

A woman with blonde hair tied back, wearing clear safety glasses and blue gloves, is focused on her work in a factory. She is wearing a dark green t-shirt with the 'autoneum' logo. The background is a blurred industrial environment with yellow and blue machinery. The overall tone is professional and highlights the company's commitment to safety and quality.

autoneum

Corporate Responsibility Report 2019





Four **Business Groups**



Production facilities
worldwide



Employees globally



Represented in
25 countries

- 02 **About Autoneum**
- 03 **Foreword**
- 04 **Economic performance**
- 05 **Corporate Responsibility framework**
- 09 **Customers and products**
- 12 **Innovation and sustainability**
- 15 **Compliance**
- 18 **Supply chain**
- 21 **Community engagement**
- 13 **Environment**
- 28 **Employees**
- 35 **GRI content index**

Foreword



Dear Reader

2019 was a year marked by internal and external challenges at Autoneum. In spite of our concentrated effort aimed at resolving the ongoing operational and commercial issues in Business Group North America, these had a significant impact on the financial results of our Company in the last year.

Naturally, some areas of the Advance Sustainability Strategy 2025 were impacted as well. All Business Groups

continued investing heavily in energy, waste and water efficiency projects and achieved important performance improvements. However, the operational problems in North America, amplified by numerous production ramp-ups, led to various negative effects such as high scrap rates. Due to these regional inefficiencies, various environmental indicators of the Group were negatively affected. This is yet further proof of how closely interlinked operational and environmental efficiency are and that we need to focus even more on the sustainability business case in our future activities.

In spite of these difficulties, we achieved solid results in several areas. For instance, we launched three product innovations with an outstanding sustainability performance. Furthermore, our plants made important progress in the area of occupational health and safety by substantially reducing the frequency of accidents, in line with our 2025 target. In addition, we increased the recycling capacities of a number of production facilities worldwide, generating important material and cost savings while reducing environmental impact. Finally, Autoneum locations

mobilized more than 2600 employee volunteers for a good cause, which is an all-time record.

Unfortunately, it seems that 2020 will be no less challenging than the previous year. The coronavirus pandemic brought the world to an unprecedented standstill, causing further turbulence and disruptions in the automotive industry. This is already having a decisive impact on our business activities, and there is no end to the crisis yet. However, I am absolutely convinced that thanks to the remarkable culture of Autoneum and by refocusing on our core strength of operational excellence we will successfully master the challenging period ahead.

A handwritten signature in black ink, appearing to read 'M. Holzammer', written in a cursive style.

Matthias Holzammer
Chief Executive Officer

Economic performance

In 2019, Autoneum grew organically by 2.5% and has thus significantly outperformed the declining market. However, operational inefficiencies and impairments of fixed assets in North America had a particularly strong impact on the Company's profitability. In response, the Company launched a comprehensive turnaround program for the North American sites early this year that replaces the predecessor program.

13 128

Number of employees

1.5%

EBIT margin excluding one-time effects

2.5%

Organic revenue growth of 2.5%



2019

2 297.4

Revenue totaled CHF 2 297.4 million

2019 was an extremely challenging year for the automobile industry. The continuing weakness of the global economy, ongoing trade disputes and the increasing regulation of mobility impacted vehicle demand negatively. As a result, the number of light vehicles produced worldwide fell again in 2019 year-over-year, with the decline of almost -6% much steeper than in 2018. Thanks to numerous production ramp-ups and a favorable model portfolio, Autoneum

was able to achieve organic revenue growth of 2.5%. Revenue consolidated in Swiss francs rose from CHF 2 281.5 million to CHF 2 297.4 million. However, operational inefficiencies in North America and impairments of fixed assets in this region were the main reason for the – first-ever – negative net result of Autoneum in 2019. The sharp drop in automobile production in Europe and China as well as associated lower utilization of production capacities in the

affected Business Groups further impacted the Group's profitability. In order to tackle the challenging situation in North America, Autoneum replaced its turnaround program launched in spring 2019 with a dedicated and far more comprehensive program at the beginning of 2020.

Corporate Responsibility framework

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

Autoneum's values and principles

A strategy geared only toward 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 wellbeing 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.

Autoneum's six corporate values are: *Accountability | Passion | Innovation | Global | Continuous Improvement | Simplicity*

These values represent our Company the way we want it to be. We adhere to them in all our decisions and actions. Adhering to these values on a daily basis allows us to act in line with our long-term principles: *Delight your customers | Enjoy your work | Fight for profits*

Advance Sustainability Strategy 2025

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 8). 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 toward the targets on an annual basis (see the respective sections in this report). Due to the economic challenges the Company faced in 2019 a worldwide cost-saving program was

implemented and there was an overall scale-down of planned activities. In order to stay focused on the most essential targets, the Company carried out a recalibration of the Advance Sustainability Strategy 2025 in the past year.

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

Autoneum in dialog¹

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, (social) media

Financial community

Shareholder meetings, dialog with financial institutions and analysts

Research

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

Media & public

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

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 associations

Memberships in various organizations, event hosting, participation in working groups²

¹Covering the disclosures GRI 102-40, GRI 102-42 and GRI 102-43.

²In 2019, 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 (Sindipecas).

Heads, oversees the implementation of the Advance Sustainability Strategy 2025, monitors 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, it also evaluates specific risks with Corporate Responsibility components – political, legal and compliance, organizational, environmental and occupational safety risks. An

aggregate review of all identified risks and the measures to address them is performed on a semi-annual basis by the Risk Council, which consists 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 a regular dialog with the key stakeholder groups in our stakeholder ecosystem. The various forms of engagement are described in the table "Autoneum in dialog".

Materiality assessment⁴

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 management. The topics defined as material for Autoneum were selected for consideration in the GRI reporting framework – see the table "Focus areas and GRI topics".

Focus areas and GRI topics⁵



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 prepared 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 and GRI confirmed the correctness of the locations of materiality disclosures (GRI 102-40 to GRI 102-49); see the GRI content index on page 35. In 2019, Autoneum also reported on its environmental

performance through the CDP platform (formerly Carbon Disclosure Project). In the Climate Change module, the Company has maintained its B score. In the Water module, Autoneum achieved a score of C.

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

⁴Covering the disclosures GRI 102-43, GRI 102-44 and GRI 102-46.

⁵Covering 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
- > Replace the least sustainable technologies of Autoneum with sustainable innovations
- > Outperform international, national and OEM material compliance requirements
- > Build a culture of environmental sustainability
- > Continuously reduce material waste and increase recycling capacities
- > Continuously reduce emissions and energy consumption
- > Continuously reduce water consumption

- > Continuously improve working conditions and the Employee Value Proposition of Autoneum
- > Implement benchmark employee education framework for all Autoneum employees
- > Implement comprehensive people development framework for all Autoneum employees
- > Build and foster a culture of Diversity & Inclusion
- > Continuously reduce the number of workplace accidents
- > Improve working conditions by reducing ergonomic exposure
- > 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
- > Continuously increase Autoneum's positive impact on communities

- > Implement and maintain a robust and Company-wide Responsible Procurement Framework

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 fuel consumption and emissions.



Technology leadership

Autoneum is the global market and technology leader in acoustic and thermal management for vehicles. We provide components for the entire vehicle: the engine bay, the underbody and the interior floor. We offer noise and

Autoneum's products reduce vehicle weight and thus fuel consumption and emission output as well.

heat protection in individually adaptable product packages for optimum compliance with increasingly specific customer requirements. Autoneum's products reduce vehicle weight and thus fuel consumption and emission output as well. In doing so, the Company helps customers to meet increasingly more stringent environmental and noise regulations. At the same time, our innovations enable vehicle manufacturers to efficiently address growing consumer demand for sustainable mobility.

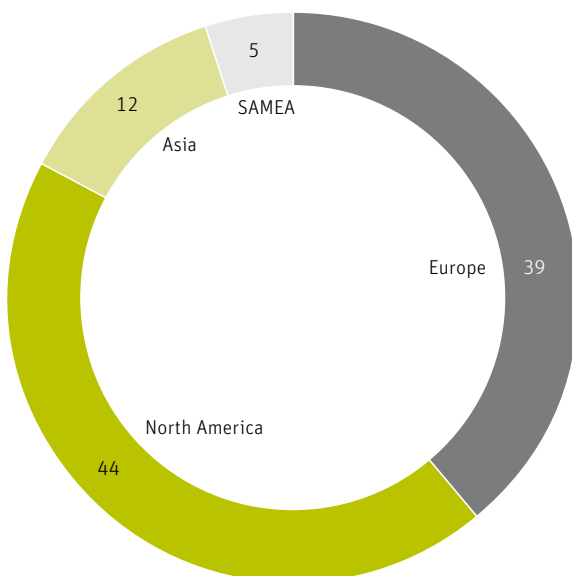
Our customer portfolio

Autoneum's customer base includes virtually all automobile manufacturers in Europe, North and South America, Asia and Africa. A global presence and proximity to customers are not only

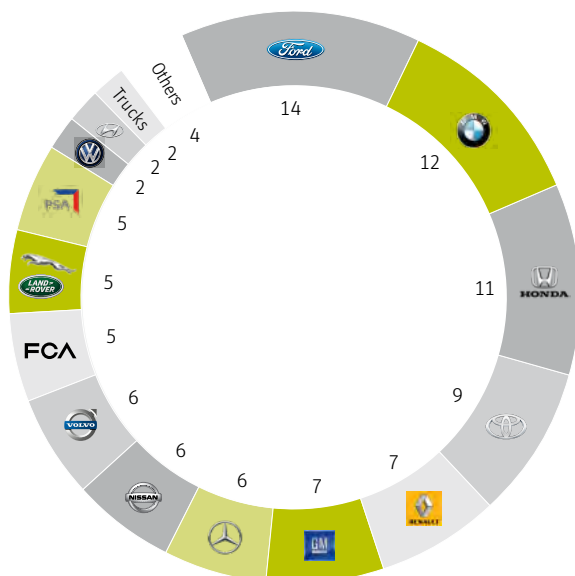
The Company supports customers to meet increasingly more stringent environmental and noise regulations.

key success factors, but also a crucial competitive advantage for Autoneum. The graphs below show an overview of the distribution of our revenue in 2019 by region and customer.

Revenue by region (%)



Revenue by customer (%)



Committed to the mobility of the future

With sales of electric cars picking up speed worldwide, demand for innovations that are particularly suited for this vehicle category is also growing. There is a need for components whose low weight enables a greater driving range and at the same time ensures optimal

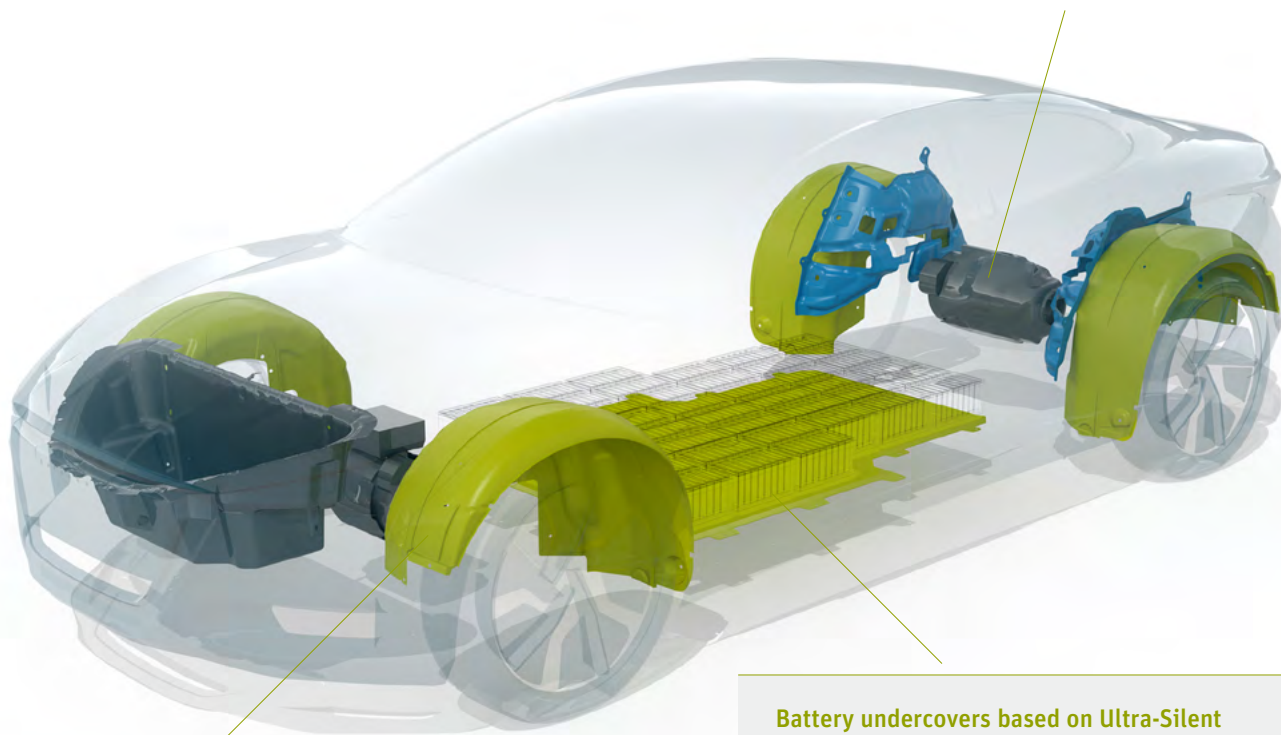
acoustic and thermal management. For example, in the absence of engine noise in electric vehicles, there is increased attention on sound sources that are new or were previously drowned out, such as fans and pumps or electronic drive components, as well as noise caused by tires. There are thermal challenges as

well: Without waste heat from the engine, the passenger cabin of an electric vehicle can be significantly cooler than the passenger cabin of a vehicle powered by a combustion engine. In 2019, Autoneum launched various innovations that address precisely these challenges.

E-motor encapsulations made of Hybrid-Acoustics PET

Lighter, quieter and more environmentally friendly vehicles – this is what Hybrid-Acoustics PET stands for. In particular, the new technology for e-motor encapsulations reduces high frequency sounds at the source, thus providing ideal noise protection and greater driving comfort. Components based

on this technology are made of PET with a 50% share of recycled fibers, thus fully meeting the requirements for resource-efficient mobility solutions. Starting in the spring of 2020, Autoneum will be supplying a number of e-models with motor encapsulations made of Hybrid-Acoustics PET.



Alpha-Liner wheelhouse outer liners

Automobile manufacturers around the world must comply with increasingly restrictive noise regulations for new vehicle models. With Alpha-Liner for wheelhouse outer liners, Autoneum offers an efficient solution. Thanks to a thin plastic coating applied on the tire side, Alpha-Liner maximizes sound absorption, thus substantially reducing tire noise. At the same time, these components are made of 100% recycled PET fibers. As a result, the waste generated in the production process can be reclaimed and reused again.

Battery undercovers based on Ultra-Silent

Autoneum adapted its textile underbody technology Ultra-Silent specifically for electric vehicles. Made of 100% PET, these components are fully recyclable and therefore boast excellent sustainability performance. Thanks to their favorable thermal insulation properties, they protect the battery against cooling or heating, which guarantees an improved battery performance. Battery undercovers made of Ultra-Silent also act as insulators and reduce sound that enters the passenger cabin.



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 innovations. This is in line with Autoneum's Advance Sustainability Strategy 2025 as well as growing customer demand for sustainable products.

Vision 2025 – Sustainable Products & Production Processes

Operational targets	Key achievements in 2019	Progress
All Autoneum innovations will achieve a Sustainability Index rating of 60% and the innovation portfolio will reach a total average of 65%	<ul style="list-style-type: none"> > Number of released innovations in 2019: 5 > Number of innovations with a Sustainability Index rating higher than 60%: 3 > Total average Sustainability Index rating of the innovation portfolio: 60% 	On track
Identify the three least sustainable technologies of Autoneum, develop sustainable alternatives and actively promote them to customers	Hybrid-Acoustics PET (see “In the spotlight” section) represents an alternative for two of Autoneum’s least sustainable technologies. The roll-out of this technology will be further continued in 2020.	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 and development experts are the primary drivers of its innovation success. Approximately 70 employees – including engineers, chemists, physicists and product designers – at the Group’s R&D center in Winterthur, Switzerland, are continuously working on new ideas aimed at the next technical breakthrough in acoustic and thermal management. Around 230 employees work at twelve state-of-the-art Acoustics and Development Centers worldwide. Within this diverse network of experts, there is a regular exchange of expertise regarding technologies, products and production processes. In cooperation with the Strategic Development department, the potential impact of emerging trends, such as electrification and digitalization, is constantly being analyzed and the corresponding innovations developed.

Autoneum supports customers both in the development of new vehicles and in the advancement of existing models. For this purpose, the Company has developed a variety of measurement systems and simulation software, 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

fully met. Furthermore, by optimizing the isolation and insulation properties of components, Autoneum achieves a perfect balance between acoustic and thermal performance and product

230

Around 230 employees work at twelve state-of-the-art Acoustics and Development Centers worldwide

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.

Sustainable products

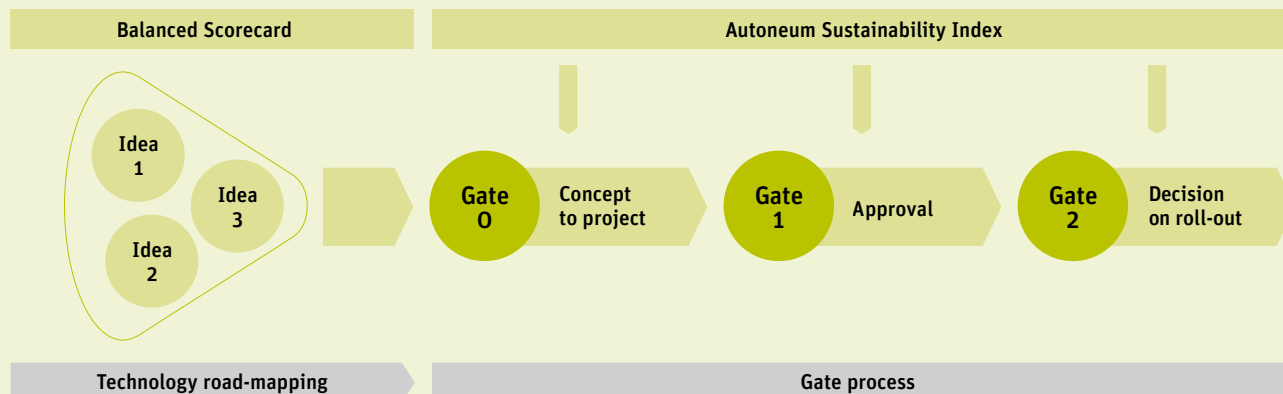
Autoneum integrates sustainability criteria in all stages of the innovation process. As part of the Autoneum technology roadmap program, we first screen emerging technologies using a Balanced Scorecard based on five evaluation dimensions: emergence, portfolio improvement, portfolio enlargement, simplicity and sustainability. Within the sustainability dimension, waste, energy, recycling and emission (noise and CO₂) aspects of the emerging tech-

nology 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 occurs. During this evaluation, the product’s Autoneum Sustainability Index (SI) 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.⁶ In 2019, Autoneum conducted a comprehensive assessment of the SI evaluation methodology. In 2020, the evaluation tool will be updated in order to more accurately reflect the sustainability performance of our products, depending on whether they are applied in a conventional, hybrid or fully electric car.

⁶The 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.

Sustainability in the innovation process



In 2019, Autoneum released a total of five innovations, of which three achieved an SI rating higher than 60%. One of these is the engine bay technology Hybrid-Acoustics PET (see “In the spotlight” below). The total average SI rating of the innovation portfolio⁷ rose to 60% (2018: 57%), which means we have made further progress toward our 2025 target of 65%. Moreover, several innovations with a favorable SI score are already in the innovation pipeline for 2020.

Consumer safety: reducing levels of Volatile Organic Compounds (VOCs)

As a supplier to nearly all automobile manufacturers, the health, safety and comfort of the end consumer is critical for Autoneum. Vehicle 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 2019, we expanded our VOC measurement capability in Winterthur with the construction of a vehicle VOC measurement room and the acquisition of a testing chamber for the evaluation of VOC at car part level. Both facilities are now in the start-

up phase with measurements expected to commence in 2020. In addition, various projects aimed at improving the VOC performance of a number of important materials, such as polyurethane foam and heavy layer, are ongoing.

Benefiting from sustainable materials

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 the key factors boosting sustainability performance is recycled content: If instead of buying virgin material we re-use the waste of other industries – such as PET bottle flakes or textile scraps –, less energy is

consumed and less emissions are generated during the sourcing process. Moreover, if we are able to reclaim and re-use the “cut-offs” of a product – the parts that are removed in order to create the exact shape required by the customer –, we further reduce the environmental footprint of Autoneum’s own production processes, while also saving on material costs. Thus, reclaiming is not only essential for achieving our ambitious landfill waste reduction target (see chapter “Environment”), but also represents a favorable business case. Reclaiming is possible for all our products which contain recyclable content, such as PET fibers and felts, felts with blends of PET and shoddy cotton, as well as recyclable composites, such as heavy layer.

In the spotlight: Hybrid-Acoustics PET

With Hybrid-Acoustics PET, Autoneum has adapted its textile interior floor technology Hybrid-Acoustics for use in the engine compartment. The patented innovation is based on a unique fiber material that acts as an insulator and absorber at the same time. Among other things, Hybrid-Acoustics PET is used to encapsulate electric motors, thereby reducing noise directly at the source and particularly attenuating high-frequency sounds of the electric drive unit. Thus, this key technology ensures optimum noise protection in the pas-

senger cabin and greater driving comfort. At the same time, components made of Hybrid-Acoustics PET demonstrate convincing performance thanks to their low weight. Compared to conventional insulators, they are up to 40% lighter and thereby contribute to a greater driving range. The parts, which consist to a large extent of recycled PET fibers, are produced waste-free and are completely recyclable – an outstanding sustainability performance improvement compared to equivalent engine bay components.

⁷The average is calculated for all innovations implemented since January 2016, when the SI evaluation methodology was introduced at Autoneum.

An aerial photograph of a dense, lush green forest. The canopy is thick and textured, with varying shades of green. A single tree with bright yellow foliage stands out prominently in the upper left quadrant, creating a focal point. The lighting suggests a sunny day, with some areas of the forest appearing brighter than others.

Compliance

Being a good corporate citizen means maintaining consistently high legal and ethical standards in all our relationships. This helps us preserve Autoneum's good reputation, a key enabler for business success. Therefore, we have committed ourselves to continuously strengthening our compliance framework and deepening the integration of compliance principles in our company culture.

Vision 2025 – Good Corporate Citizenship

Operational targets	Key achievements in 2019	Progress
Implement and maintain company-wide Compliance Management System based on ISO 19 600	<ul style="list-style-type: none"> > Continuous implementation of actions defined by internal ISO 19 600-based action plan. > A new directive has been implemented: Human and Labor Rights Directive. 	On track
Strengthen and expand company-wide compliance risk assessment and audit framework	<ul style="list-style-type: none"> > Group-wide compliance risk survey was conducted in 2019. Action Plan will be implemented in 2020. 	On track
Continuously develop the training & awareness framework and maintain completion rate at 95%	<ul style="list-style-type: none"> > Training completion rates⁸: Code of Conduct (overhead staff): 93% Code of Conduct (operators⁹): 87.6% Preventing Anti-Competitive Practices: 95.2% 	Preventing Bribery and Corruption: 96.7% Cybersecurity Awareness: 91% Safe Remote and Mobile Computing: 92.2% Business Ethics ¹⁰ : 97%

At Autoneum, abiding by the law is an absolute prerequisite for every decision and action. Furthermore, employees must comply with the Company's Values and Principles, the Code of Conduct as well as other internal regulations and directives. Apart from key Company policies we respect the UN Declaration of Human Rights, the International Labor Organization's (ILO) fundamental conventions and the Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises. In line with the commitment made in the Advance Sustainability Strategy 2025, we regularly screen our Compliance Management System based on the processes and practices recommended by the ISO 19 600 guideline.

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 overall responsibility for operational compliance, assessment of risks and implementation of the Group's compliance strategy lies with the Group Executive Board. The Compliance Council – consisting of the CEO, the CFO, the Group General Counsel & Head of

Compliance, the Head of Internal Audit and the Head of Human Resources – develops the Compliance Program, monitors progress and evaluates compliance incidents on a regular basis. The implementation and continuous improvement of the Compliance Program is ensured by the Legal & Compliance department. It defines the 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 the 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 Legal Unit Heads also act as a point of contact for local employees concerning compliance issues and cooperate closely with the Head Compliance and the Compliance Officer. The Company monitors compliance risks with its Risk Management System (see "Corporate Responsibility Framework"), e.g. based on regular Group-wide risk surveys. Regular audits on selected compliance topics are

conducted by the Group Internal Audit function as part of its annual audit schedule.

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 agreements and contains rules of conduct pertaining to labor and human rights, health and safety, the environment, material compliance and business ethics. In 2019, Autoneum expanded its compliance policy framework to include a new Human and

⁸All training completion rates (except the Business Ethics training) exclude UGN.

⁹Figure includes employees of external agencies.

¹⁰This training is implemented at UGN only.

Labor Rights Directive. This document builds on the Code of Conduct and explains the key principles of human and labor rights protection at Autoneum in detail, referring to international frameworks such as the UN Guiding Principles on Human and Labor Rights and the International Bill of Human Rights. The purpose of the directive is to safeguard the highest standards in this respect throughout Autoneum and its supply chain.

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

**SPEAK
UP
LINE**

other regulations securely, confidentially and, if preferred and legally allowed, anonymously.

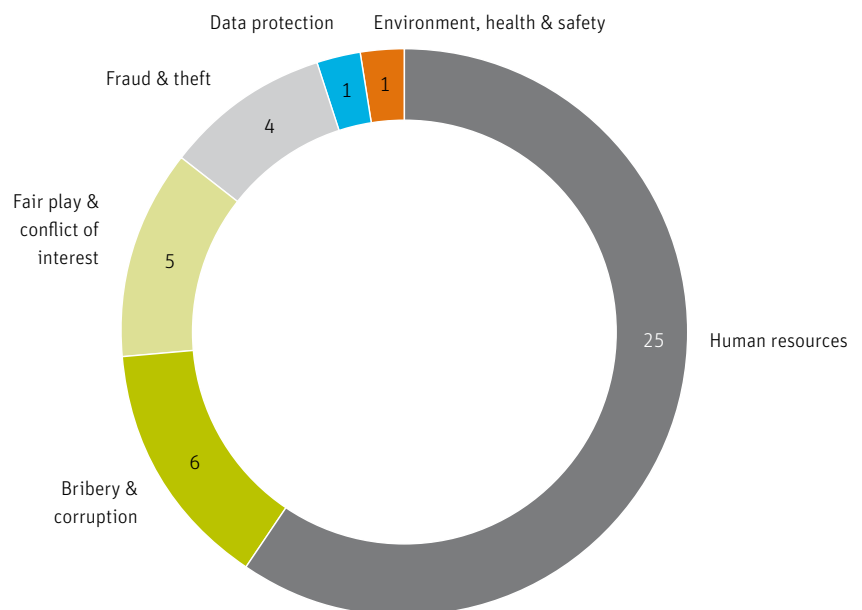
The Speak Up Line is an option

in addition to existing channels (i.e. reporting incidents to a superior, the Human Resources department or the Legal & Compliance department). In 2019, a total of 42¹¹ reports were made, the majority of them via the Speak Up Line (see Incident Report 2019 for a detailed breakdown). If allegations were confirmed or substantiated, the Company took appropriate action to remedy the situation. In the reporting year, no lawsuits for anti-competitive behavior and violations of antitrust law in which the organization was identified as a participant were pending or concluded.

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.

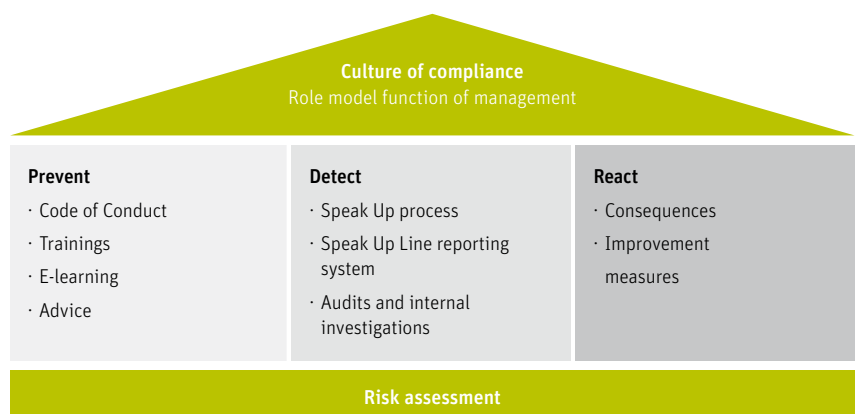
Incident Report 2019 – categories & number of incidents



Communication and training

In 2019, Autoneum again implemented a variety of measures to strengthen employee awareness of compliance-related topics. The Company continued its mandatory Code of Conduct training program. Overhead staff were trained via e-learning sessions, with a completion rate of 93%. Operators without computer access were trained in classroom training sessions carried out in the plants. The completion rate of these trainings is 87.6%. Furthermore, the Company rolled out e-learning campaigns on topics that are relevant only for certain segments of the population,

such as procurement, sales or selected management functions. These e-learning sessions include "Preventing Anti-Competitive Practices" (completion rate: 95.2%), "Preventing Bribery and Corruption" (96.7%), "Cybersecurity Awareness" (91%), and "Safe Remote and Mobile Computing" (92.2%). In addition, as part of the "Tone at the Top" program aimed at promoting managers as role models of ethical decision-making, all Legal Unit Heads have been trained in the key requirements of their role as Compliance Supporters.



¹¹Including UGN.



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 increasing 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 2019	Progress
Implement and maintain responsible procurement practices based on ISO 20 400 Guidance for Sustainable Procurement	<ul style="list-style-type: none"> > We continuously implement the actions defined by our internal ISO 20 400 action plan. > Sustainability risk assessment of Global Material Families is in place. High risk materials and suppliers are identified. 	On track
Ensure that all Autoneum suppliers comply with the Code of Conduct for Suppliers	> Code of Conduct for Suppliers is a standard part of supplier onboarding documentation. Digital signature solution prepared for roll-out.	Moderate progress
Establish supplier risk monitoring system and manage risks on an ongoing basis	> Sustainability self-assessment campaign covering a total of 80 suppliers from all four Business Groups has been conducted.	On track
Establish supplier audit mechanism and conduct regular on-site audits	> Suitable standard for supplier audits has been selected. Project on hold due to recalibration of Advance Sustainability Strategy 2025.	Moderate progress
Strengthen and expand Company-wide Material Compliance Framework	> Compliance Process Manager tool is used globally by Autoneum suppliers. E-learning program has been developed to support users.	On track

Autoneum supplies automobile manufacturers around the world with components for the engine bay, interior floor and underbody. 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 2019 amounted to CHF 1253 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. Of these, the Company has identified ten Global Material Families that are of strategic importance to Autoneum, as they contain materials that are used by most of our operations

globally. These include aluminum, yarn, mixed fibers, plastics, reclaimed cotton and polyester, among 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.

1250



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

Responsible supply chain management

Autoneum requires 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: human and labor rights, health and safety, the 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 checks its procurement management framework annually against the requirements of the ISO 20 400 Guidance for Sustainable Procurement. Based on the results, the Company implements an action plan to close the identified gaps on an ongoing basis.

80

Autoneum invited 80 of its top suppliers to conduct a sustainability self-assessment.

Furthermore, Autoneum has a sustainability risk analysis mechanism in place that focuses on its ten Global Material Families. According to this analysis, there is a potentially higher occurrence of environmental, social and ethical risks in the supply chains of five key materials. For these, Autoneum has identified the top suppliers in terms of business volume with the Company, totaling around 80 across all Business Groups. These were invited to conduct a sustainability self-assessment via a supplier assurance platform, developed specifically for automotive supply chains. The assessment evaluates the environmental, social and compliance management system of suppliers based on a detailed questionnaire and at-

tached evidence. In 2020, suppliers who scored below internally defined minimum thresholds will receive an action plan for closing the gaps.

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 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 REACH¹² and GADSL¹³, 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. In 2019, an e-learning program was developed with

the aim of helping users to provide as accurate a disclosure of materials used as possible.

Conflict minerals

The materials we purchase must also comply with the Dodd-Frank Act, which requires all companies that manufacture in the USA to ensure that the raw materials they use do not involve so-called "conflict minerals". Such minerals are gold or ores used for the production of tin, tantalum or tungsten that are tied in any way to the armed conflict in the Democratic Republic of 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 2019, 63% of all suppliers fulfilled their conflict minerals reporting obligations to Autoneum. In agreement with our customers, in order to improve the response rate we will in the future narrow the focus to suppliers that already self-declare the use of conflict minerals via the International Material Data System (IMDS).



¹²Registration, Evaluation, Authorization and Restriction of Chemicals (EC 1907/2006).

¹³Global Automotive Declarable Substance List.

Community engagement

With a presence spanning 55 production sites worldwide, good 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 2019	Progress
Support social & community engagement activities of Autoneum employees with incentive structures	> No activities took place in 2019 due to recalibration of Advance Sustainability Strategy 2025.	On hold
Implement corporate philanthropy projects at Autoneum Group level on an annual basis	> No activities took place in 2019 due to recalibration of Advance Sustainability Strategy 2025.	On hold
Implement local community engagement projects at all Autoneum locations on an annual basis	> Number of projects: 130 > Number of volunteers: 2603 > Number of volunteering hours: 25 447 > Number of trees planted: 814	On track

Autoneum aims to act as a responsible corporate citizen and to engage with local communities in a meaningful and effective manner. The corresponding activities are regulated by the “Autoneum Guideline for Contributions”. The Guideline defines the rules and procedures for donations, sponsorships 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 grassroots ideas identified jointly with the local community.

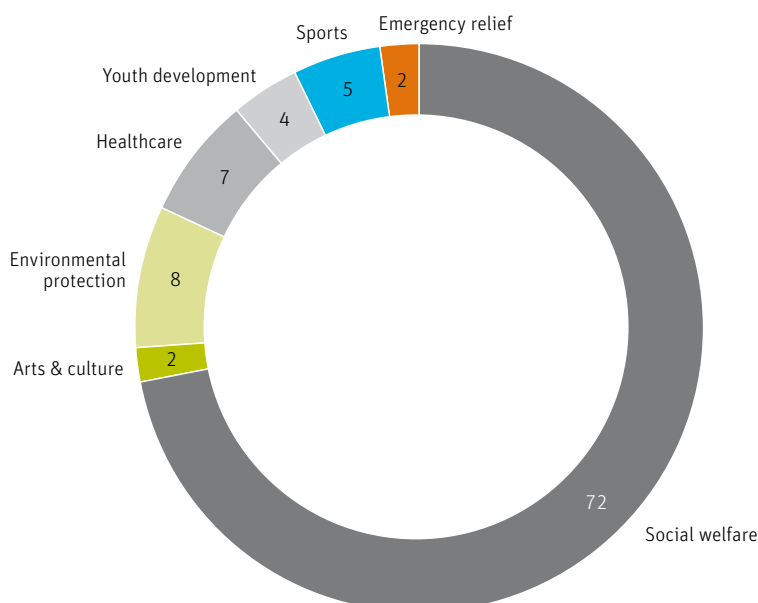
Local community engagement projects

In 2019, Autoneum implemented 130 community projects across all four Business Groups, with the majority once again falling in the “social welfare” category (see graph for a breakdown of projects according to focus area). Around 2 600 Autoneum employees played an active role as volunteers, investing more than 25 000 hours in community engagement. For example, the employees of our site in Setúbal, Portugal, supported the “Centro de Acolhimento Temporário Nossa Senhora do Amparo”, a refuge center for at-risk children, with monthly donations of food, clothes

and hygiene items as well as by organizing free-time programs for the children. The Autoneum plant in Bloomsburg (Pennsylvania), USA, once again implemented the largest number of projects in a single location at 13. This included the United Way charity golf tournament, organized for the 25th time



Community engagement projects 2019 by focus area (%)



In 2019, Autoneum implemented 130 community projects across all four Business Groups.

in 2019. Proceeds from this event supported a number of public libraries, youth clubs, charities and a holiday camp for children with special education needs. The Autoneum facility in the southeast Indian city of Chennai mobilized 75 employees to plant more than 500 trees near the site – a small but important contribution to improving air quality in the area and promoting biodiversity in the long term. In Brazil, as part of the “Formare” program some 40 employees provided manufacturing and logistics training to young people from disadvantaged families.

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 continuously reducing our environmental footprint and enhancing operational excellence.

Vision 2025 – Sustainable Products & Production Processes

Operational targets	Key achievements in 2019	Progress
All Autoneum plants achieve ISO 14 001 certification	> Percentage of plants with ISO 14 001 certification: 95.7%	On track
Reduce non-hazardous waste intensity by 40%	> Non-hazardous waste intensity increased by 58.6%	Not on track
Reduce landfill waste intensity by 50%	> Landfill waste intensity increased by 53.1%	Not on track
Reduce fossil fuel intensity by 4% and Scope 1 emissions intensity by 10%	> Fossil fuel intensity increased by 5.1% Scope 1 emissions intensity increased by 5.4%	Not on track
Reduce electricity intensity by 10% and Scope 2 emissions intensity by 10%	> Electricity intensity increased by 3.7% Scope 2 emissions intensity increased by 2.3%	Not on track
Continuously reduce Scope 3 emissions	> Scope 3 emissions calculated for 100% of business travel and 17% of purchased direct materials.	Unchanged
Reduce water intensity by 25%	> Water intensity increased by 6.6%	Not on track

Policy and governance

Autoneum defines the key principles of its environmental management in the Autoneum Management Policy on Quality, Environment, Health and Safety.

With this policy, Autoneum has committed itself to reducing its environmental impact, eliminating environmental risks 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

Committee, consisting of the Head of Group Quality & EHS, the Group EHS Team and EHS representatives from all four Business Groups of Autoneum.

Management system for environment, health & safety

With the Environment, Health & Safety Management System (MEHS), launched in 2014, Autoneum aims to implement consistent EHS standards at all locations worldwide and to continuously improve EHS performance. MEHS is based on international and national laws and regulations, as well as on the environmental management system ISO 14 001 and the occupational health and safety management system ISO 45 001, thereby ensuring comparability on global level. As of the end of 2019, 94% of our plants have been audited in line with MEHS requirements. In addition, 44 of 46 Autoneum production facilities¹⁴ were certified according to ISO 14 001 at the end of the year. There were no cases of non-compliance with environmental legislation. In order to support the implementation of MEHS worldwide, Autoneum uses a specialized MEHS training program for EHS functions. The trainings

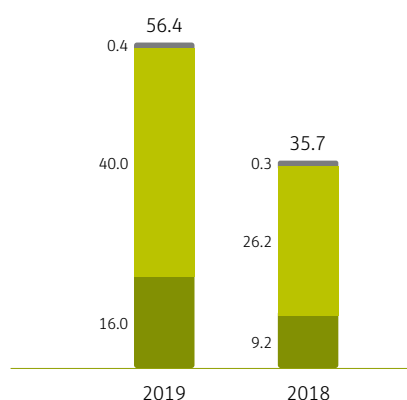
cover environmental topics such as emission, water, waste and energy management as well as overall sustainability management.

Sustainable production processes

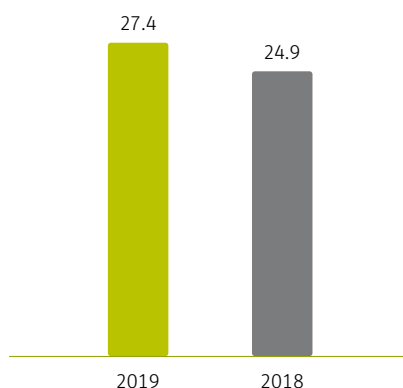
As part of the Advance Sustainability Strategy 2025, Autoneum has defined ambitious Group reduction targets related to waste, energy, water and emissions (see table above). In 2019, the Company implemented a total of 62 eco-efficiency projects at 29 production sites. 28 projects aimed at reducing energy consumption, 30 at reducing waste and expanding recycling capacities and four projects were targeting a reduction in water consumption. However, in spite of these efforts, we were unable to make progress toward Group targets in the majority of environmental performance categories. In order to cope with the global market decline and internal operational difficulties in North America, fewer financial and personal resources were dedicated to improving eco-efficiency. Detailed explanations are provided on the following pages.

¹⁴Excluding UGN and office or sales locations. One location less than last year due to the consolidation of Oregon production capacity.

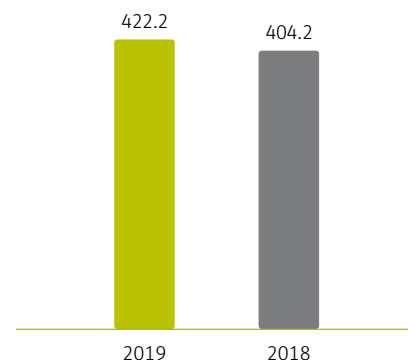
■ Waste converted into energy
 ■ Landfill waste
 ■ Hazardous waste



Waste intensity
 (metric tons per CHF million revenue)



Recycling intensity
 (metric tons per CHF million revenue)



Energy intensity
 (MWh per CHF million revenue)

Waste

In 2019, Autoneum's overall waste intensity increased by 58.1% and landfill waste intensity by 53.1% compared to the previous year. This result is mainly due to a 100% increase in waste volumes in Business Group North America, where ongoing operational inefficiencies combined with as yet insufficient internal recycling capacities led to landfilling of a significant amount of waste that could have been recycled. In Business Groups Europe, Asia and SAMEA, landfill volumes increased as well, although at a lower rate. Here, too, this is mainly due to limitations in recycling infrastructure that would make it possible to reclaim production waste and use it again in new products.

Recycling

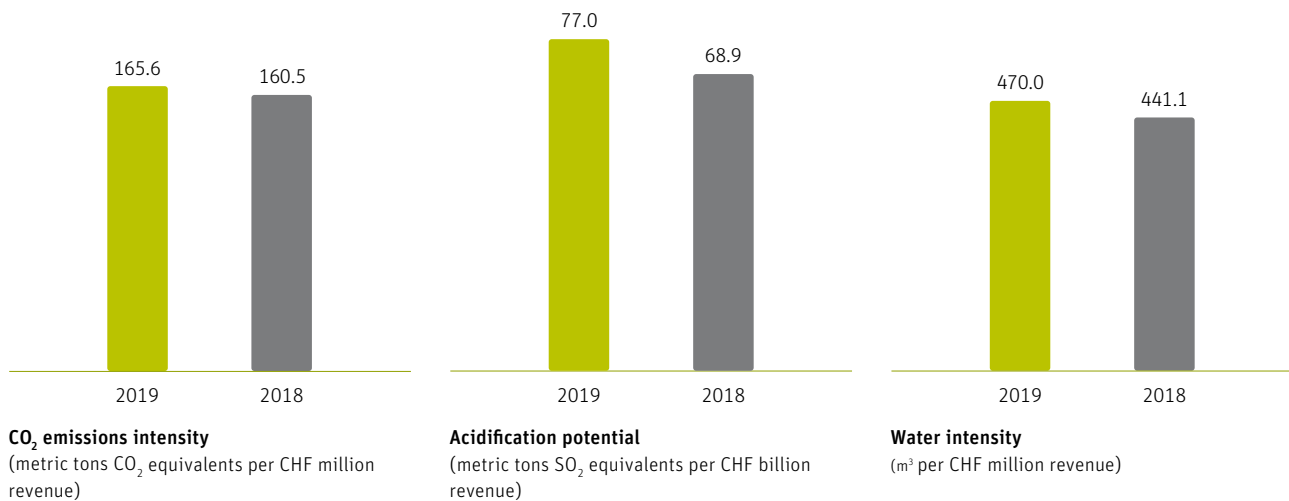
Although Autoneum did not utilize all waste recycling opportunities last year, a large number of production sites made important investments in this area, implementing a total of 30 recycling projects globally. This includes new facilities for recovering scrap from the production of the textile mono-material Ultra-Silent and the felt fiber technology IFPR-2 in Europe and Asia. In addition, in Business Group Europe the amount of production waste recycled by external contractors rose significantly. Thanks to these activities, recycling intensity grew further by 9.7% at Group level.



As part of the Advance Sustainability Strategy 2025, the Company implemented a total of 62 ecoefficiency projects at 29 production sites in 2019.

Energy

Although Autoneum invested in a number of energy efficiency activities in 2019, the Company's overall energy intensity increased by 4.4%, with fossil fuel intensity growing by 5.1% and electricity intensity by 3.7%. In spite of the solid progress the Business Groups Europe and SAMEA made in energy consumption reduction, the results of the other two Business Groups reversed this positive trend on Group level. In North America, the increase in energy intensity was caused by the aforementioned operational problems. In Asia, in the context of ongoing vertical integration efforts, four new production lines were installed to manufacture products previously purchased externally. This led to an initial peak in energy demand before reaching desired productivity and output levels. In addition, in order to improve air quality the majority of Chinese plants installed new exhaust systems to remove polluting particles from the air. While this measure significantly improved working conditions, it also further increased the energy consumption of these sites.



Emissions

As a consequence of the increase in energy intensity, Autoneum's overall CO₂ intensity also increased by 3.2% in 2019. The intensity of Scope 1 CO₂ emissions¹⁵ increased by 5.4% and the intensity of Scope 2 CO₂ emissions¹⁶ by 2.3%. Scope 3 CO₂ emissions are a consequence of an organization's activities, but occur at sources not owned or controlled by the organization. In 2019, Autoneum calculated Scope 3 CO₂ emissions related to 17% of the total volume of purchased direct materials as well as 100% of business travel. In 2020 we will continue working on refining our data basis and calculation framework.

Acidification potential

Acidification potential is expressed in sulfur dioxide equivalents that result from burning fossil fuels in production processes. These emissions, interacting with atmospheric water, produce acid rain. In 2019, Autoneum's acidification potential intensity grew by 11.8%. This is due to the increase in the share of coal in the energy mix at Autoneum's biggest US plant. The facility is currently the only one that still uses this energy source 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 invest in water efficiency projects. While our Business Groups Asia and SAMEA achieved important reductions in 2019, water intensity on Group level increased by 6.6% last year. This was mainly caused by the aforementioned operational issues at Business Group North America, combined with the introduction of new, water-intense thermoplastic hot molding processes at some plants in this region.

¹⁵Emissions that are a direct result of the Company's production processes, fossil fuel consumption by ovens or steam production in boilers.

¹⁶Emissions resulting from the Company's electricity consumption.

Environmental key performance indicators¹⁷**Absolute figures****Intensity figures**

	2019	2018	2017	difference to 2017*	difference to 2018	2019	2018	2017	difference to 2017*	difference to 2018
--	------	------	------	---------------------	--------------------	------	------	------	---------------------	--------------------



Energy (MWh)	969 977	922 293	763 508	26.5%	5.2%					
Fossil fuels	514 318	485 928	351 386	46.4%	5.8%	223.9	213.0	159.5	40.4%	5.1%
Electricity	455 659	436 365	412 123	10.6%	4.4%	198.3	191.3	187.1	6.0%	3.7%
Energy intensity (MWh per CHF million revenue)						422.2	404.2	346.6	21.8%	4.4%



Water (m³)	1 079 880	1 006 317	1 120 953	-3.7%	7.3%					
Municipal water	970 791	879 452	946 445	2.6%	10.4%	422.6	385.5	429.6	-1.6%	9.6%
Ground water	81 817	91 169	149 467	-45.3%	-10.3%	35.6	40.0	67.8	-47.5%	-10.9%
Other	27 272	35 696	25 041	8.9%	-23.6%	11.9	15.6	11.4	4.4%	-24.1%
Water intensity (m³ per CHF million revenue)						470.0	441.1	508.8	-7.6%	6.6%



Recycling (metric tons)	62 846	56 901	47 758	31.6%	10.4%					
Internal recycling (reclaiming)	43 452	40 597	33 403	30.1%	7.0%	18.9	17.8	15.2	24.7%	6.3%
External recycling	19 394	16 304	14 355	35.1%	19.0%	8.4	7.1	6.5	29.6%	18.1%
Recycling intensity (metric tons per CHF million revenue)						27.4	24.9	21.7	26.2%	9.7%



Waste (metric tons)	129 608	81 395	83 445	55.3%	59.2%					
Hazardous waste	898	789	839	7.1%	13.9%	0.39	0.35	0.38	2.7%	13.1%
Non-hazardous waste	128 710	80 606	82 606	55.8%	59.7%					
Waste converted into energy	36 711	20 943	21 611	69.9%	75.3%	16.0	9.2	9.8	62.9%	74.1%
Landfill waste	91 999	59 663	60 996	50.8%	54.2%	40.0	26.2	27.7	44.6%	53.1%
Non-hazardous waste intensity (metric tons per CHF million revenue)						56.0	35.3	37.5	49.4%	58.6%
Total waste intensity (metric tons per CHF million revenue)						56.4	35.7	37.9	48.9%	58.1%



CO₂ Emissions (metric tons CO ₂ equivalents) ^{18, 19}	380 562	366 127	316 090	20.4%	3.9%					
Scope 1	116 274	109 577	81 077	43.4%	6.1%	50.6	48.0	36.8	37.5%	5.4%
Scope 2 ²⁰	264 287	256 550	235 014	12.5%	3.0%	115.0	112.4	106.7	7.8%	2.3%
CO₂ intensity (metric tons CO ₂ equivalents per CHF million revenue)						165.6	160.5	143.5	15.4%	3.2%
Scope 3 ²¹	420 238	525 214	448 185			n.a. ²²	n.a. ²²	n.a. ²²	n.a. ²²	n.a. ²²



Acidification potential (metric tons SO ₂ equivalents)	177	157	155	14.1%	12.5%					
Acidification potential intensity (metric tons SO ₂ equivalents per CHF billion revenue)						77.0	68.9	70.3	9.4%	11.8%

* 2017 is the baseline year for all targets defined in the Advance Sustainability Strategy 2025.

¹⁷ All figures except Scope 3 emissions include UGN.

¹⁸ Calculated 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.

¹⁹ Emission factor sources: ecoinvent, IEA and Defra.

²⁰ Emissions 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.

²¹ Emissions calculated for 17% 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.

²² Due to the change in calculation scope no comparison is possible.



Employees

Autoneum's business success relies on the productivity, innovative power and passion of its employees. Therefore, we want to create a working environment that enables them 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 2019	Progress
Set and maintain benchmark position for 'training days per employee' in industry peer group	<ul style="list-style-type: none"> > Benchmark: 3.1 (=25 hours) average days of training per employee > Average days of training per employee: 3 (2018: 1.8) 	On track
Achieve employee appraisal coverage for 95% of Autoneum staff	<ul style="list-style-type: none"> > Employee appraisal coverage: 95% (2018: 93%) 	On track
Implement development framework for operators	<ul style="list-style-type: none"> > Multi-skills 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"> > D&I Board has met regularly throughout the year. > Interview project on inclusive practices on the shopfloor was conducted. 	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 has increased slightly to 18% (2018: 16%)²³ > Additional metrics are measured internally. 	Moderate progress
Define and implement Employee Value Propositions at all Autoneum locations	<ul style="list-style-type: none"> > Rollout of the Employee Value Proposition framework launched in eight locations. 	On track
Improve the results of the Global Employee Satisfaction Survey by 0.1 points every second year	<ul style="list-style-type: none"> > All Company locations evaluated the results of the survey conducted at the end of the previous year and implemented improvement measures. 	Unchanged
Reduce Autoneum Group employee turnover rate to 10%	<ul style="list-style-type: none"> > Autoneum Group employee turnover rate: 27% (2018: 26%) 	Not on track
Implement employee wellbeing programs	<ul style="list-style-type: none"> > Autoneum locations use the global Employee Wellbeing Catalog for defining actions. These are adjusted to local employee needs. 	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” is 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 2019, all Company locations evaluated the results of the employee satisfaction survey conducted at the end of the previous year. Three major opportunities for improvement were identified: improved communication

within teams and between departments, more precise definition of tasks and responsibilities as well as systematic adherence to the “continuous improvement” principle for process and cost optimization. With the help of focus groups, the Company's sites implemented corresponding improvement measures. In spite of these actions, Autoneum's global employee turnover rate increased to 27% in the reporting year (2018: 26%). This is due mainly to the ongoing shortage of production labor in North America and Eastern Europe, making employee retention a challenge for the entire industry, not only Autoneum. In addition, due to decreasing production volumes in the context of a declining market in China, facility and staff restructuring measures were implemented.



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

²³Excluding UGN.

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.

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 and personal skills essential to 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 learning content for Autoneum's five employee bands, ranging from operators and technicians to management. In 2019, Autoneum employees completed three days of training on average (2018: 1.8), which means that we have improved results significantly and are very close to fulfilling the benchmark of 3.1 days the Company has set as a target. This positive development is mainly due to intensified training activities related to health and safety, compliance and cybersecurity topics, as well as the implementation of a comprehensive learning program supporting the rollout of the SAP system in our operations worldwide.

Leadership development

Autoneum offers targeted training and development programs for exceptional talents around 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 intercultural experience. ILP provides employees with intercultural training by applying the so-called "action learning process", facilitated by teamwork on selected projects. For middle managers across all locations, Autoneum conducts a High Performance Leadership training program (HPL). The training helps them to reflect on and further develop their leadership skills in order to

fulfill the requirements of the Autoneum Leadership Model based on the Company's values and principles. In 2019, 65 alumni of these two programs participated in a virtual workshop. As part of this innovative event format, employees from 23 sites from all regions analyzed and defined the corporate value "Accountability" and reflected on how they, as managers, could best live this value on a day-to-day basis.

Development framework for operators

In order to offer operators an opportunity for personal development, Autoneum maintains a multi-skill matrix program for plants. In four phases, operators gradually become familiar with the safety, quality and productivity standards of various workstations in their plant. At the end of the learning process, they

95%

In 2019, 95% of eligible Autoneum employees underwent a performance and career development review.

are able not only to operate these workstations at any time, but can also train other operators to do so as well. The multi-skill matrix program increases team autonomy and performance in several ways. On the 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 of production results. Moreover, through frequent job rotation employees not only develop a deeper understanding of various workstations and processes, but the risk of ergonomic-related work accidents and injuries is reduced substantially as well.

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 process, 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 enrolled in the bonus plan, this criterion is part of the bonus evaluation process. In 2019, 95% of eligible Autoneum employees underwent a performance and career development review (2018: 93%), which means we achieved our target.

Diversity and inclusion

As a company with operations on four continents, Autoneum employs people from a wide 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, creative 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 toward 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 2019, eight reported incidents were related to discrimination. None of these were substantiated.

As part of the Advance Sustainability Strategy 2025, Autoneum has committed itself to establishing a Group-wide Diversity and Inclusion (D&I) governance framework. This has materialized in the form of the D&I Board, which consists of six 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.

Inclusive practices on the shopfloor

Depending on the segment of the employee population, there are different challenges to inclusion. Manufacturing jobs tend to attract predominantly male candidates, which makes achieving gender balance in this area much more difficult than in white-collar environments. Moreover, some Autoneum plants are characterized by a very diverse, multiethnic operator workforce. Here, different languages, cultural and religious customs can only be reconciled through an actively maintained culture of diversity where everyone

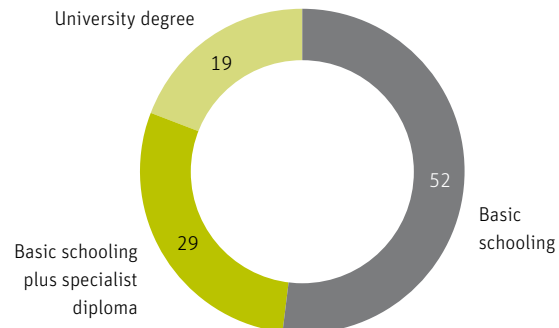
feels respected and valued for who they are. This is a primary concern for the Company as well: An inclusive environment enables employees to perform at their best and to fulfill customer expectations seamlessly. In order to get an in-depth understanding of this topic, the D&I Board conducted an interview project with employees from selected plants in 2019. The interviews revealed a variety of D&I-related opportunities for improvement.

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 2019, 52% of our employees were covered by

collective bargaining agreements (2018: 44%).²⁶ 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 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 via 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 the EU level that are subject to codetermination rights.

Employees by highest level of education in %
(2019)²⁵



Autoneum Brazil recognized as “Top Employer 2019”

Autoneum Brazil has earned the title “Top Employer 2019” for providing outstanding working conditions to its employees. The certificate is issued by the Top Employers Institute, an independent Human Resources (HR) certification body recognizing excellence in creating favorable working environments. The first step in the certification process is the HR Best Practices Survey which is a complex analysis of the organization’s HR environment. The survey encompasses over

100 questions covering the following areas: talent strategy, workforce planning, talent acquisition, onboarding, learning & development, performance management, leadership development, career & succession management, compensation & benefits and culture. After completion of the survey, the Top Employers Institute validates whether the answers and supporting documentation accurately reflect the organization’s reality. At the end of the process, a final score is calculated,

which determines if the organization has reached the required standard to be certified as a Top Employer. In Brazil, the Institute certified a total of 38 companies last year, with Autoneum the only company in its sector to receive the recognition. Alongside certificates awarded to the São Paulo, Gravataí and Taubaté sites in 2018, this new achievement further proves the Company’s focused effort on providing excellent working conditions and attractive benefits.

²⁵Excluding UGN.

²⁶Covering the disclosure GRI 102-41.

Vision 2025 – Fair & Attractive Workplace

Operational targets	Key achievements in 2019	Progress
Reduce Accident Frequency Rate (AFR) by 20% each year	> AFR reduction: 19%	On track
Develop, implement and continuously improve EHS training at all plants and maintain completion rate of 95%	> EHS training completion rate: 87.7%	On track
Develop and implement ergonomic assessments at all plants	> Percentage of sites that implemented ergonomic assessments: 65.2%	On track
All Autoneum plants achieve ISO 45 001 certification	> Six sites certified according to ISO 45 001. > Percentage of sites with a certified occupational health & safety management system (OHSAS 18 001 / ISO 45 001): 65.2%	On track

Health & safety

As a manufacturing company, employee health and safety is of critical importance to Autoneum. The Company 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 play an essential role in promoting a culture of safety at all Autoneum operations. All Autoneum health and safety policies and processes are governed by the global Environment, Health & Safety

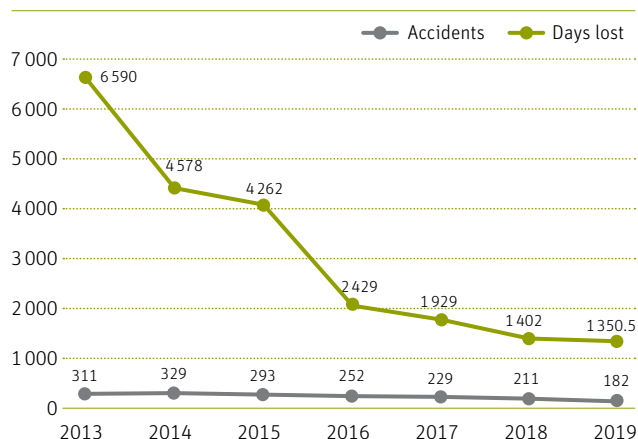
(EHS) Steering Committee. The Company's health and safety management approach is defined by the Management Policy on Quality, Environment, Health and Safety and the "The 15 Principles for Good Environment, Health and Safety Behavior", with five principles addressing manager behavior and ten principles applying for all employees.

Management system for environment, health & safety

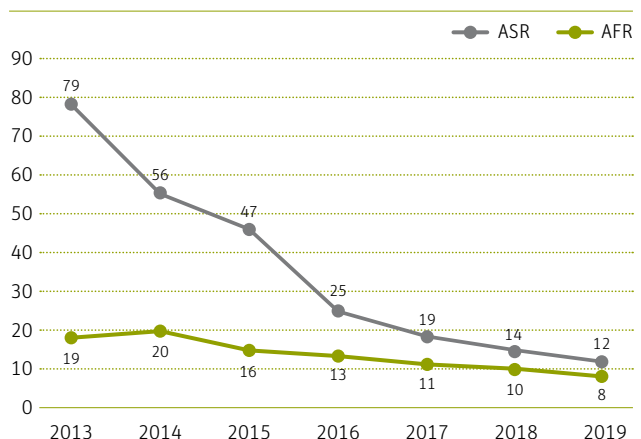
Autoneum's Environment, Health & Safety Management System (MEHS) is a framework integrating international and national laws and regulations and the requirements of the occupational

health and safety management system ISO 45 001²⁷ 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 that apply across the entire organization. As of the end of 2019, 93.5% of our plants were audited in line with MEHS requirements, reaching an average compliance of 83.9%. In addition, 24 of 46 Autoneum production facilities²⁸ had an OHSAS 18 001 certification and six plants were certified according to ISO 45 001, the new international standard for occupational health and safety. The Company has also

Number of accidents and number of days lost



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



²⁷ISO 45 001 is the new occupational health and safety standard replacing OHSAS 18 001.

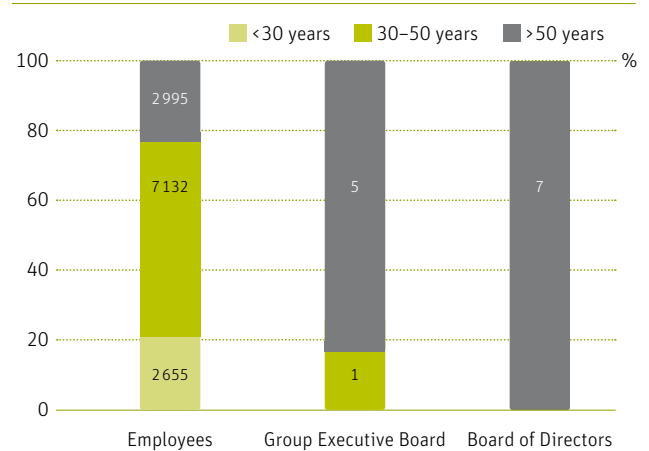
²⁸Excluding UGN and office or sales locations. One location less than last year due to the consolidation of Oregon production capacity.

Employees by Business Group and gender

(2019)

**Employees by age**

(2019)



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.

Training programs and 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), permits to work under specific circumstances, hazardous energy control, working at heights and contractor management. In pursuit of Autoneum's Zero Accident Vision, the Group Manufacturing department also continued the implementation of its five-module safety workshop program in 2019. The aim of the program is to build a culture of safety, one that is actively practiced and promoted by all employees. During the workshop, managers and operators observe safe and unsafe conditions and behaviors on the shopfloor, define key findings and lessons learned and work together to set

up an action plan for improvement. Among other things, participants are trained to recognize and report incidents; these are unsafe conditions or behaviors that, if recognized and corrected in time, can be prevented from becoming accidents or even fatalities. By the end of 2019, 28 plants had completed the program, resulting in a 60% completion rate at Group level. The remaining plants will be trained in 2020.

Improving working conditions

Autoneum regularly monitors how employees perceive working conditions – particularly in the production environment – via an Employee Satisfaction

Employee Assistance Programs promote mental health

According to the World Health Organization, one in four people across the globe will be affected by mental health issues at some point in their lives. However, nearly two-thirds of these people never seek help from a health professional due to widespread societal stigma, which prevents care and treatment. In today's fast-paced "24/7" culture, actions aimed at protecting individual mental health are therefore more important than ever. Accordingly, our Chinese sites introduced a compre-

hensive Employee Assistance Program (EAP). It consists of a free 24-hour hotline offering counseling support for Autoneum employees who are dealing with personal issues, whether related to work or family. In addition, employees have the opportunity to participate on frequent on-site as well as virtual trainings and receive a monthly newsletter covering various aspects of mental health. The two Canadian plants in London and Tillsonburg offer "LifeWorks", a telephone and face-to-face counseling

service, to all local employees. A "Mental Health Monday Tip of the Week" provides them with strategies to recognize potential risks – to themselves as well as to co-workers, friends and family. In addition, all managers at these facilities must complete a two-day "Mental Health First Aid" training session that provides them with the necessary competencies to detect and address mental health issues in the workplace.

Survey. Based on the feedback, the Business Groups conduct comprehensive assessments of workplace needs in each location. In 2019, a total of 113 projects were implemented to address challenges in the following areas: workplace and machine safety, fire safety, ergonomics, temperature, lighting, air quality and noise control. A total of CHF 7.7 million was spent on these projects.

Ergonomics

On the shopfloor, day-to-day tasks may include handling heavy loads or performing repetitive actions in awkward positions, which can result in injuries and accidents. The continuous improvement of ergonomic conditions is therefore one of the best accident prevention strategies. Autoneum's approach in this area consists of a number of elements. Plants start with a comprehensive analysis of the accidents that occurred at workstations. The findings are then systematized and – if they are identified as the root cause for an ergonomic-related accident – used as the basis for improving the workstation. A software solution or dedicated templates help to make qualitative evaluations of ergonomic risks. Finally, one key element

–19%

**The Accident
Frequency Rate decreased
by further 19%.**

focuses on the promotion of appropriate behavior patterns among workers. The approach follows the principle of “participatory ergonomics”, seeking to maximize the involvement of operators, as they have the most detailed knowledge of and experience with work processes. There are numerous positive effects: Optimized ergonomic conditions increase workplace safety, and improve morale and productivity. In 2019, the Company further improved its standards: A newly launched handbook provides the framework for the ergonomic design of workstations, explains the key principles of accident risk detection and promotes good practices that prevent physical strain in the workplace, such as warm-up exercises and job rotation. The handbook is complemented by a two-day course during which partici-

pants are trained in the basic principles of ergonomics at Autoneum and the usage of a software for evaluating corresponding conditions at workstations.

Performance & KPIs

The continuous improvement of health and safety conditions is essential for Autoneum. Therefore, we strive to avoid accidents at all times. Bruises and contusions, cuts and stab wounds and sprains and strains were the primary types of accident at Autoneum plants in 2019. The body parts mainly affected were fingers, feet, hands, shoulders and the back. The Accident Frequency Rate decreased by 19%, which means we came very close to achieving our “Advance Sustainability” target of an annual reduction of 20%.

Health & safety key performance indicators²⁹

	2019	2018
Number of accidents	182	211
Number of days lost ³⁰	1 350.5	1 402
Accident Frequency Rate (AFR) ³¹	8.2	10
Accident Severity Rate (ASR) ³²	12	14
Absenteeism ³³	2%	2.2%
Work-related fatalities	0	0
Percentage of workers who are represented by formal joint management-worker health and safety committees	91.3%	95.8%
Percentage of plants with OHSAS 18 001 / ISO 45 001 certification	65.2%	55%
Percentage of plants with ISO 14 001 certification	95.7%	89.3%
Percentage of plants that have implemented ergonomic assessments	65.2%	63.8%
Number of production facilities	46 ³⁴	47

²⁹All figures include workers of external agencies and exclude UGN.

³⁰In the case of accidents involving contractors and visitors, no days lost are reported in the KPI.

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

³⁴Excluding UGN and office or sales locations. One location less than last year due to the consolidation of Oregon production capacity.

GRI content index³⁵



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. 9–11
102-3	Location of headquarters	Global presence, p. 39
102-4	Location of operations	Global presence, p. 39
102-5	Ownership and legal form	Annual Report 2019, 34–35
102-6	Markets served	Customers and products, p. 10
102-7	Scale of the organization	About Autoneum, p. 2; Economic performance, p. 4; Annual Report 2019, p. 61
102-8	Information on employees and other workers	Employees, p. 33
102-9	Supply chain	Supply chain, p. 18–20
102-10	Significant changes to the organization and its supply chain	Annual Report 2019, p. 86
102-11	Precautionary Principle or approach	Corporate Responsibility framework, p. 6; Compliance, p. 15–17
102-12	External initiatives	Community engagement, p. 21–22
102-13	Membership of associations	Corporate Responsibility framework, p. 6
Strategy		
102-14	Statement from senior decision-maker	Foreword, p. 3
Ethics and integrity		
102-16	Values, principles, standards and norms of behavior	Corporate Responsibility framework, p. 6; Compliance, p. 15–17 Compliance, p. 17–19
Governance		
102-18	Governance structure	Annual Report 2019, p. 34–36 Corporate Responsibility framework, p. 6–7
Stakeholder engagement		
102-40	List of stakeholder groups	Corporate Responsibility framework, p. 6
102-41	Collective bargaining agreements	Employees, p. 31
102-42	Identifying and selecting stakeholders	Corporate Responsibility framework, p. 6–7
102-43	Approach to stakeholder engagement	Corporate Responsibility framework, p. 6–7
102-44	Key topics and concerns raised	Corporate Responsibility framework, p. 7

³⁵ For 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 2019, p. 128–129
102-46	Defining report content and topic boundaries	Corporate Responsibility framework, p. 7
102-47	List of material topics	Corporate Responsibility framework, p. 7
102-48	Restatements of information	None
102-49	Changes in reporting	None
102-50	Reporting period	2019
102-51	Date of most recent report	June 2019
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. 7
102-55	GRI content index	GRI content index, p. 35
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			
103-1	Explanation of the material topic and its boundary	Corporate Responsibility framework, p. 6	
103-2	The management approach and its components	Corporate Responsibility framework, p. 6	
103-3	Evaluation of the management approach	Corporate Responsibility framework, p. 6	
201-1	Direct economic value generated and distributed	Annual Report 2019, p. 60	
201-3	Defined benefit plan obligations and other retirement plans	Annual Report 2019, p. 77 and 105–110	
GRI 203: Indirect Economic Impacts 2016			
103-1	Explanation of the material topic and its boundary	Community engagement, p. 22	
103-2	The management approach and its components	Community engagement, p. 22	
103-3	Evaluation of the management approach	Community engagement, p. 22	
203-1	Infrastructure investments and services supported	Community engagement, p. 22	
GRI 205: Anti-Corruption 2016			
103-1	Explanation of the material topic and its boundary	Compliance, p. 16–17	
103-2	The management approach and its components	Compliance, p. 16–17	
103-3	Evaluation of the management approach	Compliance, p. 16–17	
205-2	Communication and training about anti-corruption policies and procedures	Compliance, p. 16–17	
205-3	Confirmed incidents of corruption and actions taken	Compliance, p. 17	
GRI 206: Anti-Competitive Behavior 2016			
103-1	Explanation of the material topic and its boundary	Compliance p. 16–17	
103-2	The management approach and its components	Compliance p. 16–17	
103-3	Evaluation of the management approach	Compliance p. 16–17	
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Compliance, p. 17	

Disclosure	Description	Reference	Reasons for omission
Environmental Topics			
GRI 301: Materials 2016			
103-1	Explanation of the material topic and its boundary	Environment, p. 24	
103-2	The management approach and its components	Environment, p. 24	
103-3	Evaluation of the management approach	Innovation and sustainability, p. 13-14 Environment, p. 24 Innovation and sustainability, p. 13-14	
301-2	Recycled input materials used	Environment, p. 25, 27	
GRI 302: Energy 2016			
103-1	Explanation of the material topic and its boundary	Environment, p. 24	
103-2	The management approach and its components	Innovation and sustainability, p. 13 Environment, p. 24 Innovation and sustainability, p. 13	
103-3	Evaluation of the management approach	Environment, p. 24 Innovation and sustainability, p. 13	
302-1	Energy consumption within the organization	Environment, p. 26	
302-3	Energy intensity	Environment, p. 25, 27	
302-4	Reduction of energy consumption	Environment, p. 25	
302-5	Reductions in energy requirements of products and services	Innovation and sustainability, p. 13	
GRI 303: Water 2016			
103-1	Explanation of the material topic and its boundary	Environment, p. 24	
103-2	The management approach and its components	Environment, p. 24	
103-3	Evaluation of the management approach	Environment, p. 24	
303-1	Water withdrawal by source	Environment, p. 27	
GRI 305: Emissions 2016			
103-1	Explanation of the material topic and its boundary	Environment, p. 24	
103-2	The management approach and its components	Environment, p. 24	
103-3	Evaluation of the management approach	Environment, p. 24	
305-1	Direct (Scope 1) GHG emissions	Environment, p. 27	
305-2	Energy indirect (Scope 2) GHG emissions	Environment, p. 27	
305-3	Other indirect (Scope 3) GHG emissions	Environment, p. 27	
305-4	GHG emissions intensity	Environment, p. 27	
305-5	Reduction of GHG emissions	Environment, p. 24–25	
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Environment, p. 27	Only sulfur oxide emissions (acidification potential) have been identified as material for Autoneum.
GRI 306: Effluents and Waste 2016			
103-1	Explanation of the material topic and its boundary	Environment, p. 24 Innovation and sustainability, p. 13-14	
103-2	The management approach and its components	Environment, p. 24 Innovation and sustainability, p. 13-14	
103-3	Evaluation of the management approach	Environment, p. 24 Innovation and sustainability, p. 13-14	
306-2	Waste by type and disposal method	Environment, p. 27	
GRI 307: Environmental Compliance 2016			
103-1	Explanation of the material topic and its boundary	Environment, p. 24	
103-2	The management approach and its components	Environment, p. 24	
103-3	Evaluation of the management approach	Environment, p. 24	
307-1	Non-compliance with environmental laws and regulations	Environment, p. 24	

Disclosure	Description	Reference	Reasons for omission
Social Topics			
GRI 403: Occupational Health and Safety 2016			
103-1	Explanation of the material topic and its boundary	Employees, p. 32	
103-2	The management approach and its components	Employees, p. 32-34	
103-3	Evaluation of the management approach	Employees, p. 32-34	
403-1	Workers representation in formal joint management-worker health and safety committees	Employees, p. 34	
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Employees, p. 32, 34	
GRI 404: Training and Education 2016			
103-1	Explanation of the material topic and its boundary	Employees, p. 29	
103-2	The management approach and its components	Employees, p. 29-30	
103-3	Evaluation of the management approach	Employees, p. 29-30	
404-1	Extent of training and education	Employees, p. 30	
404-2	Programs for skills management and life-long learning	Employees, p. 30	
404-3	Performance reviews and career planning	Employees, p. 30	
GRI 405: Diversity and Equal Opportunity 2016			
103-1	Explanation of the material topic and its boundary	Employees, p. 30-31	
103-2	The management approach and its components	Employees, p. 29-31	
103-3	Evaluation of the management approach	Employees, p. 29-31	
405-1	Diversity of governance bodies and employees	Employees, p. 31	
GRI 406: Non-Discrimination 2016			
103-1	Explanation of the material topic and its boundary	Employees, p. 30-31	
103-2	The management approach and its components	Employees, p. 29-31	
103-3	Evaluation of the management approach	Employees, p. 29-31	
406-1	Incidents of discrimination	Employees, p. 34	
GRI 412: Human Rights Assessment 2016			
103-1	Explanation of the material topic and its boundary	Compliance, p. 16-17	
103-2	The management approach and its components	Compliance, p. 16-17	
103-3	Evaluation of the management approach	Compliance, p. 16-17	
412-2	Employee training on human rights	Compliance, p. 16-17	
GRI 413: Local Communities 2016			
103-1	Explanation of the material topic and its boundary	Community engagement, p. 22	
103-2	The management approach and its components	Community engagement, p. 22	
103-3	Evaluation of the management approach	Community engagement, p. 22	
413-1	Local community engagement, impact assessments and development programs	Community engagement, p. 22	
GRI 416: Customer Health and Safety 2016			
103-1	Explanation of the material topic and its boundary	Innovation and sustainability, p. 13-14 Supply chain, p. 19-20	
103-2	The management approach and its components	Innovation and sustainability, p. 13-14 Supply chain, p. 19-20	
103-3	Evaluation of the management approach	Innovation and sustainability, p. 13-14 Supply chain, p. 19-20	
416-1	Assessment of the health and safety impacts of product and service categories	Supply chain, p. 19-20	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Supply chain, p. 20	
GRI 419: Socio-economic Compliance 2016			
103-1	Explanation of the material topic and its boundary	Compliance, p. 16	
103-2	The management approach and its components	Compliance, p. 16-17	
103-3	Evaluation of the management approach	Compliance, p. 16-17	
419-1	Non-compliance with laws and regulations in the social and economic area	Compliance, p. 17	

Europe

Belgium

- Genk

Czech Republic

- Bor
- Choceň
- Hnátice

France

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

Germany

- Munich
- Rossdorf
- Gundershausen
- 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

- **Roslyn**
- **Durban**

Turkey

- **Bursa**

Asia

China

- 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

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

USA

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

Autoneum Management Ltd

Schlosstalstrasse 43

8406 Winterthur

Switzerland

T +41 52 244 82 82

www.autoneum.com

Contact:

corporate.responsibility@autoneum.com

Autoneum. Mastering sound and heat.

