in 2018, comparing our current processes and practices with the recommendations of the ISO 19 600 Guideline. Based on the results, we have set up an action plan which will be reviewed and updated regularly.

Governance, risk & audit

The Board of Directors, Autoneum's highest governance body, defines and adopts the Group's compliance strategy

and addresses key compliance risks. The Group Executive Board has overall responsibility for operational compliance, assessment of compliance risks and implementation of the Group's compliance strategy. The Compliance Council – consisting of the CEO, the CFO, the Group General Counsel & Head Compliance, the Head Internal Audit and the Head Human Resources – develops the Compliance Program, monitors progress and evaluates compliance incidents on a regular basis. The Legal & Compliance department manages the implementation and ensures the 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 the law as well as internal regulations and directives. The Compliance Program is globally endorsed by the Compliance Ambassador & Supporter Framework. It consists of Business Group Heads and Legal Unit Heads, whose task is to actively promote compliance topics throughout the Company and to act as a role model for ethical decision-making. The Company monitors compliance risks with its Risk Management System (see chapter "Corporate Responsibility

framework") as well as via a biennial Group-wide compliance risk survey. The Group Internal Audit function regularly audits selected compliance topics as part of its annual audit schedule. In addition, the Company developed a detailed audit framework in 2018 that will enable it to assess the adherence of Autoneum plants to the key principles defined in the Code of Conduct. Pilot audits will be conducted in 2019.

Policy framework

The Code of Conduct is the centerpiece of Autoneum's compliance policy framework. It describes our 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. For example, our suppliers have to abide by the Code of Conduct for Suppliers, which is an integral part of all supplier agree-

¹⁰All training completion rates (except Anti-Harassment Training) exclude UGN.

¹¹Approximation. The data for classroom training is currently collected manually.

¹²UGN only.

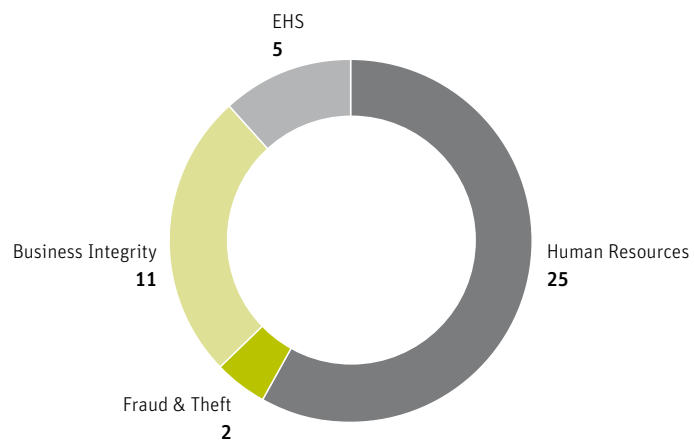
ments and contains rules of conduct pertaining to labor and human rights, health and safety, the environment, material compliance and business ethics.

In 2018, Autoneum expanded its compliance policy framework to include two new directives. The Anti-Bribery & Corruption Directive gives a general overview of bribery and corruption risks and defines the principles and rules of behavior employees must follow in critical situations. Furthermore, in conformity with the European General Data Protection Regulation (GDPR), Autoneum has adopted a Data Protection Directive, which describes the key elements of data protection, the privacy rights of employees and the rules of data processing and control. The Directive is enforced by the Data Protection Officer and his deputies who have been appointed in each Business Group.

Reporting compliance incidents

Autoneum operates a global Speak Up Line, which enables employees, customers and suppliers as well as all other external stakeholders of the Company throughout the world to report violations of the Code of Conduct and other regulations securely, confidentially and, if preferred and legally allowed, anonymously. The Speak Up Line is another option that has been added to Autoneum's existing internal channels (i.e. reporting incidents to a superior, the Human Resources department or the Legal & Compliance department). In 2018, in total 43 reports were raised, the majority of them via the Speak Up

Incident Report 2018 – categories & number of incidents



SPEAK UP LINE

Line (see Incident Report 2018 for a detailed breakdown). If allegations were confirmed or substantiated, the

Company has taken appropriate action to remedy these. The increased number of reports is appropriate given the size of the Company and also demonstrates that the acceptance of the Speak Up Line as a key grievance reporting mechanism has increased steadily since its implementation in 2016. In 2018, there were no legal actions pending or completed regarding anti-competitive behavior and violations of anti-trust legislation in which the organization has been identified as a participant.

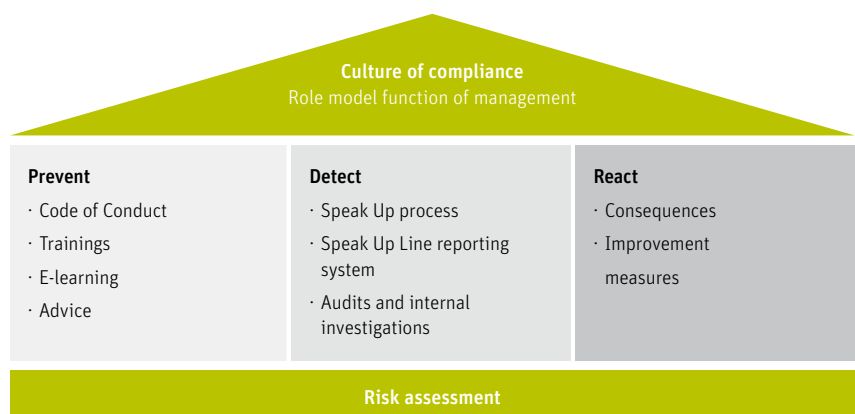
Communication and training

In 2018, Autoneum again implemented a variety of measures to strengthen

employee awareness of compliance-related topics. The Company has continued its mandatory Code of Conduct training program. Overhead staff were trained via e-learning sessions, reaching a completion rate of 95%, which is in line with the Advance Sustainability target. Operators without computer access were trained in classroom training sessions carried out in plants. The completion rate of these trainings is approximately 85%. Furthermore, the Company rolled out e-learning campaigns on topics that are relevant only for certain segments of the population. These include GDPR (completion rate: 97.6%), Protecting and Handling Data (97.1%), Cybercrime Awareness (96.4%), Preventing Phishing (97.3%) and Physical Security (95.2%). In addition, the Legal & Compliance department conducted a worldwide poster campaign in order to raise staff awareness of the Speak Up Line.

Compliance Program

Autoneum's Compliance Program is based on three pillars: We strive to prevent, detect and, if necessary, react to any violations of the law or the Code of Conduct.



Supply chain

Autoneum pursues the same values and principles in its supply chain as it does within its own boundaries. We are committed to continuously increase the transparency of our supply chain, working together with suppliers on improving their environmental, social and ethical performance. By sourcing responsibly, we aim to fulfill the expectations of both our customers and end consumers.





Vision 2025 – Responsible Supply Chain Management

Operational targets	Key achievements in 2018	Progress
Implement and maintain responsible procurement practices based on ISO 20 400 Guidance for Sustainable Procurement	<ul style="list-style-type: none"> > ISO 20 400 gap analysis has been conducted and action plan defined. > Risk assessment of Global Material Families has been conducted. Potentially high-risk materials and suppliers have been identified. 	On track
Ensure that all Autoneum suppliers comply with the Code of Conduct for Suppliers	<ul style="list-style-type: none"> > Code of Conduct for Suppliers is a standard part of supplier onboarding documentation. > Currently, signing process is manual. Digital signature solution is under development. 	Moderate progress
Establish supplier risk monitoring system and manage risks on an ongoing basis	<ul style="list-style-type: none"> > Supplier screening platform has been implemented. Screening campaign of potentially high-risk suppliers will be conducted in 2019. 	On track
Establish supplier audit mechanism and conduct regular on-site audits	<ul style="list-style-type: none"> > Suitable standard for supplier audits has been selected. Audit pilot project will take place in 2019. 	On track
Strengthen and expand Company-wide Material Compliance Framework	<ul style="list-style-type: none"> > Compliance Process Manager tool is used globally by Autoneum suppliers. 	On track

Autoneum supplies automobile manufacturers around the world with interior floor, underbody and engine bay components and technologies. We operate 55 production facilities and are active in 25 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 2018 amounted to CHF 1119 million. The Company's supplier universe currently consists of approximately 1250 direct spend suppliers and several thousand indirect spend suppliers. Depending on their distance to Autoneum locations, we differentiate between global, regional and local suppliers. Within the direct spend category, Autoneum sources materials from a total of 49 material families. From 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 our operations globally. These include aluminum, yarn, mixed fibers, plastics,

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

Responsible supply chain management

As an integral part of the Company's Corporate Responsibility, Autoneum pursues the same values and principles

1250

Autoneum's supplier universe currently consists of approximately 1250 direct spend suppliers and several thousand indirect spend suppliers.

in its supply chain that it does within the Company itself. We require all suppliers to sign and operate in accordance with our Code of Conduct for Suppliers and to comply with all applicable laws and regulations. The Code of Conduct for Suppliers defines key principles in the following areas: labor and human rights, health and safety, environment, material compliance and business ethics. In the case of its most business-critical suppliers, Autoneum conducts a Supplier Quality Assessment (SQA), which is an internal audit mechanism that assesses a variety of factors related to quality, health and safety, and the environment.

As part of the commitments made in the Advance Sustainability Strategy 2025, Autoneum has screened its procurement management framework against the requirements of ISO 20 400 Guidance for Sustainable Procurement. Based on the results, the Company developed an action plan that will enable it to successively close the identified gaps. Furthermore, Autoneum conducted a Corporate Responsibility risk

analysis of its Global Material Families in 2018. The assessment showed that in the supply chains of five key materials there is a potentially higher occurrence of environmental, social and ethical risks. For these materials, a more detailed screening is necessary. Therefore, the Company has implemented a supplier risk monitoring platform developed specifically for automotive supply chains. With the help of this platform Autoneum will conduct a supplier assessment campaign in 2019, focusing on major suppliers of the five material families specified above. If a supplier does not reach the necessary minimum score in the assessment, Autoneum will initiate a corrective action plan and also consider the possibility of an on-site audit.

Material compliance

Autoneum's material compliance team is responsible for developing processes and tools that ensure the materials purchased and used in our products conform with both legal and customer requirements. Material compliance is essential to protect the health and safety of the end consumers who drive cars equipped with Autoneum components. Autoneum recorded no incidents

The Company has implemented a supplier risk monitoring platform developed specifically for automotive supply chains.

concerning the health and safety impacts of its products during the reporting year. The Company uses the best practice "Compliance Process Manager" tool to ensure supplier compliance with material specifications and thresholds defined by legal regulatory frameworks such as REACH¹³ and GADSL¹⁴, as well as those specified by automobile manufacturers. The tool allows Autoneum to maintain a comprehensive database of these requirements and helps us and our suppliers to monitor any changes in a single platform.

Conflict minerals

The materials we purchase must also comply with the Dodd-Frank Act, which requires all companies that

manufacture in the USA ensure that the raw materials they use are not so-called "conflict minerals" – i.e. 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 Congo (DRC). To this end, all suppliers whose materials are used in products sold to US companies are obliged 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. In 2018, 63% of these suppliers fulfilled their conflict minerals reporting obligations to Autoneum.

Autoneum recorded no incidents concerning the health and safety impacts of its products during the reporting year.

¹³Registration, Evaluation, Authorization and Restriction of Chemicals (EC 1907/2006).

¹⁴Global Automotive Declarable Substance List.



Community engagement

With a presence spanning 55 production sites worldwide, cordial relations with surrounding communities are crucial for Autoneum. We build lasting ties with local stakeholders through a broad range of community projects and are committed to continuously increasing our positive impact on them.

Vision 2025 – Good Corporate Citizenship



Operational targets	Key achievements in 2018	Progress
Support social & community engagement activities of Autoneum employees with incentive structures	> The second Social Engagement Award has been presented.	On track
Implement corporate philanthropy projects at Autoneum Group level on an annual basis	> Two Autoneum employees participated in the Bookbridge program. In total, 26 116 users benefited so far from the three learning centers Autoneum helped to establish.	On track
Implement local community engagement projects in all Autoneum locations on an annual basis	> All Autoneum sites implemented community projects in 2018. Total number: 129 > Number of volunteers: 3096 > Number of volunteering hours: 7515	On track

Autoneum aims to act as a responsible corporate citizen and to engage with local communities in a meaningful and effective manner. Our community activities are regulated by the “Autoneum Guideline for Contributions”. The Guideline defines the rules and procedures for donations, sponsoring and community engagements on a global level. It is mandatory for each site to define and implement at least one community project annually. Projects are developed on the basis of the proposals submitted by sites or grass-root ideas identified in interaction

with the local community. In 2018, we further increased the minimum requirements for community engagement in terms of budget, number of volunteers and time invested.

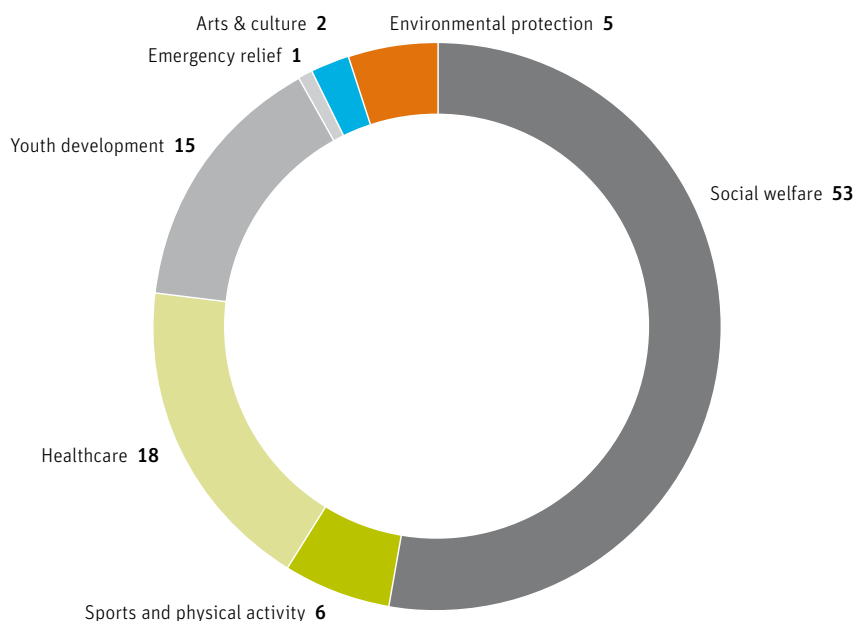
Local community engagement projects

In 2018, Autoneum implemented 129 community projects (2017: 99) across all four Business Groups (see graph below). Around 3100 employees played an active role as volunteers, investing a total of more than 7500 hours in community engagement. For example, our employees in Katowice, Poland, conduct-



In 2018, Autoneum implemented 129 community projects across all four Business Groups.

Community engagement projects 2018 by focus area (%)



ed multiple activities to support the “Stanica” childcare home: They renovated rooms, financed sports equipment, collected school items and contributed to the children’s holiday budget. Each activity benefited between four and 45 individuals. The Autoneum plant in Bloomsburg (Pennsylvania), USA, implemented a total of 15 community projects in 2018, which represents the highest number of projects for a single location. Activities included a toy collection for a local children’s hospital, a blood donation drive, safety training for teen drivers and retirement information sessions for employees. Two of our Chinese plants mobilized a total of 105 volunteers for environmental protection: In Shenyang, employees cleaned up the banks of a nearby river, and in Yantai, they collect-

ed garbage on a seaside beach. The Autoneum's joint venture plant in Bursa, Turkey, also chose an environmental focus: Funds were donated to a local reforestation association and 20 employees invested a total of 113 hours in reforestation activities.

Social Engagement Award

In line with its strategic commitment to support employee social and community engagement activities with incentive structures, the Company presented the second Autoneum Social Engagement Award in 2018. The award honors employees who engage in volunteering activities in their spare time, contributing to social causes, community welfare or environmental protection.

Around 3100 Autoneum employees played an active role as volunteers, investing a total of more than 7500 hours in community engagement.

After receiving numerous noteworthy and inspiring social projects, the jury selected the "Big Bike Giveaway" as the winner (see below).

Global philanthropy project: Bookbridge

In 2018, Autoneum continued its partnership with the nonprofit organization Bookbridge and again participated in their Capability Program. Bookbridge specializes in capability building and business skills development through experiential learning. The aim of the Capability Program is to create financially self-reliant learning centers in developing countries. This six-month part-time program provided two Autoneum employees with a unique chance to co-create a learning center in Bayankhongor, Mongolia, thereby contributing to job creation and the overall economic development of this community.

Big Bike Giveaway

Five years ago, Shayne Hodgson, an employee at Autoneum's London plant in Ontario, Canada, and his wife Monica realized that in order to promote a healthier lifestyle in their community, they needed to raise awareness in a different way. That was the moment when the "Big Bike Giveaway" was born. The couple started to collect and repair bikes and distributed them free of charge to people who were willing to spend more time on two wheels instead of four. However, improved health was not the only effect. The free bikes were also a real help to less fortunate members of the community, as they made it easier for them to get around. They could now use a bicycle to ride to job interviews, to see the doctor, or just to meet friends or family members. Soon this simple idea became an important community activity with a real socio-economic impact. Since 2014, Shayne and Monica have used the majority of their spare time for this charitable activity – and provided the community with more than 1100 bikes so far!





Environment

Autoneum recognizes the serious environmental challenges the world faces today. The Company wants to play its part in mitigating the effects of climate change and preserving natural resources. We pursue ambitious targets to improve the sustainability of our production processes, thereby enhancing operational excellence and continuously reducing our environmental footprint.



Vision 2025 – Sustainable Products & Production Processes

Operational targets	Key achievements in 2018	Progress
All Autoneum plants achieve ISO 14 001 certification	> Percentage of plants with ISO 14 001 certification: 89.3%	On track
Reduce non-hazardous waste intensity by 40%	> Non-hazardous waste intensity reduced by 5.9%	On track
Reduce landfill waste intensity by 50%	> Landfill waste intensity reduced by 5.6%	On track
Reduce fossil fuel intensity by 4% and Scope 1 emissions intensity by 10%	> Fossil fuel intensity increased by 33.4% Scope 1 emissions intensity increased by 30.4%	Not on track
Reduce electricity intensity by 10% and Scope 2 emissions intensity by 10%	> Electricity intensity increased by 2.1% Scope 2 emissions intensity increased by 5.3%	Not on track
Continuously reduce Scope 3 emissions	> Scope 3 emissions calculation framework has been significantly refined.	Moderate progress
Reduce water intensity by 25%	> Water intensity reduced by 13.4%	On track

Policy and governance

Autoneum defines the key principles of its environmental management – in addition to quality, health and safety and operational excellence aspects – in the Autoneum Management Policy. With this policy, Autoneum has committed itself to reducing its environmental impact, managing risks in terms of natural hazards and business interruption, using all resources over the entire lifecycle efficiently, focusing on sustainable actions within all business areas and being compliant with laws, provisions, regulations and internal guidelines. The Management Policy is complemented by a range of issue-specific internal policies addressing the management of emissions, waste, wastewater, chemicals and hazardous substances. Furthermore, Autoneum expects all its employees to behave in an environmentally friendly and safe manner. Our 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. Autoneum’s environmental policies and processes are governed by the Group Manufacturing department. Global activities are coordinated by the Environment, Health & Safety (EHS) Steering Com-

mittee, consisting of the Head of Group Quality & EHS, the Group EHS Team and EHS representatives from all four Business Groups of Autoneum. Eco-efficiency projects are rolled out under the supervision of the Head Environmental Optimization, in cooperation with plant managers and EHS representatives at the respective locations.

Management system for environment, health & safety

The aim of Autoneum’s Environment, Health & Safety Management System (MEHS), launched in 2014, is to implement consistent EHS standards at all Autoneum locations worldwide and to continuously improve EHS performance. To ensure comparability at a global level, MEHS is based on international and national laws and regulations, as well as environmental management system (ISO 14 001) and occupational health and safety management system standards (OHSAS 18 001 and ISO 45 001). As of the end of 2018, all our plants have been audited in line with MEHS requirements. In addition, 42 of 47¹⁵ Autoneum production facilities were certified according to ISO 14 001 at the end of the year. Three cases of non-compliance with environmental legislation were recorded

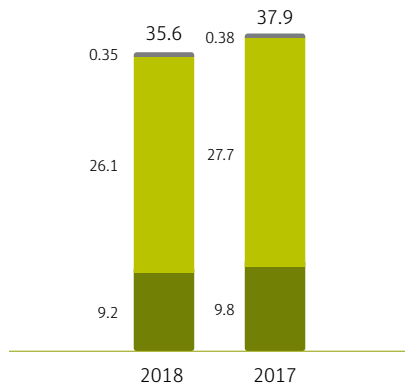
at two production sites in China, resulting in fines of CHF 67 000. In order to support the implementation of MEHS worldwide, Autoneum has developed a specialized MEHS training program for EHS functions. The trainings cover environmental topics such as emission, water, waste and energy management as well as overall sustainability management.

Sustainable production processes

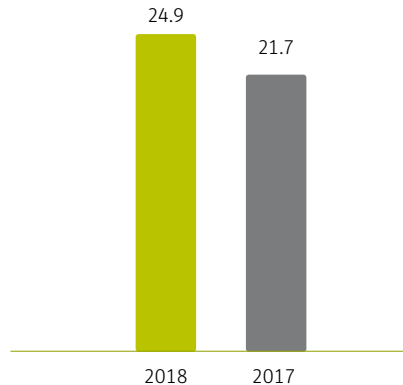
The sustainable use of natural resources helps Autoneum reduce its environmental footprint and yields additional cost savings, thereby contributing to operational excellence. For this reason the Company has defined ambitious Group reduction targets related to waste, energy, water and emissions (see table above). In order to give the Advance Sustainability Strategy 2025 a decisive boost in the first year of implementation, Autoneum implemented a total of 82 eco-efficiency projects – a record number – at 28 production sites in 2018. 54 projects aimed at reducing energy consumption, 27 at reducing waste and expanding recycling capacities and one project targeted at reduction in water consumption.

¹⁵Excluding UGN and office or sales locations.

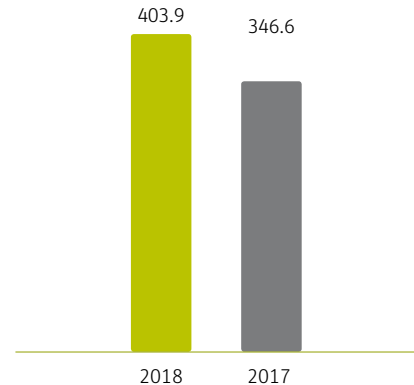
■ Waste converted into energy
 ■ Landfill waste
 ■ Hazardous waste



Waste intensity
 (metric tons per CHF million revenue)



Recycling intensity
 (metric tons per CHF million revenue)



Energy intensity
 (MWh per CHF million revenue)

Waste

Autoneum's overall waste intensity has decreased by 5.9% compared to 2017. Due to a significant improvement of waste management processes at three European plants, hazardous waste intensity decreased by 9.3%. Furthermore, the Company's non-hazardous waste intensity has been reduced by 5.9%, which also includes a 5.6% reduction in landfill waste intensity.

Recycling

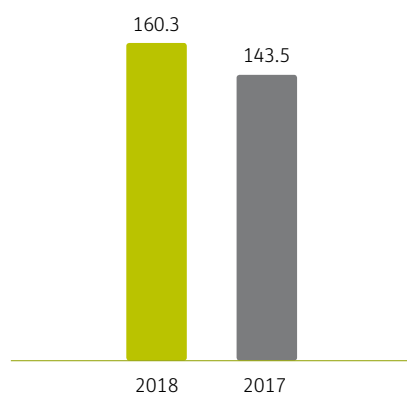
At the same time, the intensity of recycled waste grew by an impressive 14.9%. These results show that the ongoing expansion of reclaiming and recycling capacities at our plants is bearing fruit. In 2018, we implemented a total of 27 recycling projects globally, which included internal reclaiming of carpet waste at one of our French plants as well as a variety of thermoplastic felt and heavy layer reclaiming projects across all regions.

Energy

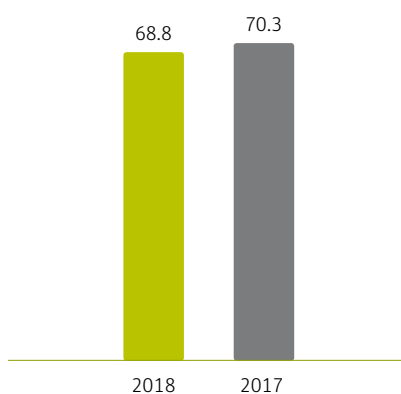
In 2018, the Company again made significant investments in the reduction of energy consumption: A total of 54 energy efficiency projects were implemented globally. In spite of these efforts, Autoneum's overall energy intensity increased by 16.5%, with fossil fuel intensity growing by 33.4% and electricity intensity by 2.1%. The main reason for this is the fact that while the Business Groups Europe and SAMEA made solid progress in energy consumption reduction, ongoing operational issues in two US plants had a major impact on the result of Business Group North America – thus reversing the overall positive trend at the Group level. In addition, there was a significant increase in natural gas consumption due to the rollout of six new IFP-R2 felt lines in Business Groups North America and Asia.



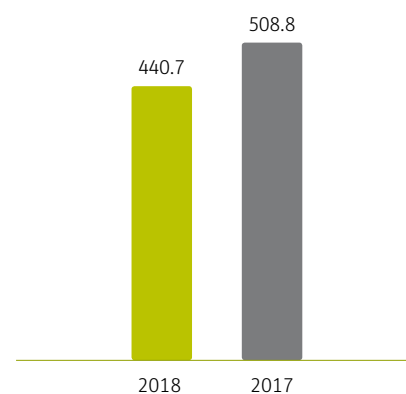
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CO₂ intensity
(metric tons CO₂e per CHF million revenue)



Acidification potential intensity
(metric tons SO₂e per CHF billion revenue)



Water intensity
(m³ per CHF million revenue)

Emissions

As a consequence of the increase in energy intensity, Autoneum's overall CO₂ intensity also increased by 11.7% in 2018. The intensity of Scope 1 CO₂ emissions¹⁶ increased by 30.4% and the intensity of Scope 2 CO₂ emissions¹⁷ by 5.3%. Scope 3 CO₂ emissions are a consequence of an organization's activities, but occur at sources not owned or controlled by the organization. In 2018, Autoneum's Scope 3 emissions calculation framework has been significantly refined. The Company is now reporting on emissions related to 20% of the total volume of purchased direct materials as well as 100% of business travel. In 2019 we will continue working on expanding our data basis and calculation framework.

Acidification potential

Acidification potential is expressed in sulfur dioxide equivalents which result from burning fossil fuels in production processes. These emissions, interacting with atmospheric water, produce acid rain. In 2018, Autoneum's acidification potential intensity decreased by 2.2%. This is due to further reductions of the share of coal and fuel oil in the energy mix at Autoneum's plant in Bloomsburg (Pennsylvania), USA. The facility is currently the only one that still uses these energy sources for generating steam for heating and production processes.

Water

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, we consider reducing water consumption to be part of our manufacturing excellence and therefore continuously invest in water efficiency projects. In 2018, the overall water intensity of Autoneum decreased by another 13.4%, significantly contributing to our 2025 target of 25% reduction. This result has been achieved through a comprehensive water management project, which consisted of several monitoring and optimization actions related to the carpet dyeing lines at our US plant in Bloomsburg. As a result of these projects, a total of more than 80 000 m³ of water was saved.







¹⁶Emissions which are a direct result of the Company's production processes, fossil fuel consumption of ovens or steam production in boilers.

¹⁷Emissions resulting from the Company's electricity consumption.

Environmental key performance indicators¹⁸

Absolute figures

Intensity figures

	2018	2017	difference in %	2018	2017	difference in %
						
Energy (MWh)	922 293	763 508	20.8%			
Fossil fuels	485 928	351 386	38.3%	212.8	159.5	33.4%
Electricity	436 365	412 123	5.9%	191.1	187.1	2.1%
Energy intensity (MWh per CHF million revenue)				403.9	346.6	16.5%
						
Water (m ³)	1 006 317	1 120 953	-10.2%			
Municipal water	879 452	946 445	-7.1%	385.1	429.6	-10.4%
Ground water	91 169	149 467	-39.0%	39.9	67.8	-41.2%
Other	35 696	25 041	42.6%	15.6	11.4	37.5%
Water intensity (m ³ per CHF million revenue)				440.7	508.8	-13.4%
						
Recycling (metric tons)	56 901	47 758	19.1%			
Internal recycling (reclaiming)	40 597	33 403	21.5%	17.8	15.2	17.3%
External recycling	16 304	14 355	13.6%	7.1	6.5	9.6%
Recycling intensity (metric tons per CHF million revenue)				24.9	21.7	14.9%
						
Waste (metric tons)	81 395	83 445	-2.5%			
Hazardous waste	789	839	-6.0%	0.35	0.38	-9.3%
Non-hazardous waste	80 606	82 606	-2.4%			
Waste converted into energy	20 943	21 611	-3.1%	9.2	9.8	-6.5%
Landfill waste	59 663	60 996	-2.2%	26.1	27.7	-5.6%
Non-hazardous waste intensity (metric tons per CHF million revenue)				35.3	37.5	-5.9%
Total waste intensity (metric tons per CHF million revenue)				35.6	37.9	-5.9%
						
CO₂ Emissions (metric tons CO ₂ equivalents) ^{19, 20}	366 127	316 090	15.8%			
Scope 1	109 577	81 077	35.2%	48.0	36.8	30.4%
Scope 2 ²¹	256 550	235 014	9.2%	112.3	106.7	5.3%
CO₂ intensity (metric tons CO ₂ equivalents per CHF million revenue)				160.3	143.5	11.7%
Scope 3 ²²	525 214	448 185		n.a. ²³	n.a. ²³	n.a. ²³
						
Acidification potential (metric tons SO ₂ equivalents)	157.1	154.9	1.4%			
Acidification potential intensity (metric tons SO ₂ equivalents per CHF billion revenue)				68.8	70.3	-2.2%

¹⁸All figures except Scope 3 emissions include UGN.¹⁹Calculated in accordance with the WRI/WBCSD Greenhouse Gas Protocol. Scope 1: emissions from heating boilers and fuels. Scope 2: emissions associated with electricity and district heat production.

Scope 3: emissions that are a consequence of Autoneum's activities, but occur from sources not owned or controlled by the Company.

²⁰Emission factor sources: ecoinvent, IEA and Defra.²¹Emissions calculated using the 'location-based' approach in accordance with the Greenhouse Gas Protocol Scope 2 Guidance. Value used as an approximation for the 'market-based' emissions.²²Emissions calculated for 20% of the total volume of purchased direct materials as well as 100% of business travel. Not considered in the CO₂ intensity figure. Data excludes UGN.²³Due to the change in calculation scope no comparison is possible.

A woman with dark hair tied in a bun, wearing a blue polo shirt, safety glasses, and white gloves, is working on a large, dark, textured metal part in a factory setting. She is looking down at her work with a focused expression. The background is a blurred industrial environment with blue and grey tones.

Employees

Employees are Autoneum's most important asset. Our business success relies on their productivity, innovative power and passion. Therefore, we want to create a working environment that enables employees to thrive and give their best. We believe that a fair, attractive and inclusive work environment forms a solid basis on which our High Performance Culture can grow.



Vision 2025 – Fair & Attractive Workplace

Operational targets	Key achievements in 2018	Progress
Set and maintain benchmark position for 'training days per employee' in industry peer group	<ul style="list-style-type: none"> > Benchmark: has been identified as 3.1 (=25 hours) average days of training per employee. > Average days of training per employee: 1.8 (2017: 4.2) 	Not on track
Achieve employee appraisal coverage for 95% of Autoneum staff	<ul style="list-style-type: none"> > Employee appraisal coverage: 93% (2017: 93%) 	Unchanged
Implement development framework for operators	<ul style="list-style-type: none"> > Multi-skills matrix framework for operators is in place. 	On track
Establish and maintain Diversity & Inclusion governance framework and implement targeted measures in all Autoneum Business Groups	<ul style="list-style-type: none"> > Diversity & Inclusion Board has been established. Board has collected D&I data in all Business Groups. Based on data, main fields of action have been defined. 	On track
Increase share of women in management positions to 30% and continuously improve Autoneum D&I metrics	<ul style="list-style-type: none"> > Share of women in management positions: 16% (2017: 15%) Additional metrics have been defined. 	Moderate progress
Define and implement Employee Value Propositions at all Autoneum locations	<ul style="list-style-type: none"> > Employee Value Proposition framework has been created and approved. Pilot projects were carried out in China, the Czech Republic and Poland. Brazil achieved "Great Place to Work" certification. 	On track
Improve the results of the Global Employee Satisfaction Survey by 0.1 points every second year	<ul style="list-style-type: none"> > Result of Global Employee Satisfaction Survey: 2.5 (2016: 2.5). > While the overall satisfaction score remained unchanged, employee perception of working conditions at Autoneum has improved. > In 2018, a total of 95 projects focusing on improving workplace conditions were implemented. 	Unchanged
Reduce Autoneum Group employee turnover rate to 10%	<ul style="list-style-type: none"> > Autoneum Group employee turnover rate: 26% (2017: 28%) 	Moderate progress
Implement employee well-being programs	<ul style="list-style-type: none"> > Employee Well-being Catalog has been developed and will serve as a guideline for all Autoneum locations. 	On track

Fair & attractive workplace²⁴

Autoneum recognizes employees as its most valuable resource. We want to attract the best new talents in the market – and retain colleagues who have chosen to grow together with us over the years. For this reason, "Fair & Attractive Workplace" has been defined as one of the four key dimensions of the Advance Sustainability Strategy 2025. As part of this strategy, Autoneum has committed itself to offering a true value proposition to its employees and to continuously improving working conditions across all sites. In November 2018, Autoneum conducted its biennial Global Employee Satisfaction Survey. The aim of this survey is to keep a finger on the pulse of Autoneum's work-

force in order to understand where we stand in terms of employee well-being and work satisfaction. The participation rate has reached a record rate of 76% (an increase of more than 3 percentage points compared to the previous survey) and the number of participants has increased to a total of 7900 employees. While the Group's overall satisfaction score remained at the same level as two years ago (2.5 points²⁵), employee perception of working conditions has improved. This is mainly because plants have implemented a range of actions addressing workplace and machine safety, ergonomics, temperature, lighting, air quality and noise. Furthermore, the survey revealed that improvements in the dimensions "tasks/



Autoneum has committed itself to continuously improving working conditions across all sites.

work", "work conditions" and "personal development/compensation" have the biggest impact on employees' overall satisfaction. As a next step, the key outcomes of the survey will be

²⁴If 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.

²⁵The employee satisfaction score ranges from 1 (completely satisfied) to 6 (completely dissatisfied).

analyzed in a large-scale dialog process with employees, with the aim of defining improvement actions. In 2018, Autoneum's global employee turnover rate decreased slightly to 26% (2017: 28%). The Company undertook various measures to improve employee retention: Locations with the highest turnover were instructed to conduct a root cause analysis and to set up an action plan addressing key factors, such as working conditions, compensation and benefits, and employee well-being. In addition, the Company has published an Employee Well-being Catalog that will serve as a guideline for all Autoneum locations.

Training & education

Autoneum is committed to a High Performance Culture underpinned by its corporate values and principles. Our employees are required to contribute to this culture in all their decisions and actions. At the same time, we continuously invest in their professional qualifications, know-how, abilities and soft skills, which are essential for our business success. Autoneum's training and education policies and processes are governed by the Human Resources department. The Company addresses the training needs of each employee on an individual basis and formulates tailored development plans. Besides on-the-job training and locally organized courses, we use the People Development curriculum, which defines courses for Autoneum's five employee bands, ranging from operators and technicians to management. In 2018, Autoneum employees completed on average 1.8 days of training (2017: 4.2), which is below the benchmark of 3.1 days the Company has set itself as a target. The main reason for this is that the largest training framework of the Company – a set of modules covering various aspects of the Autoneum Production System (APS) – is implemented in multi-year cycles and the intensity of the training schedule varies year by year.

Autoneum is committed to a High Performance Culture. Our employees are required to contribute to this culture in all their decisions and actions.

Leadership development

Autoneum offers targeted training and development programs for exceptional talents from all over the world. The International Learning Program (ILP) is our global training concept for employees with at least two years of service at our Company, a strong performance record at a relatively early career stage as well as some intercultural experience. ILP provides employees with intercultural training by applying the so-called "action learning process", facilitated by teamwork on selected projects. For participants, the ILP is a unique chance to learn and grow with Autoneum: to have a dialog about professional challenges, develop intercultural competence, establish connections with senior management and develop a global network within the Company. In 2018, 21 candidates from all Business Groups had the opportunity to complete the ILP and work on topics that are of strategic importance for Autoneum.

Development framework for operators

In order to offer operators an opportunity for personal development, Autoneum has established a mandatory multi-skill matrix program for plants. In four phases, operators gradually become familiar with the safety, quality and productivity standards of various workstations in the plant. At the end of the learning process, they are able not only to operate these workstations at any time, but can also train other op-

erators to do so as well. The multi-skill matrix program increases team autonomy and performance in several ways. On one hand, it allows flexible adaptation to variations in customer demand and secures the continuity of production, should specific circumstances occur (e.g. an absence due to illness or vacation). On the other hand, it further develops the qualifications of operators while strengthening their ownership for production results. Moreover, through a deeper understanding of workstations and processes, the risk of ergonomic-related work injuries can also be reduced substantially.

Employee appraisal

Strong performance and self-motivation are prerequisites for career advancement and development at Autoneum. The Performance Management Process (PMP) is the Company's key tool for ensuring that employees are dedicated to Autoneum's values and principles and its High Performance Culture. The PMP consists of regular feedback and structured career development interviews. At the beginning of the annual cycle, managers and subordinates agree on individual goals aligned with Autoneum's overall strategy. During the annual appraisal discussion, the performance of employees is evaluated by their managers; one of the criteria is whether the employees act in accordance with Autoneum's values and principles and whether they actively contribute to building and maintaining the Company's High Performance Culture. In the case of employees with a bonus contract, this criterion is part of the bonus

93%

In 2018, 93% of eligible Autoneum employees underwent a performance and career development review.

Zero

We take a Zero Tolerance approach towards any type of harassment or discrimination based on race, gender, age, religion, political affiliation or sexual orientation.

evaluation process. In 2018, 93% of eligible Autoneum employees underwent a performance and career development review (2016: also 93%). This is only slightly below our target of 95%.

Diversity & inclusion

As a Company with operations on four continents, Autoneum employs people from a large variety of national, ethnic, cultural and personal backgrounds. Diversity goes hand in hand with our corporate value of “living a global spirit” and is also part of our everyday reality as a multinational company. Diversity is key for us as a technology leader as well: Diverse teams with an open-minded culture tend to be more agile, cre-

ative and successful in developing new, disruptive ideas. Therefore, it is essential for Autoneum to maintain a working environment where everyone is treated equally. We take a Zero Tolerance approach towards any type of harassment or discrimination based on race, gender, age, religion, political affiliation or sexual orientation. The key principles of anti-discrimination are described in our Code of Conduct, which is signed by every new employee upon joining Autoneum. Furthermore, we maintain a global Speak Up Line that enables employees of Autoneum as well as external parties to anonymously report violations of the Code of Conduct. In 2018, ten reported incidents were related to discrimination. Four were substantiated and a remediation plan was implemented for these.

As part of the Advance Sustainability Strategy 2025, Autoneum has committed itself to establishing a Group-wide Diversity & Inclusion governance framework. As a first step, a Diversity & Inclusion Board was created in 2018. It is chaired by the CEO and consists of six Diversity & Inclusion ambassadors – three women and three men – representing all Business Groups as well as various functions of the Company. The Board works closely with the Business Groups in identifying location-

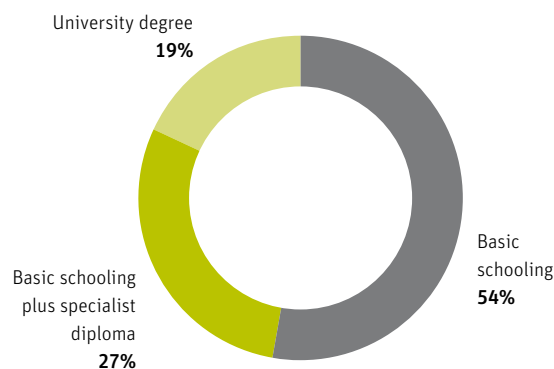
specific diversity challenges, addressing these with targeted measures and defining meaningful metrics to measure progress. One area where all Business Groups can make a decisive contribution is the empowerment of women. This is reflected in the operational goal of increasing the share of women in management positions to 30% in 2025. The Company has made moderate progress compared to 2017: At the end of 2018, the figure was 16% (2017: 15%²⁶). 2018 was also the first time the Employee Satisfaction Survey contained specific questions about diversity. Employees evaluated this area as “satisfactory”, so it will be the task of the Diversity & Inclusion Board to conduct a deeper analysis of the results and define improvement measures in all Business Groups.

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 2018, 44%²⁶ of our employees were covered by collective bargaining agreements. In some locations – such as Switzerland, the United Kingdom, Poland, Russia and some US states – collective bargaining agreements between employer and employee organizations are not part of the legal framework. In the European Union, worker participation is also ensured by the European Works Council (EWC). The EWC is the body that represents the European Union employees of a company. Besides common internal communication channels, the EWC is a platform through which employee delegates from EU countries are informed by Company management about business developments and significant decisions that could affect employment or working conditions. They are also consulted on decisions at an EU level that are subject to codetermination rights.

Employees by highest level of education

(2018, headcount in %)²⁷



²⁶Excluding UGN.

²⁷Covering the disclosure GRI 102-41. Excluding UGN.



Vision 2025 – Fair & Attractive Workplace

Operational targets	Key achievements in 2018	Progress
Reduce Accident Frequency Rate (AFR) by 20% each year	<ul style="list-style-type: none"> > EHS Strategy 2018-2025: revised, improved and communicated to all sites. > AFR reduction: 9% 	Moderate progress
Develop, implement and continuously improve EHS training at all plants and maintain completion rate at 95%	<ul style="list-style-type: none"> > EHS e-learning modules: 20 e-learning modules were finalized and translated in 2018, with roll-out ready for 2019. > EHS training completion rate: 80%²⁸ 	Moderate progress
Develop and implement ergonomic assessments at all plants	<ul style="list-style-type: none"> > Percentage of sites that implemented ergonomic assessments: 63.8% 	On track
All Autoneum plants achieve ISO 45 001 certification	<ul style="list-style-type: none"> > First site in Behror certified according to ISO 45 001. > Percentage of sites with a certified occupational health & safety management system (OHSAS 18 001 / ISO 45 001): 55% 	On track

Health & safety

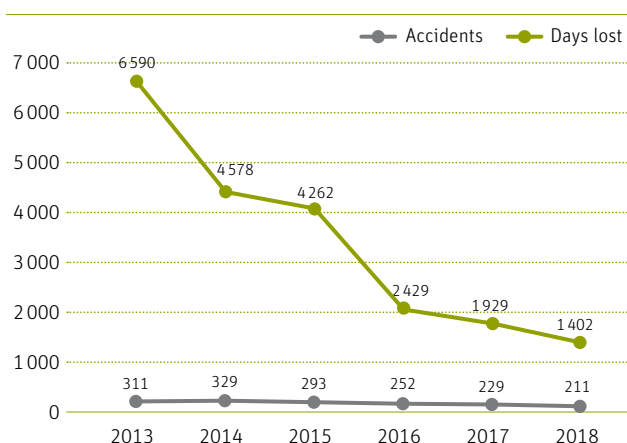
Autoneum is committed to providing and maintaining a safe and healthy work environment for employees as well as customers, suppliers and visitors. We follow the principle of continuous improvement to ensure the efficient prevention of incidents and accidents. The leadership and commitment of top management plays 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 global Environment, Health & Safety (EHS) Steering Committee. The Company'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 for all employees. This document is complemented by the Group Directive on EHS Safety Measures, which defines the key safety rules to be followed at every Autoneum plant. The document covers topics such as personal protective equipment, machine guarding, the lockout-tagout (LOTO) procedure, working at heights and electrical safety. In response to risks that require special attention in manufacturing, the directive describes

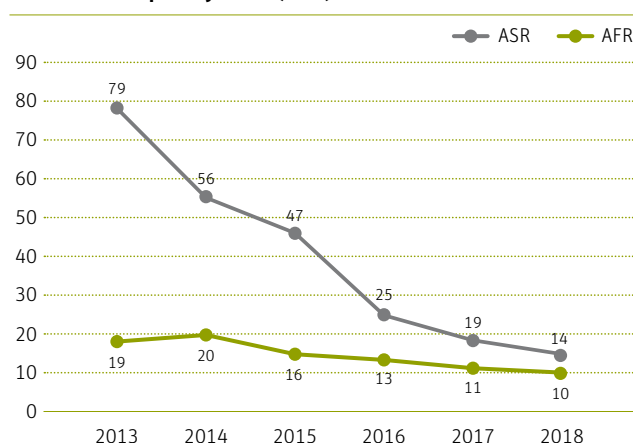
the rules for the use of safety glasses and the prevention of entanglement hazards. Furthermore, in 2018 Autoneum revised its Group EHS Strategy 2025. The Company aims to fulfill a Zero Accident Vision by establishing safety as the number one value for employees. The strategy focuses on building a safety culture through operational action in three areas: leadership/people, work environment and systems/compliance.

Autoneum's Environment, Health & Safety Management System (MEHS) is a framework integrating international

Number of accidents and number of days lost



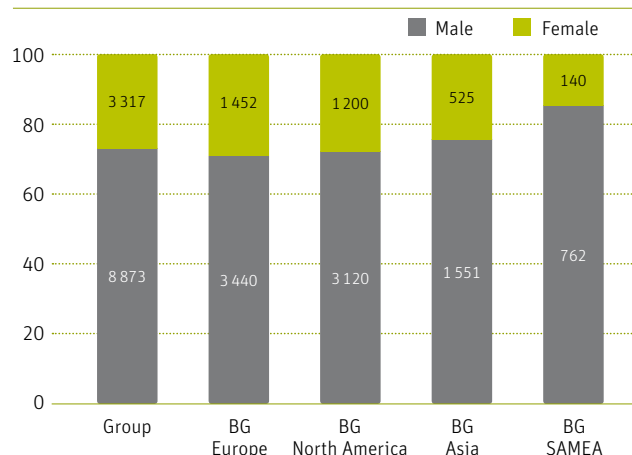
Accident Severity Rate (ASR) and Accident Frequency Rate (AFR)



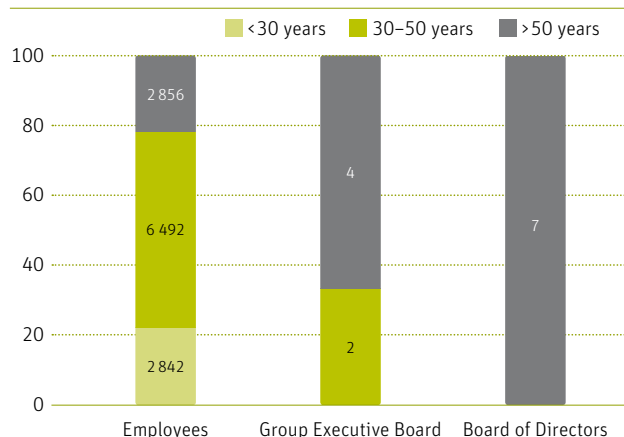
²⁸Approximation. The data for classroom training is currently collected manually.

Employees by Business Group and gender

(2018, headcount in %)

**Employees by age**

(2018, headcount in %)



and national laws and regulations and the requirements of the occupational health and safety management system OHSAS 18 001 and environmental management system ISO 14 001. It serves as an organizational blueprint for Autoneum sites, on the basis of which they can implement state-of-the-art EHS processes which apply across the entire organization. In 2018, all MEHS documentation was updated to reflect the requirements of the new ISO 45 001, the standard that will gradually replace OHSAS 18 001. As of the end of 2018, all our plants were audited in line with MEHS requirements. In addition, 25 of 47²⁹ Autoneum production facilities were certified according to OHSAS 18 001 at the end of the year. Our Behror plant in India was the first one to successfully conclude the transition to the new ISO 45 001 certification and several locations are scheduled to do so in 2019. The Company has also further strengthened its EHS requirements for equipment and machinery. Suppliers must undergo a risk assessment process prior to any purchases and are required to integrate EHS aspects, such as ergonomics, fire protection, lighting, noise and vibration, handling of hazardous substances and energy efficiency, in the design of machinery and equipment. In order to support the efficient implementation of

25

25 of 47 Autoneum production facilities were certified according to OHSAS 18 001 at the end of the year.

these requirements, the Company will hold several training sessions for purchasing and engineering functions in 2019.

Training programs & activities

In order to support the implementation of MEHS worldwide, Autoneum runs a specialized training program for EHS functions. The program covers key EHS topics, such as machine guarding, accident investigation and reporting, lockout-tagout (LOTO) and permits to work under specific circumstances. In 2018, the MEHS training material was enhanced to include new content on hazardous energy control, working at heights and contractor management. In order to highlight the most essential health and safety topics and make the learning process more efficient, several

e-learning modules were added to the learning program. In addition to addressing all key EHS topics in separate modules, the e-learning program also includes accident scenarios for employees that help them to better understand the consequences of unsafe behaviors. Twenty e-learning modules were finalized and translated in 2018 and are ready to be rolled out in 2019. In pursuit of Autoneum's Zero Accident Vision, the Group Manufacturing department expanded its safety training framework to include a new five-module workshop program in 2018. The aim of the program is to create a safety-oriented organization where all employees promote, and proactively contribute to, a culture of safety. During the workshop, managers and operators observe worker behavior on the shop floor, define key findings and lessons learned and work together to set up an action plan. Among other things, participants learn how to observe "near-misses". These are unsafe behaviors or conditions that, if recognized in time, can be prevented from becoming accidents or even fatalities. The workshop program debuted in Chennai, India, in September last year. By the end of 2018, five additional plants successfully completed it. The program will continue in 2019.

²⁹Excluding UGN and office or sales locations.

Improving working conditions

Autoneum regularly monitors how employees perceive working conditions, with a particular focus on the production environment. Based on the feedback – primarily provided via the Employee Satisfaction Survey – Business Groups conduct comprehensive assessments of workplace needs in each location. In 2018, a total of 95 projects were implemented to address challenges in the following areas: workplace and machine safety, ergonomics, temperature, lighting, air quality and noise. A total of six million Swiss francs was spent on these projects.

Ergonomics

The continuous improvement of ergonomic conditions is one of the best strategies for accident prevention. In order to strengthen its ergonomic improvement program launched two years ago, Autoneum implemented a three-phase project plan in 2018. Plants start

with a comprehensive analysis of the accidents that occurred at workstations. The findings are then systematized and used as the basis for redesigning the workstation in accordance with ergonomic principles, supported and validated by a software application. In the final phase, the focus shifts to increasing ergonomic competencies and promoting the right behavior patterns among workers. The project plan follows the principle of “participatory ergonomics”, seeking to maximize the involvement of operators, as they have the most detailed knowledge and experience about work processes. There are numerous positive effects: Optimized ergonomic conditions increase workplace safety, improve morale and productivity and, ultimately, result in better product quality.

Performance & KPIs

The continuous improvement of health and safety performance is essential

for Autoneum. Therefore, we strive to avoid accidents at all times. Sprains and strains, bruises and contusions, cuts and stab wounds were the primary types of accident at Autoneum plants in 2018. The body parts mainly affected were fingers, knees, ankles and the back. The Accident Frequency Rate decreased by 9%, which represents moderate progress towards our Advance Sustainability target of an annual reduction of 20%.

-9%

The Accident Frequency Rate decreased by further 9%.

Health & safety key performance indicators³⁰

	2018	2017
Number of accidents	211	229
Number of days lost	1 402	1 929
Accident Frequency Rate (AFR) ³¹	10	11
Accident Severity Rate (ASR) ³²	14	19
Absenteeism ³³	2.2%	2.2%
Work-related fatalities	0	1
Percentage of workers who are represented by formal joint management-worker health and safety committees	95.8%	93.8%
Percentage of plants with OHSAS 18 001 / ISO 45 001 certification ³⁴	55%	57%
Percentage of plants with ISO 14 001 certification ³⁴	89.3%	95%
Percentage of plants that have implemented ergonomic assessments ³⁵	63.8%	–
Number of production facilities	47	42

³⁰All figures include workers of external agencies and exclude UGN.

³¹Calculated on the basis of the following formula: Accident Frequency Rate = number of accidents / planned working hours * 10⁶.

³²Calculated on the basis of the following formula: Accident Severity Rate = number of days lost / planned working hours * 200 000.

³³Calculated on the basis of the following formula: Absenteeism = total absent hours / planned working hours * 100

³⁴The slight decrease compared to 2017 is due to the relatively high number of new sites built in 2018.

³⁵Ergonomic assessments that were started in 2018 and are in various phases of completion.

GRI content index³⁶



GRI 101: Foundation 2016

GRI 102: General disclosures 2016

Disclosure	Description	Reference
Organizational profile		
102-1	Name of the organization	Autoneum
102-2	Activities, brands, products, and services	Customers and products, p. 10–13
102-3	Location of headquarters	Global presence, p. 42
102-4	Location of operations	Global presence, p. 42
102-5	Ownership and legal form	Annual Report 2018, 46–47
102-6	Markets served	Customers and products, p. 11
102-7	Scale of the organization	About Autoneum, p. 2; Economic performance, p. 5; Annual Report 2018, p. 71
102-8	Information on employees and other workers	Employees, p. 36
102-9	Supply chain	Supply chain, p. 20–22
102-10	Significant changes to the organization and its supply chain	Annual Report 2018, p. 96
102-11	Precautionary Principle or approach	Corporate Responsibility framework, p. 7; Compliance, p. 17–19
102-12	External initiatives	Community engagement, p. 23–25
102-13	Membership of associations	Corporate Responsibility framework, p. 7
Strategy		
102-14	Statement from senior decision-maker	Foreword, p. 3
Ethics and integrity		
102-16	Values, principles, standards and norms of behavior	Strategy and management approach, p. 4; Compliance, p. 17–19
Governance		
102-18	Governance structure	Annual Report 2018, p. 46–48 Corporate Responsibility framework, p. 7
Stakeholder engagement		
102-40	List of stakeholder groups	Corporate Responsibility framework, p. 7
102-41	Collective bargaining agreements	Employees, p. 34
102-42	Identifying and selecting stakeholders	Corporate Responsibility framework, p. 7
102-43	Approach to stakeholder engagement	Corporate Responsibility framework, p. 7–8
102-44	Key topics and concerns raised	Corporate Responsibility framework, p. 8

³⁶For the Materiality Disclosures Service, GRI Services reviewed that the GRI content index is clearly presented and the references for Disclosures 102-40 to 102-49 align with appropriate sections in the body of the report.

Disclosure	Description	Reference
Reporting practice		
102-45	Entities included in the consolidated financial statements	Annual Report 2018, p. 123
102-46	Defining report content and topic boundaries	Corporate Responsibility framework, p. 8
102-47	List of material topics	Corporate Responsibility framework, p. 8
102-48	Restatements of information	None
102-49	Changes in reporting	None
102-50	Reporting period	2018
102-51	Date of most recent report	July 2018
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Imprint, back cover
102-54	Claims of reporting in accordance with the GRI Standards	Corporate Responsibility framework, p. 8
102-55	GRI content index	GRI content index, p. 38
102-56	External assurance	No external assurance has been carried out.

Material topics

Disclosure	Description	Reference	Reasons for omission
Economic topics			
GRI 201: Economic Performance 2016			
103	GRI 103: Management approach 2016 GRI 103-1 / 103-2 / 103-3	Strategy and management approach, p. 4	
201-1	Creation and distribution of economic value	Annual Report 2018, p. 70	
201-3	Pension plan obligations	Annual Report 2018, p. 87 and 113–118	
GRI 203: Indirect Economic Impacts 2016			
103	GRI 103: Management approach 2016 GRI 103-1 / 103-2 / 103-3	Community engagement, p. 24	
203-1	Infrastructure investments and services supported, including sponsoring and community engagement	Community engagement, p. 24–25	
GRI 205: Anti-Corruption 2016			
103	GRI 103: Management approach 2016 GRI 103-1 / 103-2 / 103-3	Compliance, p. 18–19	
205-2	Information and training on corruption risks	Compliance, p. 18	
205-3	Incidents of corruption	Compliance, p. 19	
GRI 206: Anti-Competitive Behavior 2016			
103	GRI 103: Management approach 2016 GRI 103-1 / 103-2 / 103-3	Compliance p. 18–19	
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Compliance, p. 19	

Disclosure	Description	Reference	Reasons for omission
Environmental Topics			
GRI 301: Materials 2016			
103	GRI 103: Management approach 2016 GRI 103-1 / 103-2 / 103-3	Environment, p. 27	
301-2	Proportion recycled materials used	Environment, p. 28, 30	
GRI 302: Energy 2016			
103	GRI 103: Management approach 2016 GRI 103-1 / 103-2 / 103-3	Environment, p. 27, 28	
302-1	Energy consumption within the organization	Environment, p. 30	
302-3	Energy intensity	Environment, p. 30	
302-4	Reduction of energy consumption	Environment, p. 28	
302-5	Energy efficient products and services	Innovation and sustainability, p. 15	
GRI 303: Water 2016			
103	GRI 103: Management approach 2016 GRI 103-1 / 103-2 / 103-3	Environment, p. 27, 29	
303-1	Water consumption	Environment, p. 30	
GRI 305: Emissions 2016			
103	GRI 103: Management approach 2016 GRI 103-1 / 103-2 / 103-3	Environment, p. 27, 29	
305-1	Direct GHG emissions (Scope 1)	Environment, p. 30	
305-2	Energy-based indirect GHG emissions (Scope 2)	Environment, p. 30	
305-3	Other indirect GHG emissions (Scope 3)	Environment, p. 30	
305-4	GHG emissions intensity	Environment, p. 30	
305-5	Reduction of GHG emissions	Environment, p. 27–28	
305-7	Nitrogen oxides, sulfur oxides and other air emissions	Environment, p. 30	Only sulfur oxide emissions (acidification potential) have been identified as material for Autoneum.
GRI 306: Effluents and Waste 2016			
103	GRI 103: Management approach 2016 GRI 103-1 / 103-2 / 103-3	Environment, p. 27–28	
306-2	Waste	Environment, p. 30	
GRI 307: Environmental Compliance 2016			
103	GRI 103: Management approach 2016 GRI 103-1 / 103-2 / 103-3	Environment, p. 27	
307-1	Sanctions for environmental non-compliance	Environment, p. 27	

Disclosure	Description	Reference	Reasons for omission
Social Topics			
GRI 403: Occupational Health and Safety 2016			
103	GRI 103: Management approach 2016 GRI 103-1 / 103-2 / 103-3	Employees, p. 35–37	
403-1	Staff representation in health and safety committees	Employees, p. 37	
403-2	Accidents, illnesses and lost days	Employees, p. 35, 37	
GRI 404: Training and Education 2016			
103	GRI 103: Management approach 2016 GRI 103-1 / 103-2 / 103-3	Employees, p. 33	
404-1	Extent of training and education	Employees, p. 33	
404-2	Programs for skills management and life-long learning	Employees, p. 33	
404-3	Performance reviews and career planning	Employees, p. 33	
GRI 405: Diversity and Equal Opportunity 2016			
103	GRI 103: Management approach 2016 GRI 103-1 / 103-2 / 103-3	Employees, p. 32, 34	
405-1	Diversity of governance bodies and employees	Employees, p. 36	
GRI 406: Non-Discrimination 2016			
103	GRI 103: Management approach 2016 GRI 103-1 / 103-2 / 103-3	Employees, p. 34	
406-1	Incidents of discrimination	Employees, p. 34	
GRI 412: Human Rights Assessment 2016			
103	GRI 103: Management approach 2016 GRI 103-1 / 103-2 / 103-3	Compliance, p. 18	
412-2	Employee training on human rights	Compliance, p. 19	
GRI 413: Local Communities 2016			
103	GRI 103: Management approach 2016 GRI 103-1 / 103-2 / 103-3	Community engagement, p. 24	
413-1	Local community engagement, impact assessments and development programs	Community engagement, p. 24–25	
GRI 416: Customer Health and Safety 2016			
103	GRI 103: Management approach 2016 GRI 103-1 / 103-2 / 103-3	Innovation and sustainability, p. 15–16 Supply chain, p. 21	
416-1	Executed health and safety assessments	Supply chain, p. 21–22	
416-2	Non-compliance concerning health and safety	Supply chain, p. 22	
GRI 419: Socio-economic Compliance 2016			
103	GRI 103: Management approach 2016 GRI 103-1 / 103-2 / 103-3	Compliance, p. 18–19	
419-1	Sanctions concerning non-compliance	Compliance, p. 19	

Europe

Belgium

- Genk

Czech Republic

- Bor
- Choceň
- Hnátice

France

- Aubergenville
- Blainville
- Lachapelle-aux-Pots
- Moissac
- Ons-en-Bray

Germany

- Munich
- Rossdorf-Gundernhausen
- Sindelfingen

Hungary

- Komárom

Italy

- **Santhià**

Poland

- Katowice
- Nowogard

Portugal

- **Setúbal**

Russia

- Ryazan

Spain

- A Rúa
- Valldoreix

Sweden

- Gothenburg

Switzerland

- Sevelen
- Winterthur (HQ)

United Kingdom

- Halesowen
- Heckmondwike
- Stoke-on-Trent

Autoneum

Locations with minority shareholders

Associated companies and investments

Licensees

Global presence

SAMEA

Argentina

- Córdoba

Brazil

- Gravataí
- São Paulo
- Taubaté

South Africa

- **Rosslyn**
- **Durban**

Turkey

- **Bursa**

Asia

China

- Changsha
- Chongqing
- Pinghu
- Shanghai
- Shenyang
- Taicang
- Yantai
- **Guangzhou**
- **Tianjin**
- **Wuhan**
- **Fuzhou**

India

- Behror
- **Chennai**
- **Indonesia**
- **Jakarta**
- **Japan**
- **Oguchi**
- **Tokyo**

Malaysia

- **Shah Alam**

South Korea

- Seoul

Thailand

- **Laem Chabang**
- **Chonburi**

North America

Canada

- London, Ontario
- Tillsonburg, Ontario

Mexico

- Hermosillo
- Mexico City
- San Luis Potosí
- **Silao**

USA

- Aiken, South Carolina
- Bloomsburg, Pennsylvania
- Jeffersonville, Indiana
- Novi, Michigan
- Oregon, Ohio
- Sunnyvale, California
- **Jackson, Tennessee**
- **Monroe, Ohio**
- **Somerset, Kentucky**
- **Tinley Park, Illinois**
- **Valparaiso, Indiana**

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