autoneum

Corporate Responsibility Report 2020

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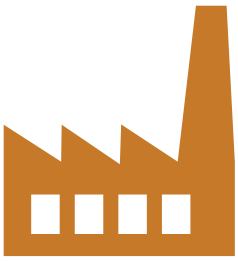
Business Groups

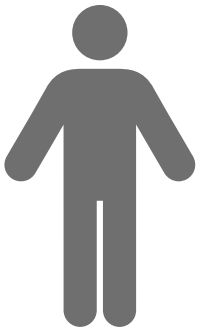


53

Production facilities worldwide

12 774

Employees globally



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Represented in 24 countries

Foreword

Dear Reader

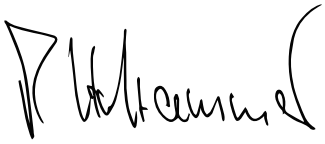
2020 will go down in history as the year of the coronavirus pandemic that brought the world to a standstill. This unprecedented event had a severe impact on the global economy and thus on Autoneum as well. As a consequence, many projects the Company had originally planned to carry out were put on hold and were only resumed later in the year. This had an impact on the speed with which we implemented our Advance Sustainability Strategy 2025.

In order to fulfill our obligations as good corporate citizen and align our strategic targets with the growing expectations of society and customer requirements regarding sustainability and the fight against climate change, in 2021 we undertook a comprehensive review of all commitments in this area. As a consequence, several of our environmental targets have been revised and additional targets have been added.

In spite of the manifold challenges the past year presented, we also achieved some impressive results. One of them is the launch of “Autoneum Pure.”, a brand-new label and marketing platform for our most eco-efficient products. Thanks to this new label, our customers can now identify our sustainable “champions” at a glance – and consider them in the development of eco-friendly vehicle models. Furthermore, Autoneum plants made important progress in the area of occupational health and safety through an above-target reduction of accident frequency. The Company also expanded its activities in the area of Diversity & Inclusion and managed to further increase the share of women in management positions. Finally, we implemented a high number (84) of community engagement projects – despite longer absences of our staff due to the pandemic.

2021 is presenting its own challenges: Business performance continues to be impacted by the pandemic as well as other developments, such as worldwide supply chain disruptions and increasing raw material costs. Thus, doing business sustainably is more important than ever. The responsible and efficient use of resources is not only good for the environment; it also has clear economic benefits and thus is a key success factor for our Company.

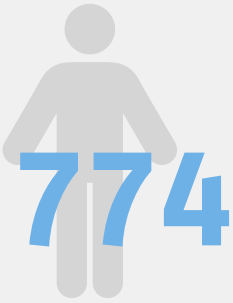
Matthias Holzammer
Chief Executive Officer



Economic performance

2020 was marked by the coronavirus pandemic and its massive impact on the global economy. Although the automobile market recovered in the second half-year, the number of vehicles produced remained well below the level of 2019. However, thanks to the prompt adjustment of its cost structure and the improvements achieved in the turnaround in North America, Autoneum managed to generate an operating profit in 2020.

Worldwide lockdowns and production stoppages due to the pandemic led to a major slump in the automobile market in the first half of 2020. Although it was followed by a recovery in the second half, the total number of light vehicles produced globally dropped to 74.6 million, which is –16.1% less than in the prior year. In line with the negative market dynamics, Autoneum's revenue in local currencies decreased by –18.7% in 2020. Impacted by the appreciation of the Swiss franc against the most important currencies for Autoneum, consolidated revenue dropped by –24.2% to CHF 1 740.6 million in 2020. However, thanks to a global cost reduction program and improvements within the turnaround program in North America, Autoneum generated an operating profit and achieved an EBIT margin of 1.6%. Furthermore, the increased free cash flow of CHF 112.5 million significantly improved the financial position of the Company.



12 774

Employees

1 740.6

Revenue totaled CHF 1 740.6 million

1.6

% EBIT margin

Corporate Responsibility framework

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

AUTONEUM'S VALUES AND PRINCIPLES

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

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

These values represent the DNA of our Company. We integrate them in all our decisions and actions, which enables us to fulfill Autoneum's long-term principles:

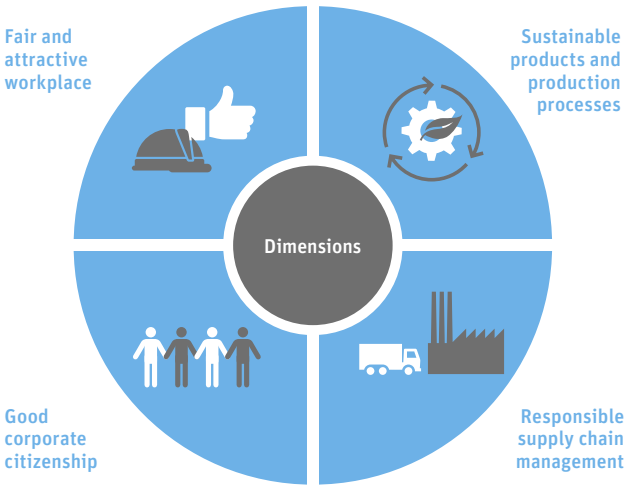
Delight your customers | Enjoy your work | Fight for profits

SUSTAINABILITY INTEGRATED IN THE COMPANY STRATEGY

Autoneum's first corporate strategy was established following the Company's spin-off in 2011. With time, however, the market environment changed and the priorities of the Company progressively shifted. With the rise of disruptive trends such as e-mobility the industry is undergoing a fundamental transformation, producing new challenges but also opportunities. On top of that came the market slowdown in 2018, which was worsened further by the coronavirus pandemic. In order to sharpen the focus on our core competences and provide an efficient response to these new developments, Autoneum undertook a comprehensive review of its strategy in 2020. As a result, the previous priorities and focus areas were reevaluated and regrouped into six new strategic priorities, which are supported by a comprehensive set of initiatives and actions. Besides being part of the priority "focus on sustainable acoustic and thermal management solutions", sustainability is integrated in several other areas of the strategy as well – and thus will decisively shape our business activities going forward.

ADVANCE SUSTAINABILITY STRATEGY 2025

Autoneum's Advance Sustainability Strategy 2025 supports the Company strategy and defines our 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 Excellence, 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 has faced in the past two years, a worldwide cost-saving program was implemented in 2020. As a result, many projects the Company had originally planned to carry out as part of the sustainability strategy were put on hold and reactivated later in the year. Autoneum undertook a comprehensive review of all strategic targets in 2021, with the aim of aligning them with growing expectations of society and customer requirements regarding sustainability and the fight against climate change. As a result, the environmental targets have been redefined and will be relaunched with the new baseline 2019 and target year 2027 (see table "Revised environmental targets 2027" on p. 24).



GOVERNANCE

The Group Corporate Responsibility function coordinates and advances all activities related to the environmental, social and ethical performance of Autoneum. The Corporate Responsibility Steering Committee, consisting of the CEO, the CFO and key Function Heads, oversees the implementation of the Advance Sustainability Strategy 2025, monitors 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 risks with Corporate Responsibility components – political, legal and compliance, organizational, environmental and occupational health and safety risks. A dedicated section addresses risks related specifically to climate change. 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 summarized in the Risk Report and presented to the Board of Directors and Group Executive Board.

STAKEHOLDER ENGAGEMENT[1]

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 ASSESSMENT[2]

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".

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 2020, Autoneum also reported on its environmental performance and carbon emissions through the CDP platform (formerly Carbon Disclosure Project). Furthermore, at the beginning of 2021, Autoneum was listed in the "ESG Equity Indices" of the Swiss Stock Exchange (SIX). In total, 480 Swiss enterprises were analyzed and rated. With a solid score of B+, Autoneum was among the best performers, thus becoming part of the new sustainable benchmark for the Swiss capital market and an interesting opportunity for sustainable investors.

Autoneum in dialog[3]

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

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

Financial community
Shareholder meetings, dialog with financial institutions and analysts

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

Media & public
Communication through 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 official representatives

Civil society
Inquiries, collaboration projects, memberships

Industry associations
Memberships in various organizations, event hosting, participation in working groups[4]

Focus areas and GRI topics[5]

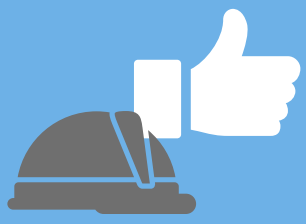
Economic
Economic performance | Indirect economic impacts | Anti-corruption | Anti-competitive behavior

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

[1] Covering the disclosures GRI 102-42 and GRI 102-43.
[2] Covering the disclosures GRI 102-43, GRI 102-44 and GRI 102-46.
[3] Covering the disclosures GRI 102-40, GRI 102-42 and GRI 102-43.
[4] In 2020, Autoneum's industry association memberships included: Swissholdings, Swissmem, European Union Chamber of Commerce in China, Shanghai Association of Enterprise with Foreign Investment, Society of Indian Automobile Manufacturers, National Association of Brazilian Auto Parts Manufacturers (Sindipeças).
[5] Covering the disclosure GRI 102-47.

ADVANCE SUSTAINABILITY STRATEGY 2025



Vision

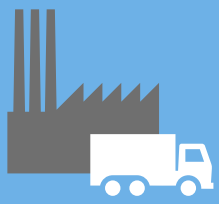
Sustainable Products & Production Processes

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

Fair & Attractive Workplace

- 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

Strategic targets

- Establish and maintain a robust and Company-wide Governance, Risk & Compliance (GRC) Framework
- Continuously increase Autoneum's positive impact on communities

Responsible Supply Chain Management

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

Customers and products

Autoneum develops and produces multifunctional, lightweight components for optimum noise and heat protection. Our innovative products and technologies make vehicles quieter, safer and lighter and therefore help to reduce fuel consumption and emissions.

TECHNOLOGY LEADERSHIP

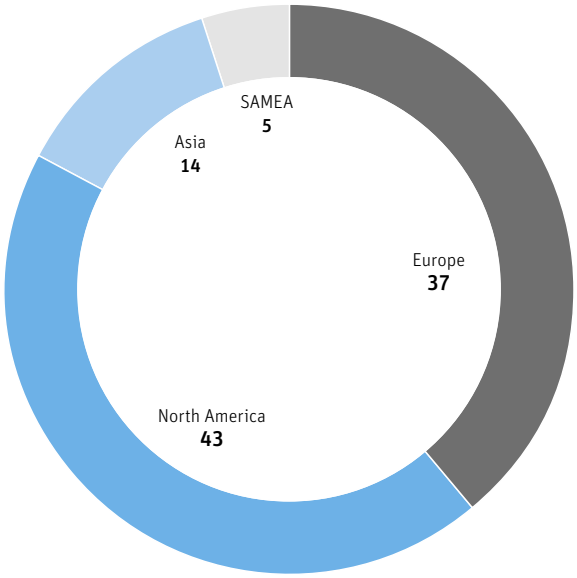
Autoneum is the global market and technology leader in acoustic and thermal management for vehicles. We provide components for the entire vehicle: the interior floor, engine bay and underbody. We offer noise and heat protection in individually adaptable product packages for optimum compliance with increasingly 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.

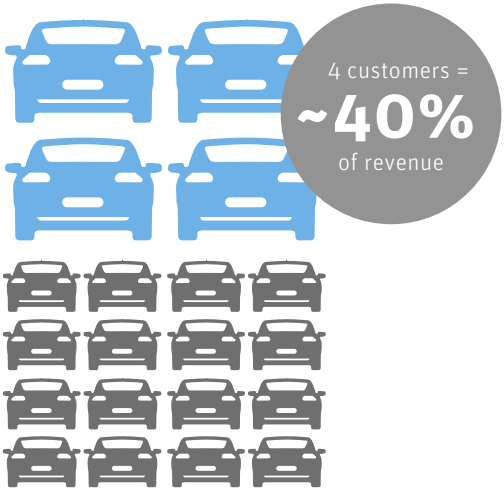
OUR CUSTOMER PORTFOLIO

Autoneum's customer base includes virtually all automobile manufacturers in Europe, North America, Asia and the SAMEA region (South America, Middle East and Africa). A global presence and proximity to customers are not only key success factors, but also a crucial competitive advantage for Autoneum. The graph below shows an overview of the distribution of our revenue in 2020 by region.

Our innovations enable vehicle manufacturers to efficiently address growing consumer demand for sustainable mobility.

REVENUE BY REGION (%)





“Autoneum Pure.”: new sustainability label for products

Two trends defined the automobile industry in 2020: ongoing electrification and sustainability. Autoneum anticipated them early on in research and development and so today offers a product portfolio that is not only geared to the individual needs of vehicle manufacturers, but also meets end consumers’ expectations when it comes to sustainable mobility. In order to make it easier for customers to select particularly environmentally-friendly components for future models, the Company launched a sustainability label in the reporting year, making it the first automotive supplier to do so. “Autoneum Pure.” stands for technologies with an excellent environmental performance in all four phases of the life cycle: material procurement, production, use and end of life. For example, components with a high share of recyclable materials or those that achieve significant weight savings compared to standard components qualify for the label. Autoneum already offers various multifunctional technologies that meet the high standards of this label: Ultra-Silent for underbody systems or battery undercovers, Di-Light for carpet systems, Prime-Light and IFP-R2 for inner dashes and floor insulators as well as Hybrid-Acoustics PET for e-motor encapsulations and engine-mounted parts. In 2020, two innovations were launched as part of the “Autoneum Pure.” portfolio: Relive-1 and Mono-Liner. In addition, our existing Ultra-Silent technology has been applied for a new type of product, the frunk.

THE ULTRA-SILENT FRUNK

With its innovative frunk – short for “front trunk” –, Autoneum has developed the optimal solution for more storage space and longer driving pleasure for electric vehicles. The frunk is made of Ultra-Silent, the lightweight, noise-reducing and sustainable technology for underbodies. It is particularly light thanks to its textile fibers and replaces heavier plastic solutions common in electric vehicles today, thus contributing to a prolonged driving range. Moreover, thanks to its sound-absorbing textile material composition, the frunk reduces noise coming from the e-motor and its synergy with other acoustic components has a positive impact on the vehicle’s overall acoustic comfort. The Ultra-Silent frunk is highly sustainable as well: It is made entirely of PET and contains up to 70% of recycled material.

RELIVE-1: TUFTED CARPETS MADE OF RECYCLED PET

With Relive-1, Autoneum offers a premium technology for automotive carpets that is not only aesthetically appealing, but also has an exceptional environmental performance. Among other things, carpets made of Relive-1 utilize raw materials in a highly sustainable manner. For example, only recycled PET bottles are used to manufacture the carpet yarns. Autoneum repurposes this raw material, thus conserving natural resources and reducing plastic waste – while at the same time ensuring that new, high-quality carpet systems for future vehicle generations can be produced cost-effectively from used PET bottles. Moreover, Relive-1 is an important step toward mono-material constructions and, consequently, zero-waste tufted carpet production.

MONO-LINER WHEELHOUSE OUTER LINERS

Mono-Liner is Autoneum’s latest innovation for wheelhouse outer liners. Components based on this technology convince thanks to their lightweight construction – they are up to 50% lighter than comparable plastic components – thereby contributing to lower vehicle weight with correspondingly lower fuel consumption and emissions. The excellent life cycle assessment is also based on their highly resource-efficient manufacturing: Production cut-offs of the components, which consist to a large extent of recycled PET fibers, can be processed into pellets and completely returned to the manufacturing process as fibers. Reusing this material contributes to a better carbon footprint and thus to the conservation of natural resources.

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.

INNOVATION LEADERSHIP

In order to maintain its position as market and technology leader, 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 technological breakthrough in acoustic and thermal management. Around 230 employees work at eight 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 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.

SUSTAINABILITY IN THE INNOVATION PROCESS

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 (e.g. noise and CO_2) aspects of the emerging technology are evaluated. A low score in the sustainability dimension automatically leads to dismissal of the technology, even if the scores in the other dimensions are sufficient. Technologies with a high sustainability score are then turned into innovation proposals and presented to top management. After approval, the development process starts.

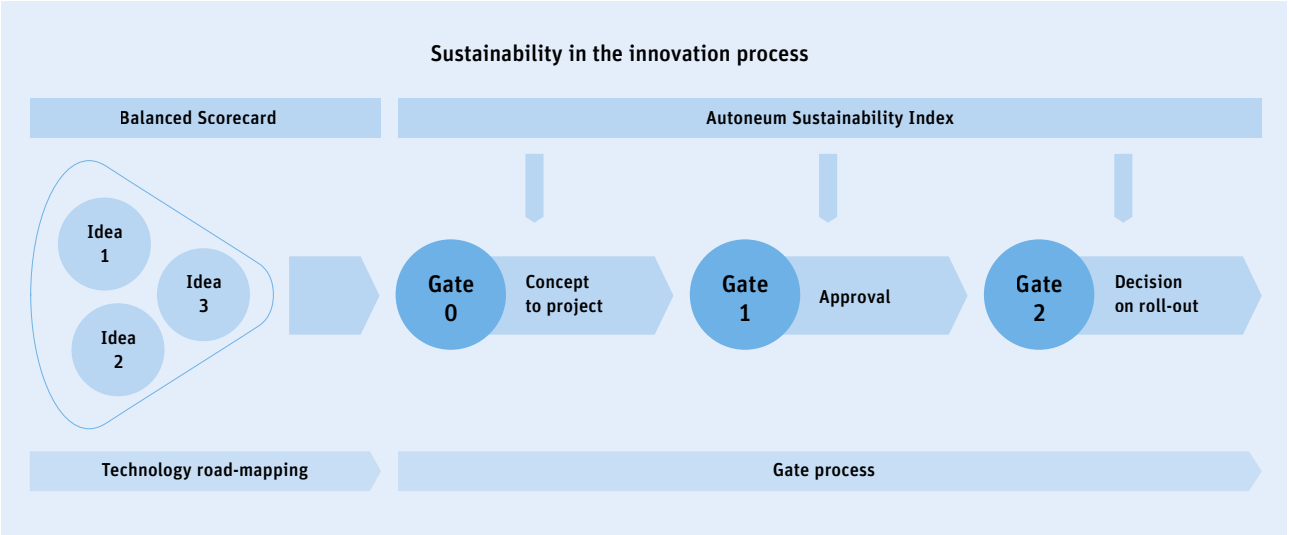
230

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

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

VISION 2025 – SUSTAINABLE PRODUCTS & PRODUCTION PROCESSES

Operational targets	Key achievements in 2020	Progress
All Autoneum innovations will achieve a Sustainability Index rating of at least 60% and the innovation portfolio will reach a total average of 65%	› Number of innovations released in 2020: **4** › Number of innovations with a Sustainability Index rating of at least 60%: **2** › Total average Sustainability Index rating of the innovation portfolio: **60%**	On track
Identify the three least sustainable Autoneum technologies, develop sustainable alternatives and actively promote them to customers	Launch of Relive-1, a tufting technology using yarns made of 97% post-consumer recycled PET. This sustainable material replaces polyamide yarns. Launch of Alternative Back Coating, a sustainable solution eliminating latex content in several carpet products.	On track



lowest threshold at which a technology can be regarded as sustainable[1] and thus can be distinguished with the label "Autoneum Pure." (see also the "Customers and products" section). In 2020, the SI evaluation tool was updated to more accurately reflect the sustainability performance of our products, depending on whether they are applied in a combustion engine, hybrid or fully electric car.

In 2020, Autoneum released a total of four innovations, of which two achieved an SI rating of at least 60%.

The total average SI rating of the innovation portfolio[6] remained at 60% (2019: 60%), which means we have maintained our position in relation to our 2025 target of 65%. Moreover, several innovations with a favorable SI score are already in the innovation pipeline for 2021.

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. In 2020, both facilities were used in various projects aimed at improving the VOC performance of our products.

ULTRA-SILENT: FULL ENVIRONMENTAL FOOTPRINT CALCULATED

In order to get external validation for the Autoneum Sustainability Index (SI) methodology, the Company commissioned an external lifecycle assessment study on a sample product – an underbody shield – made of its flagship technology Ultra-Silent. The study assessed the full environmental footprint of this component based on extensive data collected from three locations where it is produced today: Switzerland, the USA and China. The analysis confirmed that the component has by far the largest environmental impact during its lifetime in the car, calculated with an average of ten years. Because it is 50% lighter than equivalent plastic parts and has favorable aerodynamic properties, the underbody shield contributes to the reduction of the car's fuel consumption and corresponding CO_2 emissions. The second most environmentally intensive lifecycle phase is the raw material sourcing process. Here, Autoneum plants can make a difference by using recycled PET instead of virgin material. Since it is "second hand", sourcing the material consumes less energy and thus generates fewer emissions. The production process for the underbody shield has a relatively low environmental footprint compared to the other phases of the lifecycle; however, it can be optimized further by improving the production site's energy and waste efficiency. Finally, at the end of the car's life, our component ends up as part of the "shredder light fraction" (SLV), which is the sum of all organic substances remaining after shredding the car and separating metallic elements. Since this phase comes long after the product has passed through our gates, Autoneum's influence here is minimal.

[6] The 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 things, 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.

Compliance

Being a good corporate citizen means maintaining consistently high legal and ethical standards in all our relationships. This helps us to 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.

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 compliance 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 compliance policy framework, establishes internal processes, coordinates initiatives, manages training and learning programs and ensures that the organization is compliant with all applicable laws in the different jurisdictions where Autoneum is active, as well as with all internal regulations and directives. The Compliance Program is globally endorsed by the Compliance Ambassador & Supporter Framework. It consists of the Business Group Heads and Legal Unit Heads, whose task is to actively promote compliance topics throughout the 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 of 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 compliance risk surveys. Regular audits on selected compliance topics are conducted by the Group Internal Audit function as part of its annual audit schedule.

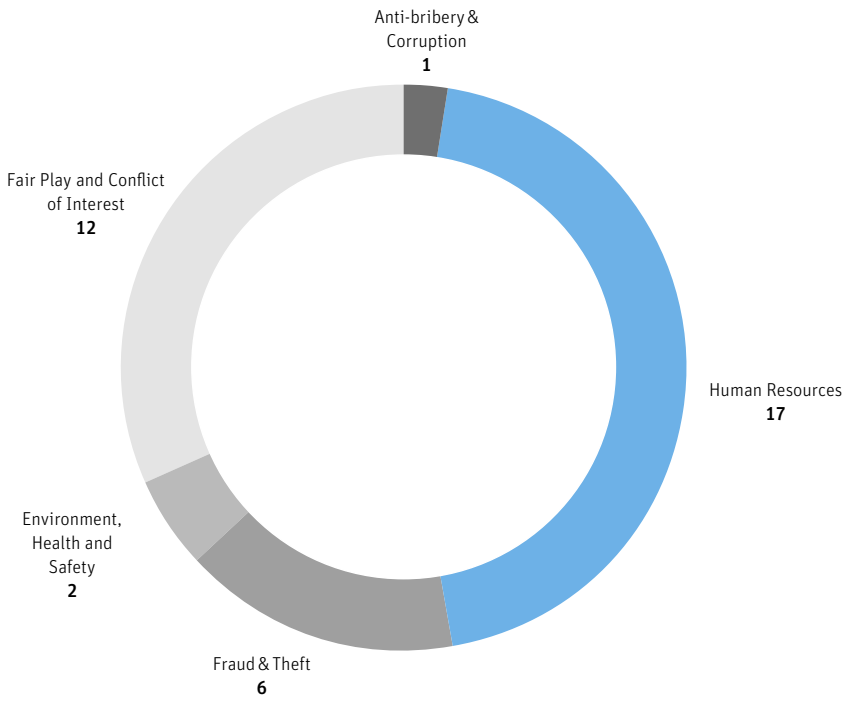
POLICY FRAMEWORK

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. The Human and Labor Rights Directive builds on the Code 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

VISION 2025 – GOOD CORPORATE CITIZENSHIP

Operational targets	Key achievements in 2020	Progress
Implement and maintain company-wide Compliance Management System based on ISO 19 600	› Continuous implementation of actions defined by internal ISO 19 600-based action plan.	On track
Strengthen and expand company-wide compliance risk assessment and audit framework	› Group-wide compliance risk assessment was completed in 2020. Mitigation measures have been defined to address the identified risks and are scheduled to be implemented in 2021.	On track
Continuously develop the training & awareness framework and maintain completion rate at 95%	› Training completion rates[7]: Code of Conduct (overhead staff): **95.7%** Code of Conduct (operators[8]): **87.8%** Data Protection: **98%** Preventing Anti-Competitive Practices: **97.4%** Preventing Bribery and Corruption: **97.5%** Sexual Harassment Prevention: **96.6%**	On track

INCIDENT REPORT 2020 – CATEGORIES & NUMBER OF INCIDENTS



respect throughout Autoneum. The Anti-Bribery & Corruption Directive emphasizes Autoneum's zero tolerance approach to corrupt business behavior and provides employees with clear guidance on how to avoid risks in this context. Finally, the Code of Conduct for Suppliers 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.

REPORTING COMPLIANCE INCIDENTS

Autoneum operates a global Speak Up Line, which enables employees, customers and suppliers as well as all other external stakeholders of the Company throughout the world to report violations of the Code of Conduct and other regulations securely, confidentially and, if preferred and legally allowed, anonymously. The Speak Up Line is an option in addition to existing channels (i.e. reporting incidents to a superior, the Human Resources department and the Legal & Compliance department). In 2020, a total of 38[9] reports were filed, the majority of them via the Speak Up Line (see Incident report 2020 above 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 involving the Company were pending or concluded.

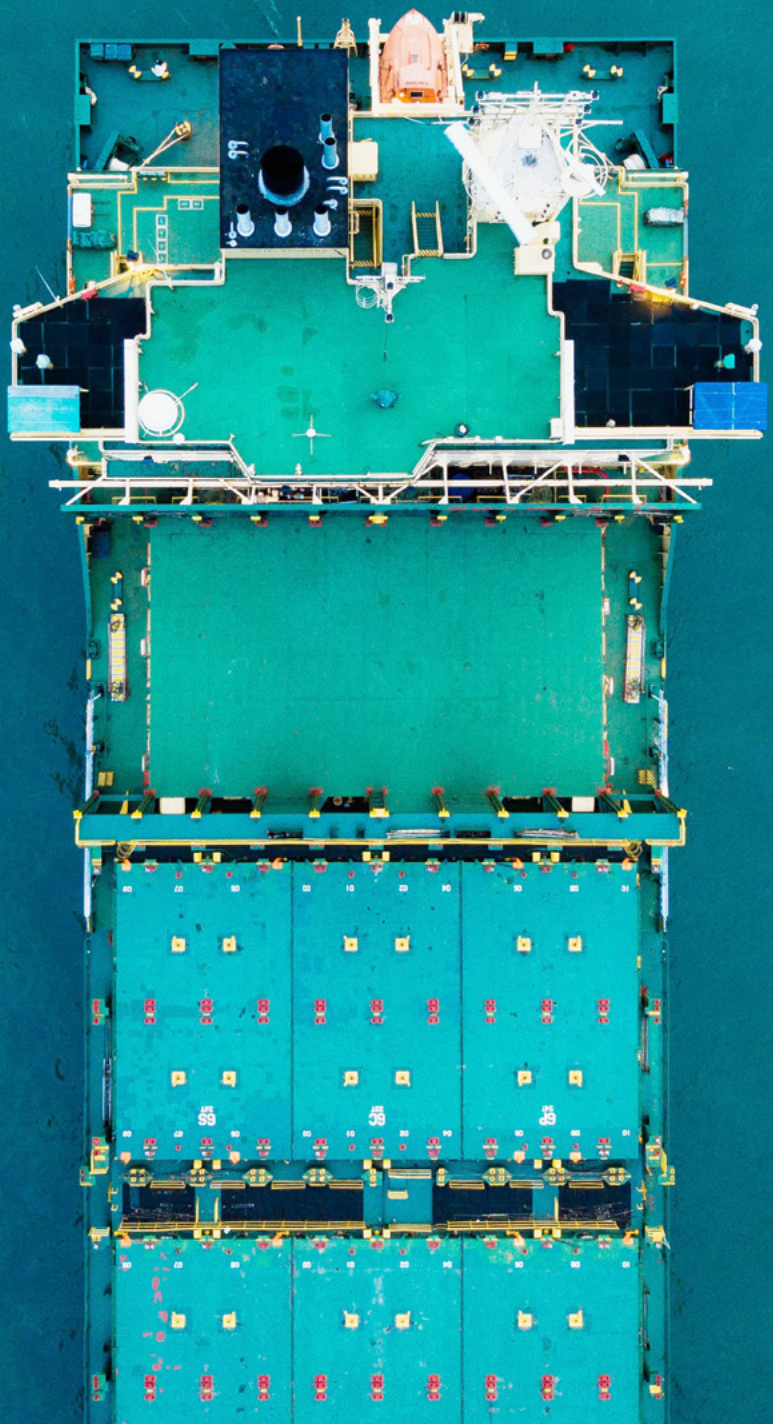
COMMUNICATION AND TRAINING

In 2020, 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 was trained via e-learning sessions, with a completion rate of 95.7%. Operators without computer access were trained in classroom sessions carried out in the plants. The completion rate of these trainings is 87.8%. Furthermore, the Company rolled out e-learning campaigns on topics that are relevant only for certain segments of the population, such as procurement, sales and selected management functions. These e-learnings include "Preventing Anti-Competitive Practices" (completion rate: 97.4%), "Preventing Bribery and Corruption" (97.5%), "Data Protection" (98%) and "Sexual Harassment Prevention" (96.6%).

[7] All training completion rates exclude UGN.
[8] Figure includes employees of external agencies.
[9] Including 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.



Autoneum supplies automobile manufacturers around the world with components for the interior floor, underbody and engine bay. We operate 53 production facilities and are active in 24 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 2020 amounted to CHF 1 130 million. The Company's supplier universe currently consists of approximately 1 050 direct spend suppliers and several thousand indirect spend suppliers. Depending on the number of Autoneum locations served, 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.

1 050

Autoneum's supplier universe currently consists of approximately 1 050 direct spend suppliers and several thousand indirect spend suppliers.

RESPONSIBLE SUPPLY CHAIN MANAGEMENT

Autoneum requires all suppliers to commit to 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), 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

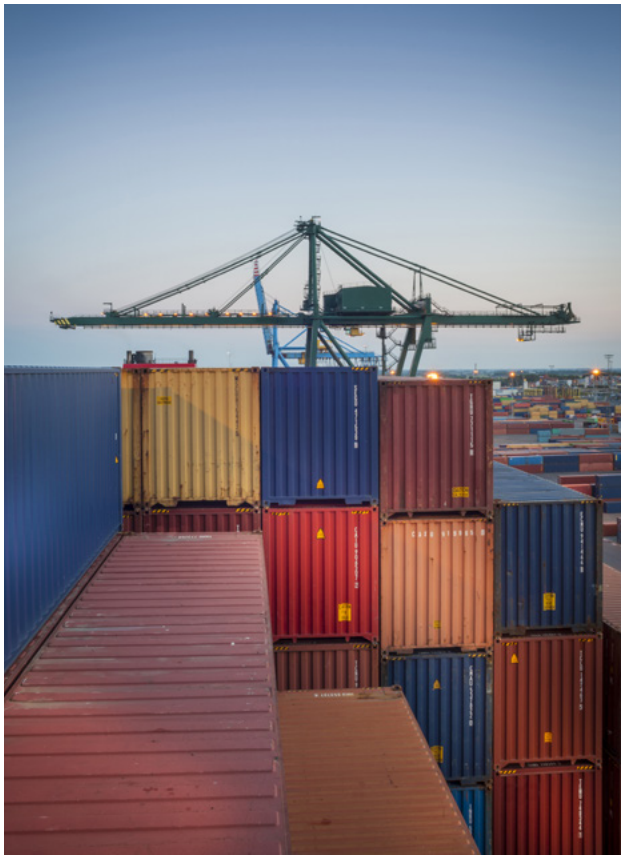
VISION 2025 – RESPONSIBLE SUPPLY CHAIN MANAGEMENT

Operational targets	Key achievements in 2020	Progress
Implement and maintain responsible procurement practices based on ISO 20 400 Guidance for Sustainable Procurement	› We continuously implement the actions defined by our internal ISO 20 400 action plan. › Risk assessment of Global Material Families in place. High risk materials and suppliers have been 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.	On track
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 for the second time.	On track
Establish supplier audit mechanism and conduct regular on-site audits	› Activities put on hold due to worldwide cost-saving program and reactivated later in the year.	On hold / reactivated
Strengthen and expand Company-wide Material Compliance Framework	› Compliance Process Manager tool is used globally by Autoneum suppliers. E-learning program was rolled out to support users.	On track

Sustainable Procurement. Based on the results, the Company implements an action plan to close the identified gaps on an ongoing basis. 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 Autoneum, totaling around 80 across all Business Groups. These suppliers were invited, for the second consecutive year, 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 attached evidence.

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 REACH[10] and GADSL[11], 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 2020, an e-learning program covering key Material Compliance topics was rolled out to all functions involved in the definition of materials used in Autoneum products.



80

Around 80 suppliers were invited to conduct a sustainability self-assessment via a supplier assurance platform.

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 2020, 84% of all suppliers fulfilled their conflict minerals reporting obligations to Autoneum. In agreement with our customers, we focus on suppliers that already self-declare the use of conflict minerals via the IMDS system.

[10] Registration, Evaluation, Authorization and Restriction of Chemicals (EC 1907/2006).

[11] Global Automotive Declarable Substance List.

Community engagement

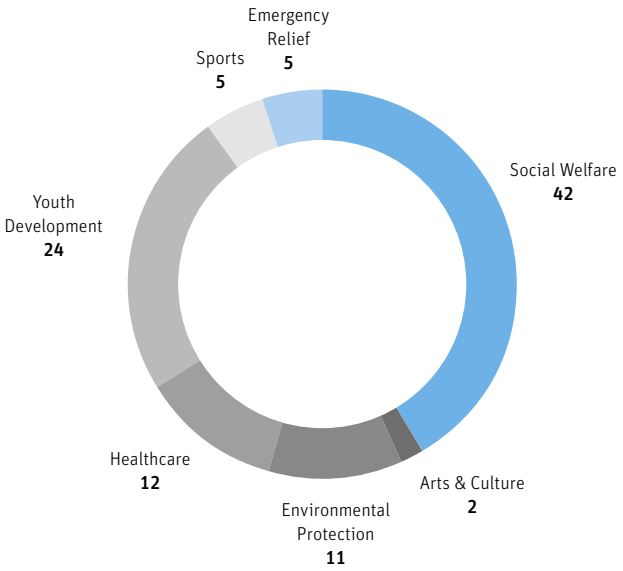
With a presence spanning 53 production sites worldwide, good relations with surrounding communities are crucial for Autoneum. We build lasting ties with local stakeholders through a broad range of community projects and are committed to continuously increasing our positive impact on them.

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 grassroot ideas identified jointly with the local community.

LOCAL COMMUNITY ENGAGEMENT PROJECTS

In 2020, Autoneum implemented 84 community projects across all four Business Groups, with the majority falling in the "social welfare" category (see graph for a breakdown of projects according to focus area). Around 5 400 Autoneum employees played an active role as volunteers, investing more than 6 300 hours in community engagement. For example, our Hungarian plant in Komárom and two facilities in India, Behror and Chennai, have planted a total of 147 trees in their surrounding areas. The reforestation efforts of our colleagues contribute to reducing CO_2 levels and improving air quality and biodiversity. Our Canadian site in Tillsonburg implemented the largest number of projects in a single location at 14. This included donation campaigns for disadvantaged members of the community, fundraisers for mental health and cancer prevention organizations and scholarships for high school students. Various Autoneum locations in China have carried out a total of twelve projects to support the most vulnerable parts of society: children, disadvantaged youth, the disabled and the elderly. Finally, our Brazilian location in São Paulo has successfully concluded the first year of the "Formare" program, during which ten students from low-income backgrounds received the opportunity to learn essential business and personal skills from Autoneum volunteers.

COMMUNITY ENGAGEMENT ACTIVITIES 2020 BY FOCUS AREA (%)



VISION 2025 – GOOD CORPORATE CITIZENSHIP

Operational targets	Key achievements in 2020	Progress
Support social & community engagement activities of Autoneum employees with incentive structures	› Activities put on hold due to worldwide cost-saving program and reactivated later in the year.	On hold / reactivated
Implement corporate philanthropy projects at Autoneum Group level on an annual basis	› Activities put on hold due to worldwide cost-saving program and reactivated later in the year.	On hold / reactivated
Implement local community engagement projects at all Autoneum locations on an annual basis	› Number of projects: **84** › Number of volunteers: **5 407** › Number of volunteering hours: **6 327** › Number of trees planted: **147**	On track

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.

POLICY AND GOVERNANCE

Autoneum defines the key principles of its environmental management in the Autoneum Management Policy. With this policy, Autoneum has committed itself to reducing its environmental impact, managing risks in terms of natural hazards and business interruption, using all resources over the entire lifecycle efficiently, focusing on sustainable actions within all business areas and being compliant with laws, provisions, regulations and internal guidelines. The Management Policy is complemented by a range of issue-specific internal policies addressing the management of emissions, waste, wastewater, chemicals and hazardous substances. Furthermore, Autoneum expects all of 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 Excellence 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 2020, 80% of our plants have been audited in line with MEHS requirements. In addition, 45 of 46[12] Autoneum production facilities 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.

REVISED ENVIRONMENTAL TARGETS 2027[13]

- Reduce Scope 1 & 2 emissions by **20%**
- Increase the share of renewable electricity to **25%**
- Reduce Scope 3 emissions by **20%** for 2/3 of the total scope[14]
- Reduce total non-hazardous waste volume by **40%**
- Reduce water consumption by **10%**

SUSTAINABLE PRODUCTION PROCESSES

In 2018, Autoneum launched the Advance Sustainability Strategy 2025 containing Group reduction targets related to waste, energy, water and emissions (see "Vision" table below). In order to fulfill our obligations as a good corporate citizen and to bring our targets in full alignment with growing expectations of society regarding sustainability and the fight against climate change, in 2021 we undertook a comprehensive review of all strategic commitments in this area. As a result, the targets have been redefined and will be relaunched with the new baseline 2019[15] and target year 2027 (see table "Revised environmental targets

[12] Excluding UGN and office or sales locations.

[13] All targets represent a reduction or increase in absolute value.

[14] In alignment with the recommendation of the Science-Based Target Initiative.

[15] Figures of the new baseline year 2019 have been reviewed and in some cases revised based on an improved calculation methodology and a better understanding of performance categories, see Environmental KPI table on p. 27.

VISION 2025 – SUSTAINABLE PRODUCTS & PRODUCTION PROCESSES

Operational targets	Key achievements in 2020	Progress
All Autoneum plants achieve ISO 14 001 certification	› Percentage of plants with ISO 14 001 certification: **97.8%**	On track
Reduce non-hazardous waste intensity by 40%	› Non-hazardous waste intensity increased by **13.9%**	Not on track
Reduce landfill waste intensity by 50%	› Landfill waste intensity increased by **19.4%**	Not on track
Reduce fossil fuel intensity by 4% and Scope 1 emissions intensity by 10%	› Fossil fuel intensity increased by **18.9%** › Scope 1 emissions intensity increased by **17.6%**	Not on track
Reduce electricity intensity by 10% and Scope 2 emissions intensity by 10%	› Electricity intensity increased by **16.9%** › Scope 2 emissions intensity increased by **18.9%**	Not on track
Continuously reduce Scope 3 emissions	› Comprehensive mapping of Autoneum's Scope 3 emissions inventory taking place in 2021.	Data quality improvement
Reduce water intensity by 25%	› Water intensity increased by **15%**	Not on track

2027"). In 2020, the Company implemented a total of 43 eco-efficiency projects at 22 production sites. Twenty-three projects aimed to reduce energy consumption, 18 to reduce waste and expand recycling capacities and two projects targeted a reduction of water consumption. However, the coronavirus pandemic affected Autoneum's activities and results in this area as well.

WASTE

In 2020, Autoneum generated almost 20 000 tons less waste than in the previous year, which represents a decrease of 13.7%. Approximately 60% of this improvement can be attributed to two plants in Business Group North America. These plants implemented a series of waste efficiency projects focusing on, among other things, reusing scrap from the production of carpets and inner dashes. However, waste intensity increased by 13.9% and landfill waste intensity by 19.4%. The main reason for this is the launch of new carpet products in Business Group Europe that do not yet have a recycling solution. Here, we intend to follow the same scenario as in the USA and gradually ramp up reclaiming capacities.

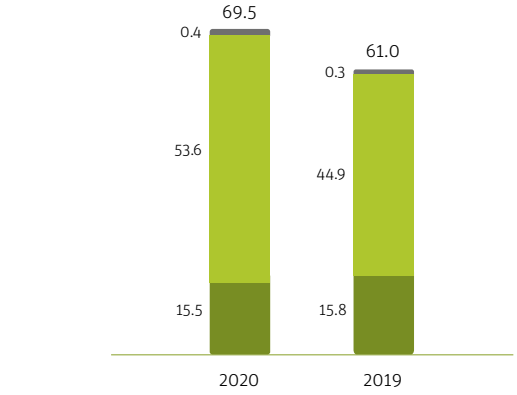
RECYCLING

Although Autoneum did not utilize all waste recycling opportunities last year, several production sites made important investments in this area, implementing a total of 18 waste optimization projects globally. These included new facilities for recovering scrap from the production of inner dashes and tufted carpets, which commenced operations in the USA. In Europe, thanks to comprehensive process optimization, heavy layer production waste from various European plants is now recycled into newly manufactured inner dashes at the sites in Gundernhausen, Germany, and Valldoreix, Spain. Thanks to activities like these, recycling intensity grew further by 22.3% at Group level.

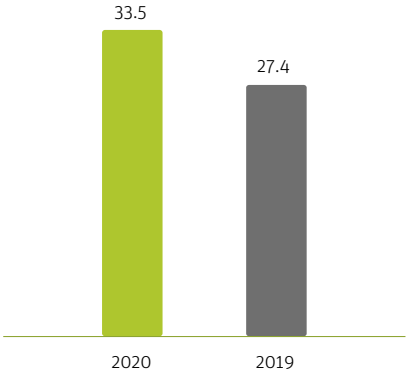
ENERGY

In 2020, Autoneum consumed about 100 000 MWh less energy than in the previous year, which represents a decrease of 10.7%. A large part of this improvement can be attributed to the reduction of fossil fuel consumption at our largest site in the USA, which achieved this by significantly optimizing its steam generation processes. Other major contributors include the installation of efficient lighting in Europe and variable frequency drives on hydraulic pumps in Asia. However, due to the aforementioned lockdown periods with close to zero revenue, the Company's overall energy intensity increased by 17.9%, with fossil fuel intensity growing by 18.9% and electricity intensity by 16.9%.

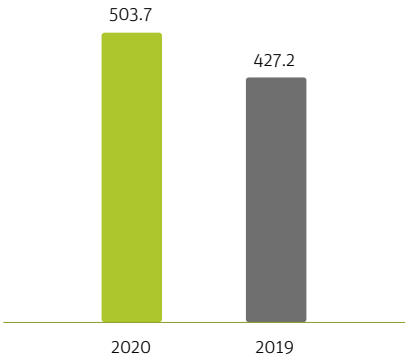
While absolute volumes of waste, energy and water have decreased, intensity levels[16] have increased. This is because even though the Company's production output was significantly lower during lockdown periods, due to ongoing plant equipment optimization and maintenance efforts, they remained operational to some degree. Thus, these sites continued to consume energy and water while having close to zero revenue.



Waste intensity
(metric tons per CHF million revenue)

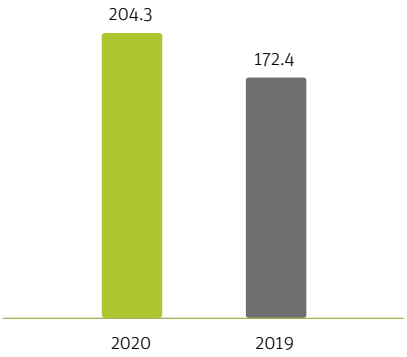


Recycling intensity
(metric tons per CHF million revenue)



Energy intensity
(MWh per CHF million revenue)

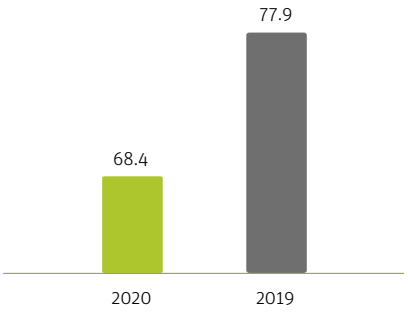
[16] Absolute volumes divided by revenue.



CO_2 emissions intensity
(metric tons CO_2 equivalents per CHF million revenue)

EMISSIONS

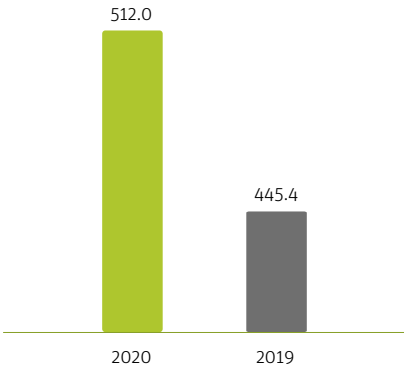
Thanks to the reduction of both electricity and fossil fuel consumption Autoneum's CO2 emissions decreased by 10.2% in absolute terms last year. However, for the reasons specified above, the Company's total CO2 intensity increased by 18.5%, with Scope 1 CO2 emissions[17] intensity growing by 17.6% and the intensity of Scope 2 CO2 emissions[18] by 18.9%. Scope 3 CO2 emissions are a consequence of an organization's activities, but occur at sources not owned or controlled by the organization. In 2021, Autoneum is undertaking a comprehensive mapping of the Company's Scope 3 emissions inventory in order to significantly improve data quality and to refine baseline figures. Therefore, no data is reported for this category this year.



Acidification potential
(metric tons SO_2 equivalents per CHF billion revenue)

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 2020, Autoneum's acidification potential decreased by 12.3%. This is due to a significant decrease – around 40% – of coal consumption 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 intensity
(m^3 per CHF million revenue)

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. In 2020, Autoneum plants consumed around 132 000 cubic meters less water, which represents a decrease of 12.9%. Almost 25% of this improvement was achieved through a series of optimization actions performed on the carpet dyeing line in one of our US plants. Other measures include the installation of new, water-efficient cooling systems in Mexico and Spain. However – due to lockdown periods with significantly lower revenue – the total water intensity of Autoneum increased by 15% last year.

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

[18] Emissions resulting from the Company's electricity consumption.

Environmental key performance indicators	Absolute figures					Intensity figures				
	2020	2019	2018	difference to 2017	difference to 2019	2020	2019	2018	difference to 2017	difference to 2019
Energy (MWh)	876 809	981 341*	922 293	14.8%	–10.7%					
Fossil fuels	455 724	505 914*	485 928	29.7%	–9.9%	261.8	220.2	213.0	64.2%	18.9%
Electricity	421 085	475 427*	436 365	2.2%	–11.4%	241.9	206.9	191.3	29.3%	16.9%
Energy intensity (MWh per CHF million revenue)						503.7	427.2	404.2	45.3%	17.9%
Water (m^3)	891 239	1 023 161*	1 006 317	–20.5%	–12.9%					
Municipal water	771 600	914 071*	879 452	–18.5%	–15.6%	443.3	397.9	385.5	3.2%	11.4%
Ground water	87 953	81 817	91 169	–41.2%	7.5%	50.5	35.6	40.0	–25.5%	41.9%
Other	31 686	27 272	35 696	26.5%	16.2%	18.2	11.9	15.6	59.7%	53.3%
Water intensity (m^3 per CHF million revenue)						512.0	445.4	441.1	0.6%	15.0%
Recycling (metric tons)	58 226	62 846	56 901	21.9%	–7.4%					
Internal recycling (reclaiming)	43 705	43 452	40 597	30.8%	0.6%	25.1	18.9	17.8	65.2%	32.8%
External recycling	14 521	19 394	16 304	1.2%	–25.1%	8.3	8.4	7.1	28.3%	–1.2%
Recycling intensity (metric tons per CHF million revenue)						33.5	27.4	24.9	54.2%	22.3%
Waste (metric tons)	120 955	140 217*	81 395	45.0%	–13.7%					
Hazardous waste	693.6	898	789	–17.3%	–22.8%	0.40	0.39	0.35	4.9%	1.9%
Non–hazardous waste	120 261	139 319*	80 606	45.6%	–13.7%					
Waste converted into energy	26 968	36 197*	20 943	24.8%	–25.5%	15.5	15.8	9.2	58.1%	–1.7%
Landfill waste	93 293	103 123*	59 663	53.0%	–9.5%	53.6	44.9	26.2	62.0%	19.4%
Non–hazardous waste intensity (metric tons per CHF million revenue)						69.1	60.6	35.3	84.2%	13.9%
Total waste intensity (metric tons per CHF million revenue)						69.5	61.0	35.7	58.1%	13.9%
CO_2 Emissions (metric tons CO_2 equivalents)[19, 20]	355 671	396 030*	366 127	12.5%	–10.2%					
Scope 1	101 202	113 623*	109 577	24.8%	–10.9%	58.1	49.5	48.0	58.0%	17.6%
Scope 2[21]	254 469	282 407*	256 550	8.3%	–9.9%	146.2	122.9	112.4	37.0%	18.9%
CO_2 intensity (metric tons CO_2 equivalents per CHF million revenue)						204.3	172.4	160.5	42.4%	18.5%
Acidification potential (metric tons SO_2 equivalents)	119	179*	157	–23.2%	–33.5%					
Acidification potential intensity (metric tons SO_2 equivalents per CHF billion revenue)						68.4	77.9	68.9	–2.8%	–12.3%

*Figure has been restated due to improvements in calculation methodology. Covering the disclosure GRI 102-48.

[19] 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.

[20] Emission factor sources: ecoinvent, IEA and Defra.

[21] 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.

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.

FAIR & ATTRACTIVE WORKPLACE[22]

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. 2020, the year of the coronavirus pandemic, presented unprecedented challenges in this respect. Autoneum locations worldwide had to adjust to the effects of an economic slowdown and respond with corresponding measures, such as temporary closures and short-time work, in some cases even workforce optimization or restructuring. Autoneum's global employee turnover rate – which includes both voluntary and involuntary departures – thus increased to 32% in the reporting year (2019: 27%).

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

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

[22] If not stated otherwise, all figures in this chapter exclude workers of external agencies, apprentices, employees on maternity leave and employees with an absence of more than 30 days.

[23] Excluding UGN.

VISION 2025 – FAIR & ATTRACTIVE WORKPLACE

Operational targets	Key achievements in 2020	Progress
Set and maintain benchmark position for 'training days per employee' in industry peer group	› Benchmark: 3.1 (=25 hours) average days of training per employee › Average days of training per employee: **1.6** (2019: 3)	Not on track
Achieve employee appraisal coverage for 95% of Autoneum staff	› Employee appraisal coverage: **95.5%** (2019: 95%)	On track
Implement development framework for operators	› 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	› D&I Board defined key focus areas – awareness, culture & gender, continuous improvement and training – each of which contains a comprehensive set of activities. › "Value the difference" workshop took place with 35 participants.	On track
Increase share of women in management positions to 30% and continuously improve Autoneum D&I metrics	› Share of women in management positions has increased slightly to **19%** (2019: 18%)[23] Additional metrics are measured internally.	On track
Define and implement Employee Value Propositions at all Autoneum locations	› No new activities due to short-time work in the majority of Autoneum locations.	On track
Improve the results of the Global Employee Satisfaction Survey by 0.1 points every second year	› Due to coronavirus pandemic, survey was postponed. However, in total 84 projects with a value of CHF 4.5 million were implemented by Autoneum locations globally aimed at improving working conditions.	Moderate progress
Reduce Autoneum Group employee turnover rate to 10%	› Autoneum Group employee turnover rate: 32% (2019: 27%)	Not on track
Implement employee wellbeing programs	Autoneum locations use the global Employee Wellbeing Catalog for defining actions. These are adjusted to local employee needs.	On track

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 2020, Autoneum employees completed 1.6 days of training on average (2019: 3), well below the benchmark of 3.1 days the Company has set as a target for itself. This can be attributed to a substantial reduction of staff presence on-site during the most challenging months of the pandemic. The operator population – which constitutes the majority of Autoneum's workforce – receives all training in classroom sessions, which could not be conducted in this period.

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 Competency Model based on the Company's values and principles. In 2020, despite the challenges posed by the coronavirus pandemic, Autoneum continued to offer employees opportunities for professional and personal development. For example, 160 managers from all Company regions took part in a virtual workshop series on the topic of "Accountability" in the fall. As part of this innovative event format, employees analyzed and defined the Company's guiding value and reflected on how they as managers could best exemplify this value on a day-to-day basis. A special focus was placed on the aspect of strengthening team spirit during phases of remote working. In addition, selected managers from all locations around the world took part in training sessions on crisis management and communication.

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 are able not only to operate these workstations at any time, but can 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 ensures 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 2020, 95.5% of eligible Autoneum employees underwent a performance and career development review (2019: 95%), which means we were slightly above 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

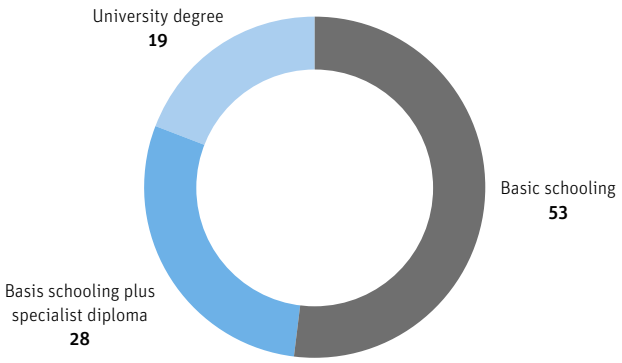
95.5%

In 2020, 95.5% of eligible Autoneum employees underwent a performance and career development review.

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 2020, eleven reported incidents were related to discrimination and five of these were substantiated.

As part of the Advance Sustainability Strategy 2025, Autoneum has committed itself to establishing a Group-wide Diversity & Inclusion (D&I) governance framework. This has materialized in the form of the Diversity & Inclusion 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. In 2020, the D&I Board defined key focus areas – awareness, culture & gender, continuous improvement and training – each of which contains a comprehensive set of activities to be rolled out gradually in the coming years. In addition, 35 managers from various Autoneum locations globally participated in the "Value the difference" workshop series. In interactive sessions, key insights were shared on workplace diversity and inclusive management practices, including identifying unconscious bias so as to prevent it from influencing personnel decisions.

EMPLOYEES BY HIGHEST LEVEL OF EDUCATION IN % (2020)[25]

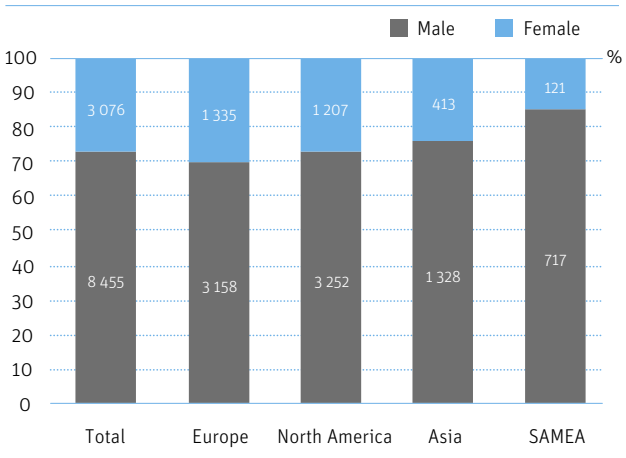


[24] Excluding UGN.

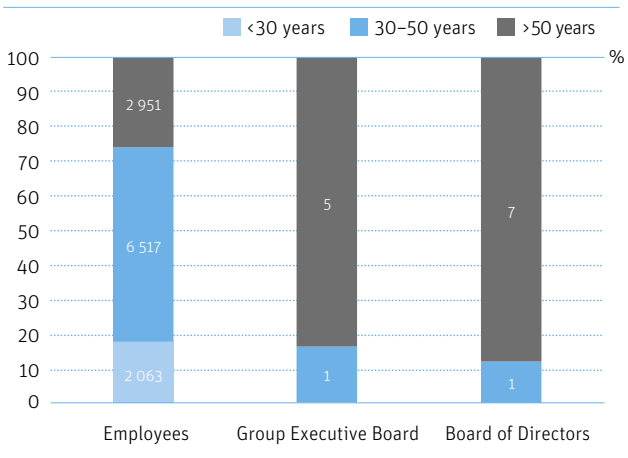
EMPLOYEE PARTICIPATION

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 2020, 42% of our employees were covered by collective bargaining agreements (2019: 52%)[25] and 66% were members of a labor union. 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 BUSINESS GROUP AND GENDER (2020)



EMPLOYEES BY AGE (2020)



[25] Covering the disclosure GRI 102-41.

HEALTH & SAFETY

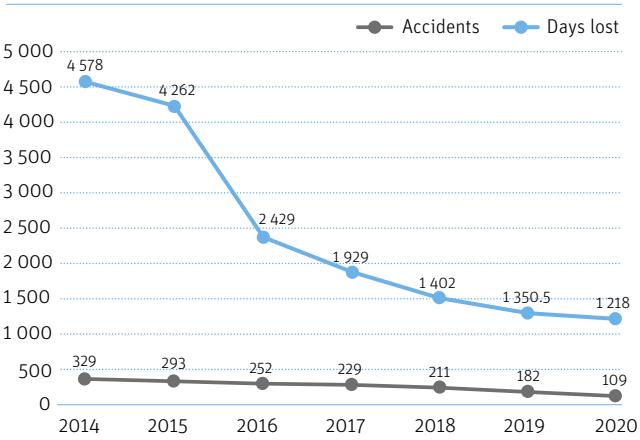
As a manufacturing company, employee health and safety is of critical importance to Autoneum. The Company is committed to providing and maintaining a safe and healthy work environment for employees as well as for customers, suppliers and visitors. We follow the principle of continuous improvement to 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

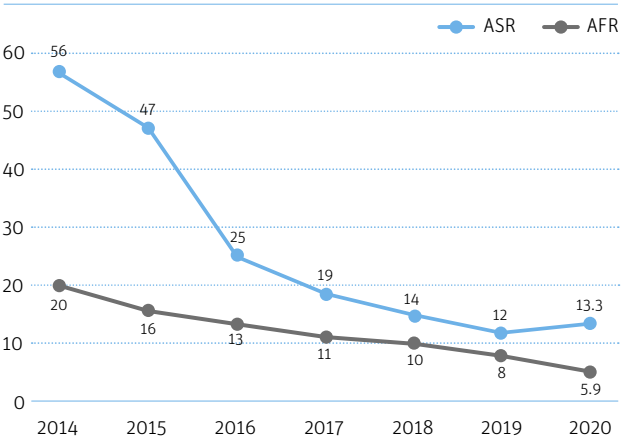
Autoneum's Environment, Health & Safety Management System (MEHS) is a framework integrating international and national laws and regulations and the requirements of the occupational health and safety management system ISO 45 001 and environmental management system ISO 14 001. It serves as an organizational blueprint for Autoneum sites, on the basis of which they can implement state-of-the-art EHS processes that apply across the entire organization. As of the end of 2020, 80% of our plants were audited in line with MEHS requirements, with an average compliance rate of 85%. In addition, 29 of 46[26] Autoneum production facilities were certified according to ISO 45 001, the world's leading standard

[26] Excluding UGN and office or sales locations. One additional location was certified according to OHSAS 18 001, the predecessor standard of ISO 45 001, in 2020.

NUMBER OF ACCIDENTS AND NUMBER OF DAYS LOST



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



VISION 2025 – FAIR & ATTRACTIVE WORKPLACE

Operational targets	Key achievements in 2020	Progress
Reduce Accident Frequency Rate (AFR) by 20% each year	› AFR reduction: **26.3%**	On track
Develop, implement and continuously improve EHS training at all plants and maintain completion rate of 95%	› EHS training completion rate: **91%**	On track
Develop and implement ergonomic assessments at all plants	› Percentage of sites that implemented ergonomic assessments: **74%**	On track
All Autoneum plants achieve ISO 45 001 certification	› 23 sites achieved certification according to ISO 45 001. Total number thus increased to 29. › Percentage of sites with a certified occupational health & safety management system (OHSAS 18 001 / ISO 45 001): **65%**	On track

–26.3%

The Accident Frequency Rate decreased by 26.3%, which means we have outperformed our Advance Sustainability Strategy target of an annual reduction of 20%.

for occupational health and safety. The Company also further refined its safety requirements for felt lines as these – due to their technical complexity and specific layout – represent potentially higher health risks for employees. Best practices have been consolidated in a handbook which will be deployed to all locations in 2021.

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 Excellence department also continued the implementation of its five-module safety workshop program in 2020. 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. The safety workshops were held, largely virtually, at all plants in 2020. In addition, all plant and shift managers as well as EHS managers in Asia undertook specific training on "Safety Leadership", which focused on building a proactive safety culture. In 2021, the training will be deployed at selected plants in Europe.

IMPROVING WORKING CONDITIONS

Autoneum regularly monitors how employees perceive working conditions, particularly in the production environment, via an Employee Satisfaction Survey. Based on the feedback, the Business Groups conduct comprehensive assessments of workplace needs in each location. In 2020, a total of 84 projects were implemented to address challenges in the following areas: workplace and machine safety, fire safety, ergonomics, temperature, lighting, air quality, noise control as well as precautions against the coronavirus pandemic. More than CHF 4.5 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 have occurred at workstations. The findings are then sys-

PROTECTING EMPLOYEE HEALTH DURING THE CORONAVIRUS PANDEMIC

The year 2020 presented Autoneum with unprecedented health and safety challenges. To protect employees from the risks of a coronavirus infection, all our plants around the world implemented strict health protocols and provisions according to local legal requirements. These included well-known practices such as social distancing and the wearing of masks, regular disinfection of all areas, distribution of hand sanitizers, the ability to work from home for administrative functions and constant communication on prevention. However, in several cases, locations went the extra mile and implemented above-standard measures as well. For instance, several plants in Business Group Europe and SAMEA (South America, Middle East and Africa) deployed portable air filtration devices in closed environments such as offices, break rooms and canteens, ensuring regular cleansing of air. Our Brazilian plants mounted sanitizing tunnels at all entrances which spray disinfectant on each entrant, from head to toe. The liquid – which is completely harmless – neutralizes viruses, bacteria and fungi on skin and hair, as well as any objects that are being carried, such as glasses, bags and purses. Finally, one of our North American plants installed a scan unit which measures the body temperature of every person entering the site. If the person shows signs of illness, they are denied access.

tematized 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 focuses on the promotion of appropriate behavior patterns among shopfloor 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. Autoneum's ergonomics 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 training session – currently held exclusively online – during which participants are trained in the basic principles of ergonomics at Autoneum and the use of software for evaluating corresponding conditions at workstations. In 2020, key representatives of EHS and engineering teams from all Autoneum plants completed the course.

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, swellings, cuts, stab wounds, sprains and strains were the primary types of accident at Autoneum plants in 2020. The body parts mainly affected were hands, fingers, the back and knees. The Accident Frequency Rate decreased by 26.3%, which means we have outperformed our Advance Sustainability Strategy target of an annual reduction of 20%. On the other hand, the Accident Severity Rate increased by 10.8% because of the higher average days lost per accident than the previous year. At 3.5%, absenteeism also rose slightly compared to 2019. The main reason for this is the increased use of quarantine measures due to the coronavirus pandemic.

Health & safety key performance indicators[27]

	2020	2019
Number of accidents	109	182
Number of days lost[28]	1 218	1 350.5
Accident Frequency Rate (AFR)[29]	5.9	8.2
Accident Severity Rate (ASR)[30]	13.3	12
Absenteeism[31]	3.5%	2%
Work-related fatalities	0	0
Percentage of workers who are represented by formal joint management-worker health and safety committees	95.6%	91.3%
Percentage of plants with OHSAS 18 001 / ISO 45 001 certification	65.2%	65.2%
Percentage of plants with ISO 14 001 certification	97.8%	95.6%
Percentage of plants that have implemented ergonomic assessments	73.9%	65.2%
EHS training completion rate	91%	87.7%
Number of production facilities[32]	46	46

[27] All figures include workers from external agencies and exclude UGN.

[28] In the case of accidents involving contractors, no days lost are reported in the KPI.

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

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

[31] Calculated on the basis of the following formula: absenteeism = total absent hours / planned working hours * 100.

[32] Excluding UGN and office or sales locations.

GRI content index[33]

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 2020, p. 42–44
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 2020, p. 65
102-8	Information on employees and other workers	Employees, p. 31
102-9	Supply chain	Supply chain, p. 18–20
102-10	Significant changes to the organization and its supply chain	Annual Report 2020, p. 84
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. 7
	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
	GOVERNANCE	
102-18	Governance structure	Annual Report 2020, p. 42–44 Corporate Responsibility framework, p. 6–7
	STAKEHOLDER ENGAGEMENT	
102-40	List of stakeholder groups	Corporate Responsibility framework, p. 7
102-41	Collective bargaining agreements	Employees, p. 31
102-42	Identifying and selecting stakeholders	Corporate Responsibility framework, p. 7
102-43	Approach to stakeholder engagement	Corporate Responsibility framework, p. 7
102-44	Key topics and concerns raised	Corporate Responsibility framework, p. 7

[33] 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 2020, p. 111
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	Some environmental KPIs have been restated, see page 27
102-49	Changes in reporting	None
102-50	Reporting period	2020
102-51	Date of most recent report	June 2020
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		
	GRI 103: Management Approach 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 2020, p. 64	
201-3	Defined benefit plan obligations and other retirement plans	Annual Report 2020, p. 77	
	GRI 203: Indirect Economic Impacts 2016		
	GRI 103: Management Approach 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		
	GRI 103: Management Approach 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		
	GRI 103: Management Approach 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	

ENVIRONMENTAL TOPICS

Disclosure	Description	Reference	Reasons for omission
	GRI 301: Materials 2016		
	GRI 103: Management Approach 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 Innovation and sustainability, p. 13–14	
103-3	Evaluation of the management approach	Environment, p. 24 Innovation and sustainability, p. 13–14	
301-2	Recycled input materials used	Environment, p. 25, 27 Customers and products, p. 11	
	GRI 302: Energy 2016		
	GRI 103: Management Approach 2016		
103-1	Explanation of the material topic and its Boundary	Environment, p. 24 Innovation and sustainability, p. 13	
103-2	The management approach and its components	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 and Effluents 2018		
	GRI 103: Management Approach 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	
303-5	Water consumption	Environment, p. 27	
	GRI 305: Emissions 2016		
	GRI 103: Management Approach 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. 26, 27	
305-2	Energy indirect (Scope 2) GHG emissions	Environment, p. 26, 27	
305-3	Other indirect (Scope 3) GHG emissions	Environment, p. 26	
305-4	GHG emissions intensity	Environment, p. 26, 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. 26, 27	Only sulfur oxide emissions (acidification potential) have been identified as material for Autoneum.
	GRI 306: Effluents and Waste 2016		
	GRI 103: Management Approach 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		
	GRI 103: Management Approach 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 2018		
	GRI 103: Management Approach 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	Occupational health and safety management system	Employees, p. 32–33	
403-2	Hazard identification, risk assessment and incident investigation	Employees, p. 32, 34	
403-4	Worker participation, consultation and communication on occupational health and safety	Employees, p. 34	
403-5	Worker training on occupational health and safety	Employees, p. 33	
403-8	Workers covered by an occupational health and safety management system	Employees, p. 32, 34	
403-9	Work-related injuries	Employees, p. 32, 34	
403-10	Work-related ill health	Employees, p. 32, 34	
	GRI 404: Training and Education 2016		
	GRI 103: Management Approach 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	Average hours of training per year per employee	Employees, p. 29, 30	
404-2	Programs for upgrading employee skills and transition assistance programs	Employees, p. 30	
404-3	Percentage of employees receiving regular performance and career development reviews	Employees, p. 30	
	GRI 405: Diversity and Equal Opportunity 2016		
	GRI 103: Management Approach 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		
	GRI 103: Management Approach 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 and corrective actions taken	Employees, p. 31 / Compliance, p. 17	
	GRI 412: Human Rights Assessment 2016		
	GRI 103: Management Approach 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 policies or procedures	Compliance, p. 16–17	
	GRI 413: Local Communities 2016		
	GRI 103: Management Approach 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		
	GRI 103: Management Approach 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	
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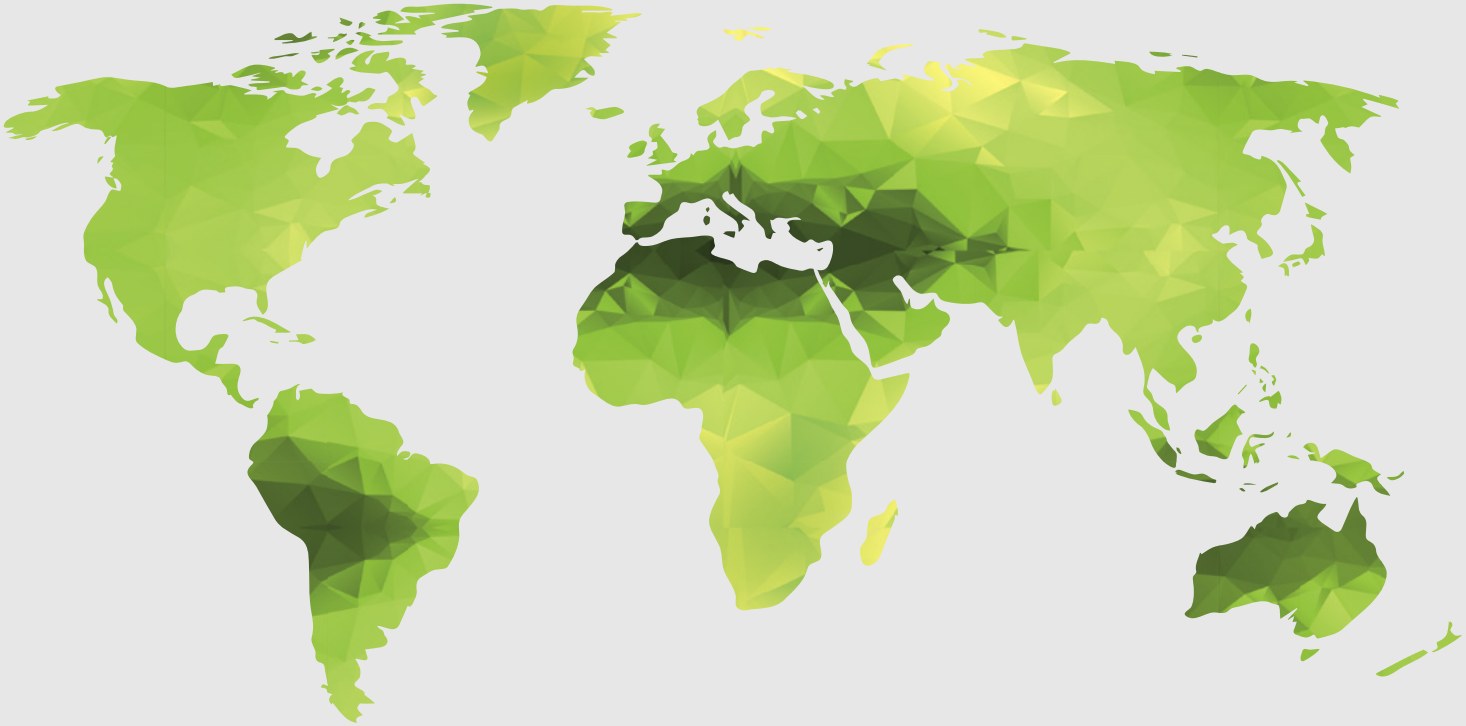

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