autoneum

Corporate Responsibility Report 2025

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Highlights 2025

Launch of **mica-free flame shields** for electric vehicles

140

Implementation of **140 eco-efficiency projects** for energy, recycling, waste and water

"A" rating in CDP Climate Change assessment

Introduction of Flexi-Light PET, **a polyester felt-based sound insulation system**

Recognized as a **Top Employer 2025** in Switzerland

More than 25'000 metric tons of recycled PET used in Autoneum products

Gold medal for third year in a row in **2025 EcoVadis assessment**

Innovation of N-Join1, an **adhesive-free carpet** for **easier recycling**

About Autoneum

Autoneum Holding AG, a publicly listed company, is the global market and technology leader in acoustic and thermal management solutions for vehicles and a partner for light and commercial vehicle manufacturers around the world. We develop and produce multifunctional, lightweight components for optimum noise and heat protection. The innovative products and technologies make vehicles quieter, safer, and lighter and therefore help to reduce energy consumption and emissions.

We are guided by a common purpose to make mobility comfortable and sustainable with our future-fit acoustic and thermal components and shielding technologies. Our employees at all locations worldwide share one vision: to be the global leader for innovative and sustainable solutions that bring comfort to every vehicle.

Every decision we make and every action we take is driven by our **mission**: to identify opportunities in every dimension of our work and turn them into a new reality for the benefit of our company, our customers, and the world we live in.

Our four core values–accountability, curiosity, collaboration, and courage–form the cornerstone of our corporate culture. They are embodied by our workforce and are at the heart of everything we do. Our shared values bring us together as individuals and as a team, ensuring that any new challenge on the horizon is one we take on together.

Sustainability at Autoneum

We take our responsibility to the environment, people, and society seriously for the well-being of current and future generations. As part of our sustainability strategy, we carried out various projects and actions in 2025 to meet Group-wide goals for environmental, social, and governance (ESG) topics. Autoneum shares an annual update on these activities in our Corporate Responsibility Report, which follows the GRI Standards. The Corporate Responsibility Report 2025 was released at the same time as Autoneum's Annual Report 2025.

Foreword

For Autoneum, 2025 was a year of opportunity in a rapidly evolving and volatile automotive industry. We embraced the ongoing transformation by reinforcing our presence in key markets and advancing our strategy for long-term, sustainable growth.

A central milestone was our expansion in China through the acquisitions of Jiangsu Huanyu Group and Chengdu Yiqi-Sihuan, which strengthen our product portfolio and deepen our customer relationships in the world's fastest-growing automotive ecosystem.

Sustainability is another powerful catalyst for change within the mobility landscape. Changing regulatory demands, heightened customer expectations, and rising societal awareness are reshaping what it means to be an automotive supplier today. Vehicle manufacturers expect partners who deliver technological excellence alongside responsible resource use and strong ESG performance. This shift is accelerating as electrification and low-carbon mobility become cornerstones of the industry's future. We recognize that the transition to a more sustainable automotive value chain is not simply a compliance requirement–it is essential to our long-term competitiveness.

Clear Response

Our response is clear. We continued to expand our contributions to e-mobility by launching several innovative products tailored specifically for battery electric vehicles (BEVs). In 2025, we brought to market our new impact protection plates, made from lightweight thermoplastic composite material that shield battery packs from impact, fire, and corrosion while enhancing thermal efficiency and driving range. We also introduced our E-Fiber flame shields, which provide mica-free, compliant thermal protection in the event of battery thermal runaway, which is a critical safety requirement for next-generation electric vehicles (EVs). These technologies embody our belief that smart materials and intelligent engineering will shape the vehicles of tomorrow.

Demand is also rising for new types of components unique to EVs. One standout development is the growing relevance of the front trunk, known as the "frunk", as OEMs rethink storage and functionality in EV design. In 2025, we were proud to be a key supplier of the highly anticipated Polestar 5 model, supplying key interior and exterior components including a lightweight, monomaterial Ultra-Silent frunk solution that improves both sustainability and acoustic performance. This growing product category underscores how our innovation capabilities align with emerging market needs.

At the same time, we advanced our strategic ambition to be the sustainability benchmark in our industry, as outlined in our Level Up strategy. In 2025, we reduced overall Scope 1 and 2 emissions by 5.3% and lowered Scope 3 emissions from direct purchased materials and tools by 2.1%, supported by strong supplier engagement and increased renewable-energy adoption across our operations. We also achieved meaningful reductions in waste, with 1'743 fewer metric tons of non-hazardous waste directed to disposal, and continued our progress on water stewardship, reducing water withdrawal by 8.7% year-on-year and by 40% compared to 2019. These achievements reflect the results of 140 eco-efficiency projects across the Group.

Circularity is another essential pillar of our sustainability approach. In 2025, we launched two innovations designed to support a circular automotive industry: N-Join 1, a monomaterial carpet system that eliminates the use of latex and enables waste-free production and full end-of-life recyclability; and Flexi-Light PET, a lightweight polyester-based insulation system made from up to 90% recycled content. Both solutions significantly reduce environmental impact, improve recyclability, and demonstrate how circular design can go hand-in-hand with acoustic performance.

Continuous Improvement

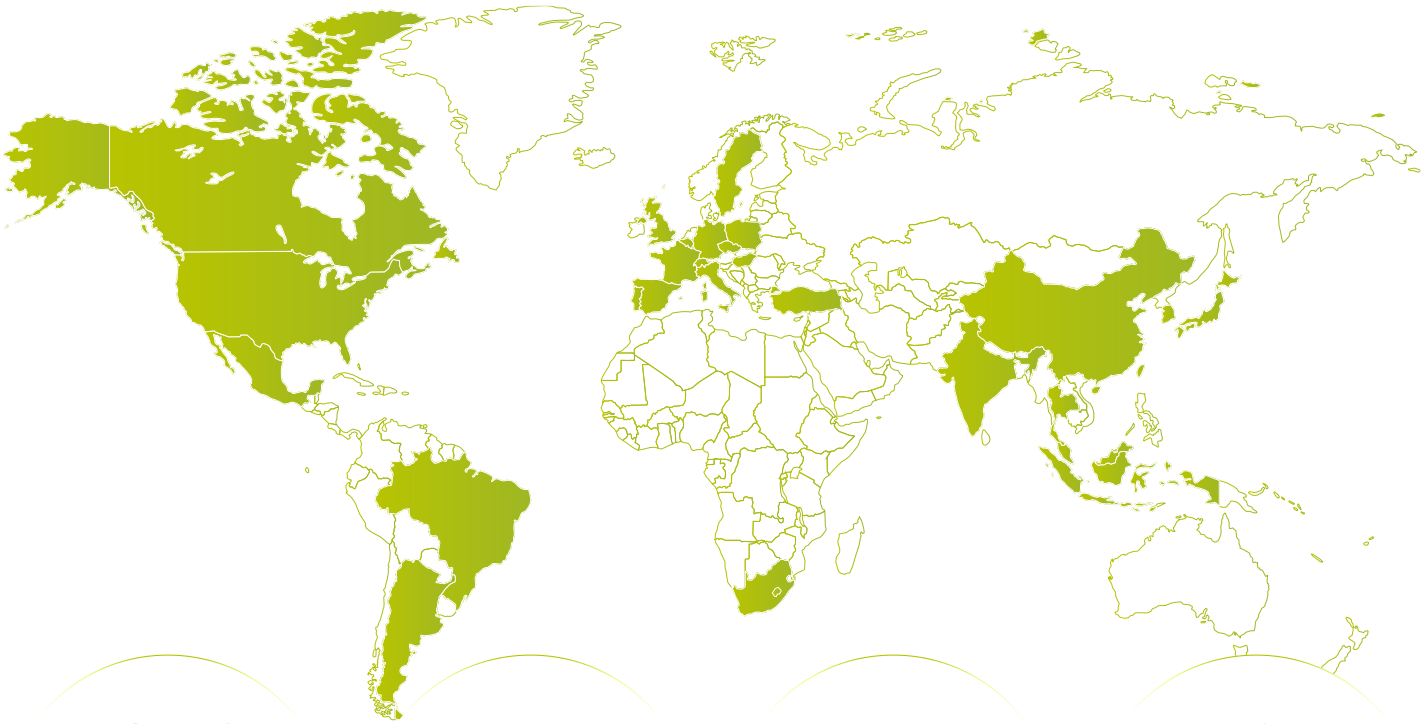
Our efforts continue to be recognized externally. In 2025, we improved our EcoVadis rating once again, earning Gold status and placing us in the top 5% of all rated companies globally. We also strengthened our CDP performance, achieving an A rating for climate change and A- for water security. These results reflect the dedication of our teams worldwide and reinforce our commitment to transparency, accountability, and continuous improvement.

Finally, sustainability is also about people. We continued to foster a people-centric culture by investing in employee training, safety, and engagement across our footprint. Highlights include a 31% reduction in our injury frequency rate in 2025, as well as a record participation rate of 89% in our Global Employee Engagement Survey. These efforts ensure that our ongoing transformation is driven by a skilled, engaged, and empowered workforce.

Eelco Spoelder
Chief Executive Officer

Pascaline Brégeon
Head Strategy & Sustainability

Global Product Portfolio and Presence



North America

Canada
- London, Ontario
- Tillsonburg, Ontario

Mexico
- San Luis Potosí
- Silao

USA
- Aiken, South Carolina
- Bloomsburg, Pennsylvania
- Duncan, South Carolina
- Farmington Hills, Michigan
- Jeffersonville, Indiana
- Norwalk, Ohio
- Oregon, Ohio
- Downers Grove, Illinois
- Jackson, Tennessee
- Monroe, Ohio
- Somerset, Kentucky
- Valparaiso, Indiana

SAMEA*

*South America, Middle East and Africa.

Argentina
- Córdoba

Brazil
- Gravataí
- São Paulo
- Taubaté

South Africa
- Rosslyn
- Durban

Türkiye
- Bursa

Europe

Belgium
- Genk

Czech Republic
- Bor
- Chocen
- Hnátnice
- Hrádek
- Rokycany
- Volduchy

France
- Aubergenville
- Blainville
- Moissac
- Ons-en-Bray

Germany
- Berlin
- Bocholt
- Ellzee
- Holzgerlingen
- Munich
- Rossdorf-Gundernhausen
- Sindelfingen

Hungary
- Komárom

Poland
- Katowice
- Nowogard
- Złotoryja

Portugal
- Setúbal

Spain
- A Rúa
- Madrid
- Valldoreix (Sant Cugat del Vallés)

Sweden
- Gothenburg

Switzerland
- Sevelen
- Winterthur (HQ)

United Kingdom
- Stoke-on-Trent
- Telford

Asia

China
- Chongqing
- Chengdu
- Dadong
- Foshan
- Guiyang
- Pinghu
- Shanghai
- Taicang
- Tianjin
- Tiexi
- Wuqing
- Yantai
- Changchun
- Chengdu
- Guangzhou
- Hefei
- Kaifeng
- Lu'an
- Mengcheng
- Nanchang
- Tianjin
- Wuhan
- Wuqing
- Xiangtan
- Xianyang
- Yixing
- Wuhan Fuzhou

India
- Behror
- Pune
- Chennai

Indonesia
- Karawang

Japan
- Oguchi Tokyo

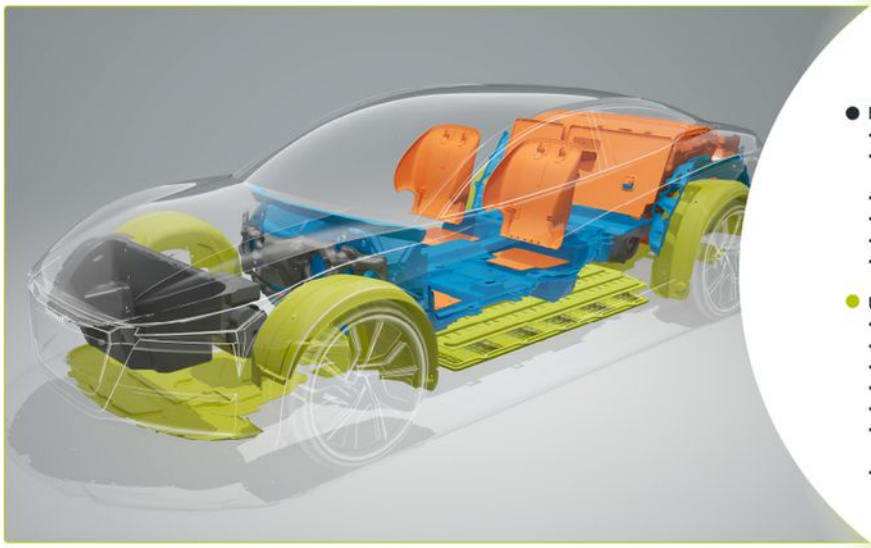
Malaysia
- Shah Alam

South Korea
- Seoul

Thailand
- Laem Chabang
- Chonburi

- Autoneum
- Locations with minority shareholders
- Associated companies and investments
  Licensees

Light Vehicles



Exterior

- **Engine Bay**
  - Frunks
  - Engine* and e-motor encapsulations
  - Outer dashes
  - Outer trunk floor insulators
  - Hoodliners
  - Engine top covers*
- **Underbody**
  - Underbody shields
  - Under battery shields
  - Wheelhouse outer liners
  - Outer tunnel insulators*
  - Heatshields*
  - Battery electromagnetic shields
  - Outer floor insulators

Interior

- **Interior Floor**
  - Inner dashes
  - Needlepunch carpets
  - Tufted carpets
  - Floor insulators
  - Inner wheelhouse insulators
  - Inner trunk floor insulators
- **Interior Trim**
  - Trunk side trim
  - Trunk load floors
  - Trunk tailgate trim
  - Parcel shelves
  - Trunk floor carpets
  - Trunk floor trim
  - Floor mats
  - Backseat trim

Commercial Vehicles

Exterior

- **Engine Bay**
  - E-motor and accessory encapsulations
  - Engine and gearbox encapsulations*
  - Noise shields
- **Underbody**
  - Under engine shields*
  - Heatshields*

Interior

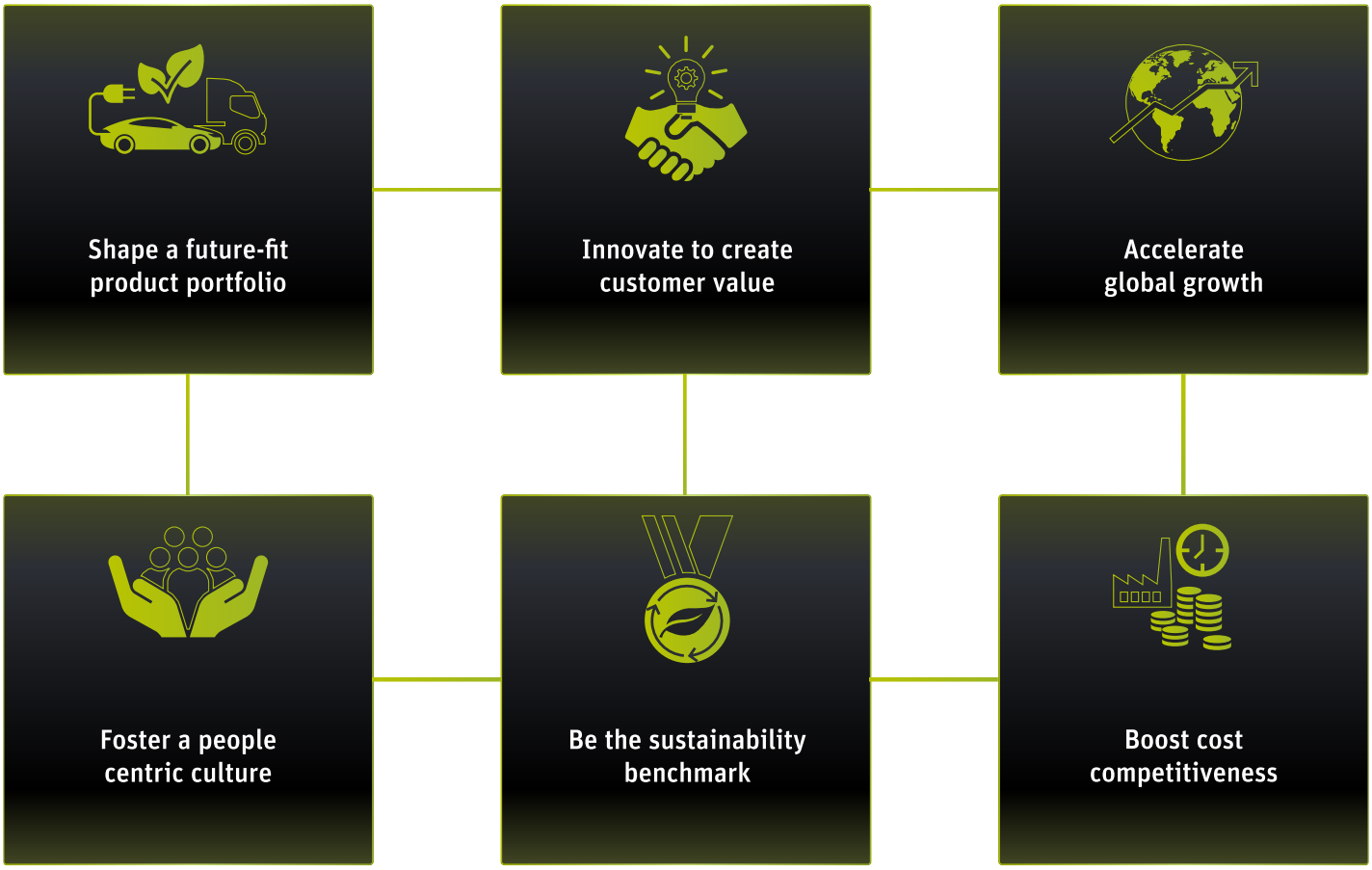
- **Interior Floor**
  - Washable surface flooring
  - Carpet systems
  - Dampers
- **Interior Trim**
  - Headliners
  - Side and rear panels
  - (Heated) Floor mats
  - Upper storage
  - Bunk bed support

* Components specifically for vehicles with combustion drive.

Sustainability: One of Six Strategic Pillars

Strategic Pillars

Our Level Up strategy prioritizes six key areas. These strategic areas are designed to help Autoneum stay flexible and competitive, allowing us to successfully navigate market challenges and capitalize on new opportunities.



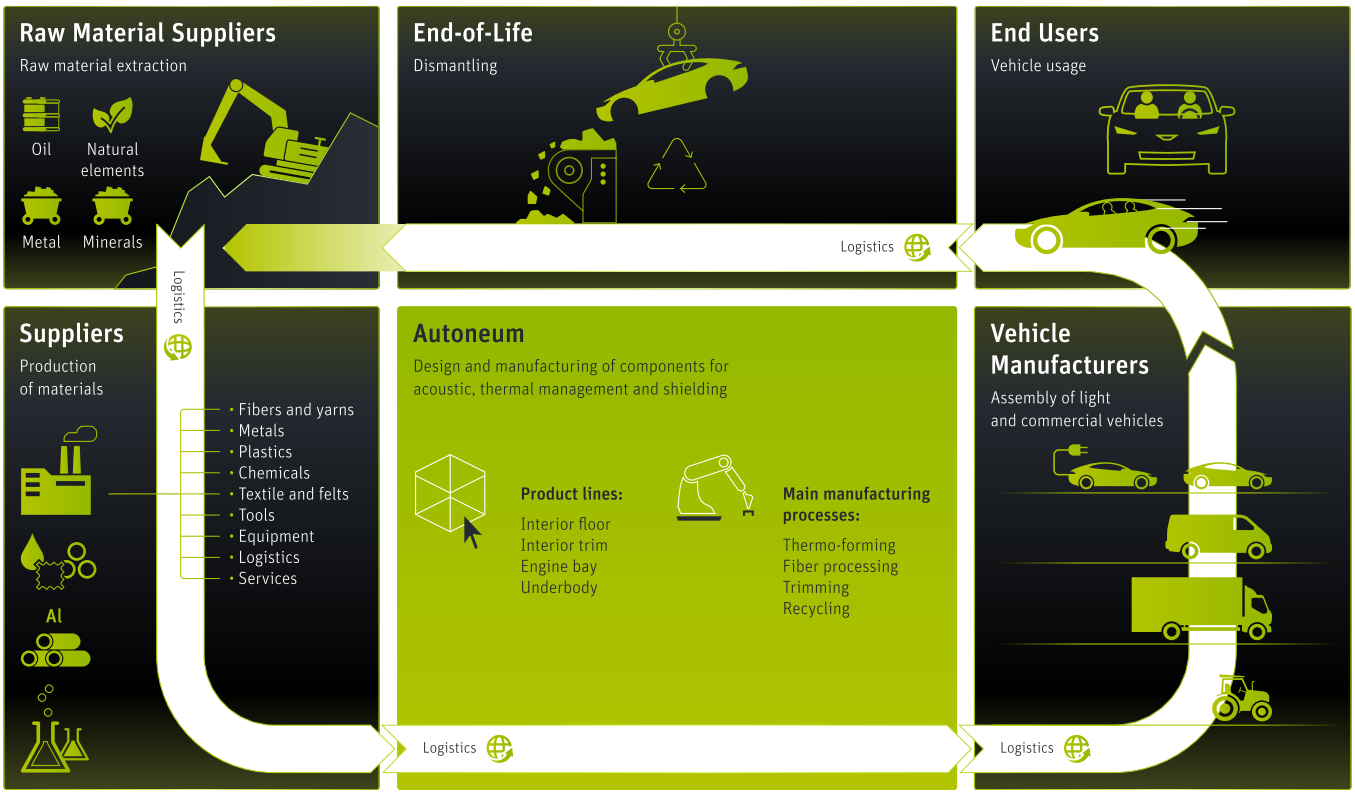
Sustainability at the Core

A key component of Autoneum's strategy is a firm commitment to promoting sustainability across the entire value chain. We seek to enhance our capabilities in developing sustainable products and processes that support the principles of a circular economy.

Key Sustainability Initiatives

- Define and roll out roadmap to net zero for Scope 1, 2, and 3 emissions.
- Release and promote new products for battery electric vehicles.
- Release and promote sustainability product champions.
- Enable and develop employees to unleash their full potential.
- Transform our leadership and boost employee engagement at every level of the organization.
- Engage the supply chain in each Business Group on sustainability improvements.
- Build a zero waste vision toward a circular economy.
- Embed product carbon footprint and other ESG requirements in product development.
- Improve Autoneum's ESG scoring to reinforce our leadership position.

Our Value Chain



Autoneum's Material Topics Along the Value Chain

Planet:

- Climate Change Adaptation
- Climate Change Mitigation
- Resource Inflows
- Waste

People:

- Health and Safety
- Training and Skills Development
- Diversity

Governance:

- Corporate Culture

Risk Management

Autoneum maintains a risk management system and procedures for identifying, reporting, and managing risks. We regularly assess the following risks: economic environment, revenue stream, operations, profitability/financing/liquidity, products/technologies, HR, IT/cyber, compliance/ESG, litigation, and various other risks.

An aggregate review of all identified risks and of the instruments and measures to address them is performed on a semi-annual basis by the Risk Council, consisting of representatives of all Business Groups and Group Functions. The review results are reported to the Board of Directors and the Group Executive Board. The Board of Directors' Audit Committee is responsible for the overall supervision of risk management and acceptance of the Risk Report to the Board of Directors and the Group Executive Board.

Autoneum promotes an effective risk culture throughout the organization. We comply with the requirements of IATF 16949, ISO 14001, and ISO 45001, all of which mandate a structured and documented approach to risk management. This includes the use of formal tools such as Failure Mode and Effects Analysis (FMEA), control plans, contingency plans, supplier risk assessments, as well as the identification and management of environmental risks, impacts, hazards, and health and safety risks. These standards also require that all personnel involved in risk identification, evaluation, control, and mitigation are properly trained, competent, and aware of their responsibilities, ensuring that risk-based processes are effectively implemented and maintained.

Additionally, we incorporate various risk criteria in the development of new products, including performance, tooling, appearance, semi-finished production, and recycling.

Sustainability-Related Risks

The factors listed in the table represent the main sustainability-related risks for both our Material Topics and Important Topics as of December 31, 2025. We regularly review the risk factors and adapt them when necessary to capture new developments and events. The Risk Council ensures overall supervision of risk management and reports the results to the Group Executive Board and the Board of Directors.

Risk Factors	Potential Impact	Autoneum's Response
Environmental physical and transition risks.	Disruption to operations; pressure on revenue and profitability; strategic misalignment; fines.	See Climate Report in Appendix.
Any event in which an employee within a plant has an accident.	Repercussions for the health/living standard of an employee and their family; legal and regulatory consequences; reputational risks; negative impact on Autoneum's ability to attract operators in our plants.	a) Work environment risk assessments are performed and actions are taken to mitigate or reduce any identified risks. b) Related to the special tasks, work permission is required before starting work. c) Education and training are provided to all employees in Autoneum plants on topics including machine guarding, accident investigation and reporting, lockout-tagout (LOTO), permits to work under specific circumstances, hazardous energy control, and working at heights. d) The main root causes of accidents are addressed through regular safety campaigns.
Not having the right skills for the right jobs.	A skills mismatch can lead to reduced productivity, operational delays, higher training and recruitment costs, and challenges in meeting customer and innovation demands. It may also impact product quality, slow down strategic initiatives such as digitalization and decarbonization, and reduce Autoneum's competitiveness in the market.	To mitigate future skill gaps, Autoneum will establish workforce planning and reskilling programs aligned with digitalization and decarbonization needs. The HR and Operations Functions will collaborate to forecast skill requirements and implement targeted training. Recruitment and internal mobility policies will prioritize diversity of experience. Engagement with educational partners ensures upskilling of Autoneum employees. Transparent communication of these initiatives enhances employer reputation and operational continuity.
Any event that leads to discrimination, such as unequal pay or opportunities, or cases of harassment and bullying within the workforce.	Legal and compliance issues; negative impact on Autoneum's ability to retain/hire workers; reputational damage.	a) Strive to build and foster a culture of diversity and inclusion. b) Implement a benchmark education framework for all Autoneum employees. c) Operate an anonymous Speak Up Line, where employees can notify Autoneum of any potential issues. d) The Internal Information leaflet on preventing sexual harassment is available to employees on the Intranet. e) Mandatory Anti-Harassment and Discrimination.
Autoneum may be unable to meet its target for share of women in top management positions.	Negative impact on Autoneum's culture (i.e., lack of diversity in the workforce and the benefits it brings); negative impact on Autoneum's ability to attract both top and young female talent to our organization; Non-compliance with local laws (e.g. Art. 734f Swiss CO).	a) Autoneum has built a roadmap on how to improve representation of women in recruitment and succession planning procedures. b) The Diversity & Inclusion Board addresses both location-specific and Group-wide diversity challenges.
European Union (EU) countries will publish their specific rules on the Pay Transparency Act by mid-2026. Autoneum needs to assess potential gaps.	Non-compliance with pay transparency requirements could lead to significant financial risks, including fines, legal costs, and potential compensation claims related to unequal pay. In addition, gaps in compliance may harm Autoneum's employer reputation, increase recruitment and retention costs, and reduce employee trust. Reputational damage could further impact customer and investor confidence. Operational disruptions may also arise if compensation structures must be corrected under time pressure.	a) Autoneum ensures compliance with established pay-transparency regulations in all countries where such rules are in force. b) In markets where regulatory requirements have not yet been published, we will evaluate the applicability of a global pay transparency policy versus regionally adapted approaches. c) To further strengthen global consistency in compensation management, Autoneum will accelerate the rollout of the Willis Towers Watson (WTW) Band & Grade framework across all operating regions during 2025/2026.
Any event in which employees are prevented from joining labor unions, employee organizations, or work councils in countries in which such organizations are part of the legal framework.	Legal and regulatory consequences; work stoppage at impacted plant; reputational risk and negative impact on Autoneum's employee retention/ attraction.	a) Autoneum recognizes freedom of association and collective bargaining as a fundamental human right. Employees are free to run, form, and join employee organizations or work councils, to join labor unions, and to collectively bargain or seek representation in accordance with local laws. b) Autoneum respects local laws on working hours and provides its employees with compensation and benefits that comply with local laws.
Any event in which materials produced by Autoneum's suppliers with chemical or textile processing lead to pollution in the effluent water or the generation of waste.	Legal/regulatory consequences; negative impact on the health of local communities; reputational risk.	Autoneum's Code of Conduct for Suppliers defines key principles in material compliance and business ethics, the environment, health and safety, and human and labor rights.

Risk Factors	Potential Impact	Autoneum's Response
Autoneum's suppliers could have high Scope 1, 2, and 3 emissions.	Regulatory consequences; negative impact on Autoneum's Scope 3 emissions target for 2027.	a) Autoneum encourages suppliers to use renewable or bio-energy in their production process. b) Autoneum strives to include as much recycled or bio-derived material as possible. c) Autoneum sets out clear Scope 3 emission requirements for suppliers and holds regular follow-up meetings on decarbonization opportunities and energy efficiency projects at their production sites.
Any event that could impact the health of the end consumer due to issues with the materials used to make Autoneum parts.	Legal/regulatory consequences; reputational damage; negative financial impact on business.	a) Ensure all suppliers comply with material regulations through various tools and systems. b) The Material Compliance team is responsible for developing processes and tools that ensure the materials purchased and used in products conform with both legal and customer requirements.
Any event in which suppliers use so-called conflict materials in additives or catalysts used in the production of materials purchased by Autoneum.	Legal/regulatory consequences; reputational risk.	To ensure compliance with all applicable laws and regulations, each manufacturer in the supply chain must request information regarding the use of conflict minerals from their direct suppliers, who, in turn, must solicit that information from the next tier of suppliers.
Any event that could lead to allegations of corruption, such as employees inappropriately accepting or providing gifts, or invitations to events from customers, suppliers, or government officials.	Legal/regulatory consequences, including fines; negative impact on customer/consumer sentiment.	a) Nominal values for gifts and entertainment are set out in the Bribery, Corruption and Money Laundering Prevention Directive, which all employees have to accept as part of their employment conditions. b) Mandatory education and training on identifying and dealing with corruption. c) Employees and business partners can anonymously notify us regarding any potential misconduct via the Speak Up Line.
Any event that leads to non-compliance with antitrust laws worldwide, such as agreements between competitors that fix prices, allocate markets, or restrict the quantities of goods supplied or misuse of a dominant market position.	Non-compliance with antitrust laws can lead to fines imposed by authorities and claims from customers. It also creates reputational risk that may damage Autoneum's credibility and stakeholder trust.	a) Recurring training sessions on a broad basis, according to the Legal function's training concept and ongoing communication through other means (e.g., leaflets). b) Regular workshops with risk owners regarding the avoidance of exchange of sensitive information. c) Speak Up Line. d) Include consideration of respective criteria in hiring for sensitive positions. Consideration in third-party agreements. e) Clean team set-up during acquisition phase for potential M&A. f) Joint venture (JV) contracts for Chinese JVs with Nittoku were amended in 2024. g) Firewall guidelines are being implemented.
Third-party due diligence process required by: a) law b) OEMs c) as part of a complete Compliance Management System d) as part of sustainability standards (e.g., GRI Standards). Non-financial reporting obligations according to local law.	Non-compliance may lead to fines, penalties, or damage claims. It can also result in reputational harm for Autoneum.	a) Third-party Due Diligence Directive and Manual were updated in 2025. b) All Tier 1 suppliers must comply with our standards with regards to human rights and environmental risks. Questionnaires are sent to suppliers on a risk-based assessment. Autoneum has the possibility to audit the suppliers. c) Supply chain due diligence as required by the LkSG has been performed since 2024 by using IntegrityNext. d) Autoneum appointed a Human Rights Officer as well as a local contact person/person responsible in AGER, issued an updated human rights declaration in 2025 and the Speak-Up Process Description in 2024. e) The UK Modern Slavery Statement and the report under Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act are re-issued and published on an annual basis. f) Autoneum is a member of the UN Global Compact.
Increasing regulation of personal civil and criminal liability of board members and senior managers (e.g., NIS2 Directive of the European Union). Criminal liability such as fines, etc. are not covered by D&O Insurance.	Autoneum may face increased reputational risk. Board members may also be personally exposed to criminal liability that is not covered by D&O insurance.	Close monitoring of legal developments by the Group Legal & Compliance Function. Compliance with all applicable laws and provisions and implementation of risk-management measures (policies, processes, etc.) Continuous training of managers and the entire organization.

Corporate Responsibility: Governance and Organization

ESG Directive

Autoneum is committed to the highest standards of integrity, sustainability, and ethical conduct. We are convinced that a sustainably profitable business is only possible if we live up to our social responsibility, which includes our unwavering commitment to respect the human rights of both our employees and external stakeholders, to care for our environment, and to take social as well as economic responsibility.

In 2025, we introduced an updated ESG Directive to reinforce our commitment to sustainability, ethical conduct, and human rights across our operations and supply chain. This strategic move aligns with global standards such as the UN Guiding Principles on Business and Human Rights, the International Bill of Human Rights (consisting of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights), the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises, the Ten Principles of the United Nations Global Compact and the Ethical Trade Initiative (ETI) Base Code.

Autoneum has been a participant in the UN Global Compact since 2023.

Role of Board of Directors

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

The Strategy and Sustainability Committee (StSC) of the Board of Directors is responsible for all sustainability topics that concern the planet. These include sustainable processes, products, technologies, supply chain management, environmental risks, and the reduction of greenhouse gas emissions. Risks and issues related to conflict materials and child labor are addressed in the Audit Committee (AC) of the Board of Directors. All topics relating to people, human rights, and employee development are referred to the Nomination Committee (NOC) and the Compensation Committee (COC) of the Board of Directors. The committees meet at least twice a year, or as required.

A Risk Report, which includes relevant ESG risks, is reported to the Board of Directors and the Group Executive Board twice a year (for more information on this process, see Risk Management). Additionally, the Head of Strategy and Sustainability presents an ESG update, including critical concerns, to the Board of Directors at each board meeting.

Autoneum's Corporate Responsibility Report is presented to the Board of Directors, which reviews, formally approves, and releases the report for publication.

Once a year, the Board of Directors reviews its own performance and internal working methods, along with its cooperation with the Group Executive Board. This takes the form of a self-assessment and includes an assessment of the state of information of Board members with regard to the Group and its business development.

Operational Oversight and Management

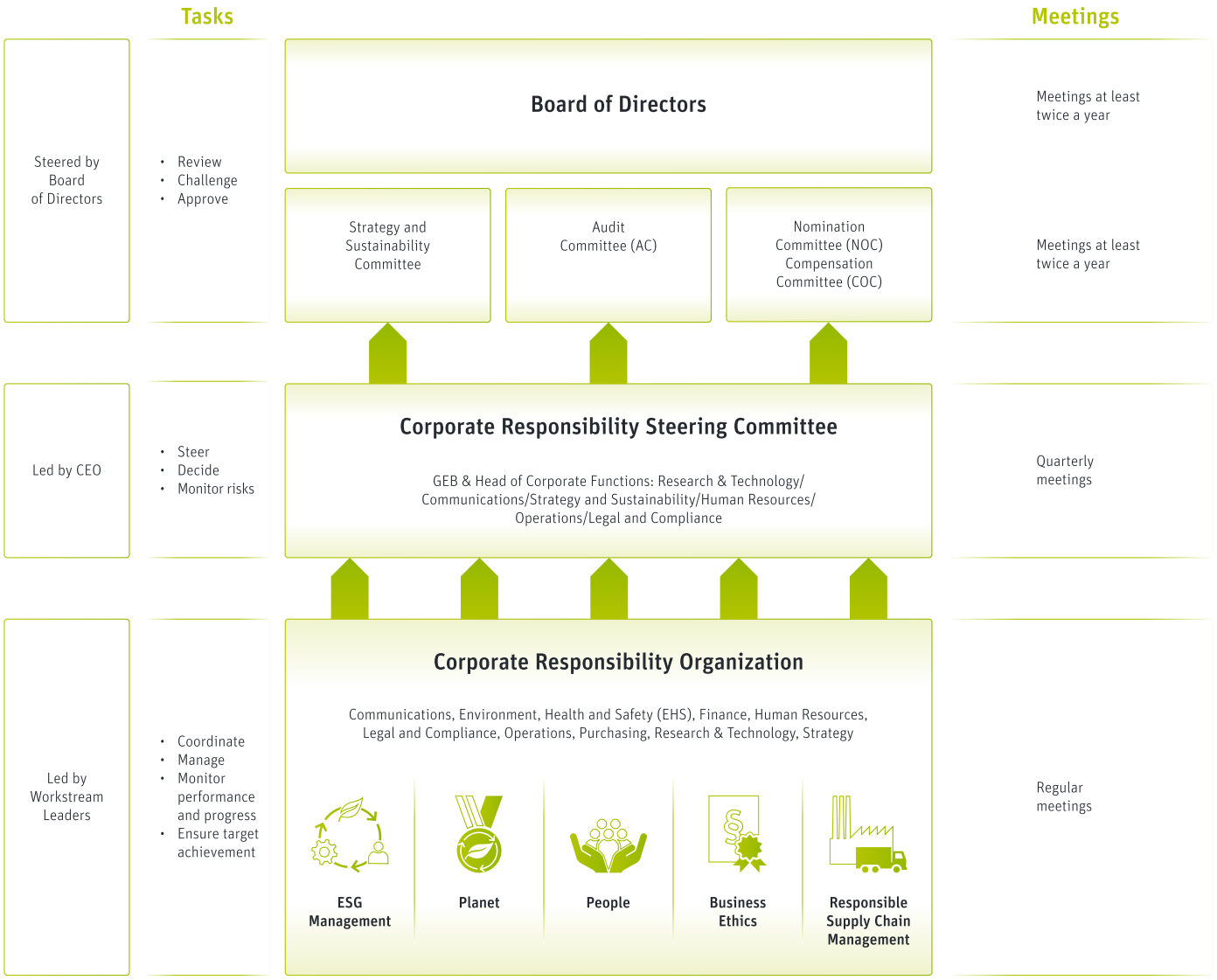
The Board of Directors delegates operational business management–including sustainability–to CEO Eelco Spoelder. As Head Strategy and Sustainability, Pascaline Brégeon, leads Autoneum's global sustainability strategy, overseeing ESG management, target setting, and transparent reporting aligned with GRI Standards and regulatory requirements.

The Corporate Responsibility Organization is responsible for the operational implementation of the sustainability strategy. This includes ensuring that targets are achieved through early action and monitoring progress. Implementation is carried out systematically in collaboration with the Group Functions at a global as well as regional level. Key Group Functions such as Research and Technology (R&T), Strategy, Operations, Purchasing, Environment, Health and Safety (EHS), Human Resources, Finance, Legal and Compliance, and Corporate Communications are represented in the Corporate Responsibility Organization.

The activities of the Corporate Responsibility Organization are managed by the Corporate Responsibility Steering Committee. This Corporate Responsibility Steering Committee is made up of members of Group Management and the Corporate Responsibility Organization and meets four times a year under the chairmanship of the CEO. The Corporate Responsibility Steering Committee monitors the implementation of the sustainability strategy and continuously reviews potential risks in the area of Corporate Responsibility and defines important measures.

Corporate Communications and Investor Relations ensure communication of Autoneum's Corporate Responsibility strategy to internal and external target groups.

Corporate Responsibility Processes at Autoneum



Autoneum in Dialogue

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

Research

Autoneum supports innovation within the automotive industry through cooperation with universities, scientific lead or participation at conferences and the hosting of students on Research and Technology projects.

Employees

Autoneum seeks to strengthen the engagement of employees and managers through employee engagement surveys, idea management, the intranet and digital collaboration platforms and community engagement projects.

Media & public

Autoneum fosters a transparent and constructive dialogue with the public through media events, publications, social media channels and its website.

Customers

Autoneum focuses on developing strong customer relationships through the development process of products and services, in-house fairs at customer premises, advertising and media and social media communications.

Local communities

Autoneum recognizes the importance of building strong ties within the local communities in which Autoneum operates through community engagement projects, plant visits, neighborhood dialogue, open-door events and one-on-one dialogue with local official representatives.

Financial community

Autoneum maintains an open and transparent dialogue with shareholders, financial markets, financial analysts and all other stakeholders. The focus here is on shareholder meetings, dialogue with financial institutions and analyst and investor events.

Industry associations

Autoneum is an active participant in the industry, with memberships in various organizations, event hosting and participation in working groups.

Industry Memberships

Active participation in industry associations serves as a cornerstone of Autoneum's strategic approach, enabling us to engage in working groups and contribute to industry events that influence standards and regulations related to automotive acoustics, thermal management, and sustainability. Such involvement enhances Autoneum's visibility and credibility within the global automotive supply chain, while also providing access to valuable research partnerships with universities and technical institutes.

Through our active role in associations, Autoneum further supports our alignment with evolving industry expectations and innovation. Our participation in industry conferences and technology forums not only bolsters our reputation as a leader in acoustic and thermal management solutions but also supports our commitment to sustainability and continuous improvement. These efforts, combined with ongoing dialogue with stakeholders and adaptation to regulatory requirements, position Autoneum as a proactive and responsible partner in the automotive sector.

In 2025, Autoneum's industry association memberships included:

- **Argentina:** Union Industrial Argentina (UIA), Asociación Proveedores de Toyota Argentina (APTA), Asociación de Fabricantes Automotores (ADEFA), Asociación de Fabricas Argentinas de Componentes (AFAC)
- **Brazil:** Center of Industries of the State of Sao Paulo (CIESP), National Association of Brazilian Auto Parts Manufacturers (Sindipecas), Brazilian Automotive Suppliers Association (BRASA)
- **Canada:** Excellence in Manufacturing Consortium, London Chamber of Commerce
- **China:** Chongqing Foreign Investment Enterprises Association, Swiss Chinese Chamber of Commerce in Shanghai, Shanghai Association of Enterprises with Foreign Investment, Emergency Management and Safety Production Association of Huadu District, Japanese Association in Tianjin
- **Czech Republic:** Chamber of Commerce Switzerland – Czech Republic, Czech Automotive Industry Association, Czech-German Chamber of Commerce
- **France:** GIRB Oise, Syndicat des Importateurs de Pièces et d'Équipements pour Véhicules, Tarn Chamber of Commerce
- **Germany:** Verband der Nordwestdeutschen Textil- und Bekleidungsindustrie, IHK Nord Westfalen, Industrievereinigung Verstärkte Kunststoffe e.V., VDA, Bundesverband der Energie-Abnehmer e.V., Verein der bayerischen chemischen Industrie e. V., Arbeitgeberverband Chemie und verwandte Industrien für das Land Hessen e. V.
- **India:** Society of Indian Automobile Manufacturers
- **Mexico:** ADERIAC
- **Portugal:** Associação Automóvel de Portugal (ACAP)
- **South Africa:** National Association of Automotive Component and Allied Manufacturers (NAACAM)
- **Sweden:** West Sweden Chamber of Commerce
- **Switzerland:** Swissholdings, Swissmem, Swiss American Chamber of Commerce
- **Turkey:** Taşıt Araçları Tedarik Sanayicileri Derneği (TAYSAD), Uludağ İhracatçılar Birliği (UIB), Bursa Ticaret ve Sanayi Odası, Türkiye İnsan Yönetimi Derneği
- **United Kingdom:** Make UK
- **United States:** Aiken Chamber of Commerce, Columbia/Montour Chamber of Commerce, Central PA Safety Association, South Carolina Manufacturing Extension Partnership, Greer Chamber of Commerce (Leadership), Norwalk Area Chamber of Commerce, Northeast Ohio Safety Council, Firelands Manufacturing Association, Suppliers Partnership for the Environment, Transform: Auto, U.S. Department of Energy Better Plants Program, the Vehicle Suppliers Association

Identifying Material Topics

New Double Materiality Assessment

In 2024, Autoneum updated its materiality assessment to align with the new ESG reporting requirements under the Corporate Sustainability Reporting Directive (CSRD) using a double materiality approach (both impact materiality and financial materiality) as defined by the European Financial Reporting Advisory Group (EFRAG). This process helped to identify and prioritize ESG topics that will be significant for reporting and strategic decision-making going forward.

All of Autoneum's Corporate Sustainability workstreams participated in the Double Materiality Assessment (DMA), which was conducted according to a five-step process between the Spring and Autumn of 2024 based on EFRAG's guidelines:

- The purpose was defined, and scope determined for the DMA to ensure alignment with Autoneum's goals when disclosing information and compliance requirements.
- A comprehensive list of potential material ESG topics was created through research that considered Autoneum's activities and business relationships and stakeholder input.
- The long list of ESG topics was grouped into logically coherent categories to form a short list.
- Actual and potential impacts, risks, and opportunities (IROs) across the value chain were identified and evaluated for their materiality.
- A materiality matrix was created and validated with internal experts and stakeholders to finalize the key ESG topics.

Through the DMA process, Autoneum has identified ESG topics of material importance. The final DMA matrix was validated internally and presented to the Board of Director's Strategy and Sustainability Committee (StSC) on June 17, 2025. Autoneum's Corporate Responsibility Report 2025 thus reflects the material topics defined during the DMA assessment process carried out in 2024. Autoneum continues to monitor evolving ESRS requirements in light of the European Union's proposed simplification omnibus on sustainability reporting, which was announced on February 26, 2025.

Autoneum's Material Topics

Planet

- Climate Change Adaption
- Climate Change Mitigation
- Resource Inflows
- Waste

People

- Health and Safety
- Training and Skills Development
- Diversity

Governance

- Corporate Culture

Important Topics*

Planet

- Water

People

- Employee Participation and Engagement
- Consumers and End-Users

Governance

- Supply Chain

* Alongside the Material Topics, Autoneum also reports on other important topics that are relevant to Autoneum and our stakeholders because of their associated impacts, risks and opportunities.

Sustainability Reporting

This report was prepared in accordance with the current GRI Standards 2021. It provides a comprehensive overview of Autoneum's Corporate Responsibility activities while addressing all ESG Material Topics and Important Topics. KPMG provided limited assurance for a few key performance indicators for the Corporate Responsibility Report 2025.

This report also includes climate-related information aligned with the Task Force on Climate-related Financial Disclosures (TCFD), as required by the Swiss Ordinance on Climate Disclosures. The regulation also requires climate-related information to be published in an internationally recognized, human- and machine-readable format. However, as no widely used and suitable international machine-readable electronic format was available when this report was prepared, Autoneum published its climate disclosures only as a PDF and not in XBRL.

CDP Survey

We continued our commitment to reporting on our environmental performance and carbon emissions through the CDP platform in 2025. CDP is an international non-profit organization that works to encourage companies to disclose their environmental impacts and risks, including carbon emissions, water usage, and deforestation, among others. Through the CDP platform, we disclose our environmental performance data, governance, and risk management. In 2025, we increased our rating for climate change to A from B in 2024 and improved our water security score to A- from B. Autoneum's participation in the CDP survey demonstrates our commitment to transparency and sustainability, and our willingness to be held accountable for our environmental impact. By disclosing our environmental data, Autoneum provides stakeholders with important information about our sustainability practices and progress toward our sustainability goals.

Customer Ratings

Autoneum works toward continuous improvement of customer sustainability assessments conducted via service providers. Autoneum was assessed by EcoVadis for its performance on criteria relating to the environment, labor, human rights, ethics, and sustainable procurement in 2025. Autoneum achieved gold medal status for the third time in a row, placing it in the top 5% of the more than 130'000 companies from more than 180 countries assessed in 2025. In the SAQ self-questionnaire, in which OEMs assess automotive suppliers for their sustainability performance, Autoneum plants received green ratings in 2025, improving their overall score.

ESG Ratings

ESG ratings assess a company's ESG performance, considering factors like carbon emissions, resource efficiency, labor standards, and transparency. For Autoneum, solid ESG ratings are vital, as they reflect our competitiveness in an industry shaped by evolving regulations and customer expectations. Furthermore, they highlight our commitment to sustainable innovation, strengthen stakeholder trust, and position Autoneum as a leader in building a resilient, future-ready automotive supply chain.

- In 2026, Autoneum received a rating of AA (on a scale of AAA-CCC) in the MSCI ESG Ratings assessment. *

- Autoneum's ISS ESG rating increased to C+ from C. (30/06/2025).

- Autoneum scored 46 in the 2025 S&P Global Corporate Sustainability Assessment, reflecting an improvement of 20 points over the last two years. (CSA Score as of 17/11/2025).

- In December 2025, Autoneum achieved an ESG Risk Rating of 20.8 and was assessed by Morningstar Sustainalytics to be at medium risk of experiencing material financial impacts from ESG factors.*

*See ESG Rating disclaimers at end of report for more information.

Path to Net Zero

Autoneum is committed to reducing both direct and indirect greenhouse gas (GHG) emissions in alignment with climate science. We have set ambitious, measurable targets for all emission categories, which have been validated by the global Science Based Targets initiative (SBTi). More information on these targets can be found in the Climate Change Mitigation Material Topic section.

As part of our Level Up strategy to be the sustainability benchmark, we have introduced ambitious goals that build on our sustainability roadmap. For the Planet dimension, we are committing to net-zero CO_2 equivalent emissions by 2050 through supplier engagement, recycled material use, and renewable energy adoption. In parallel, we are advancing toward a zero waste vision, emphasizing circularity in production and product design, supported by automation of waste, operations efficiency, and emissions data tracking. These measures build on the 2027 targets for the Planet dimension while positioning Autoneum for long-term compliance with evolving regulatory and customer sustainability requirements.

Corporate Responsibility Targets

We align our strategic goals with operational goals across the three Corporate Responsibility dimensions—Planet (environmental), People (social), and Governance—to ensure sustainability is embedded in daily business processes and measurable progress is achieved through systematic implementation and monitoring. This integration enables Autoneum to address ESG priorities effectively, meeting stakeholder expectations and regulatory requirements while driving long-term value creation.

In 2025, Autoneum issued new, mid-term strategic and operational goals for the Health and Safety, Training and Skills Development, Diversity, Employee Participation and Engagement, and Corporate Culture Material/Important Topics as the Advance Sustainability Strategy 2025 came to a successful conclusion. The new targets align with our Level Up strategy, which we introduced in 2024. During the course of 2026, we will develop new targets for the Climate Change Adaptation and Resource Inflows Material Topics (the operational target for the latter also wrapped up in 2025). The strategic and operational targets for the Climate Change Mitigation, Waste, and Water Material/Important Topics remain valid until 2027.

Planet

- Replace Autoneum's least sustainable technologies 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 withdrawal

People

- Continuously improve employee engagement at Autoneum
- Implement comprehensive people development framework for all Autoneum employees
- Build and foster a culture of Diversity & Inclusion
- Zero harm culture: zero fatalities and zero serious injuries
- Continuously improve working conditions by addressing risks, hazards, ergonomics and overall workplace environment
- Ensure leadership demonstrates proactive safety ownership

Governance

- Maintain a robust and group-wide governance, risk and compliance framework
- Maintain a robust and group-wide responsible procurement framework

Planet

Autoneum's vision is to be the global leader for innovative and sustainable solutions bringing comfort to every vehicle. This means Autoneum is dedicated to working in the most sustainable way possible and reducing the negative effects of our products and activities on the environment.

Be the Sustainability Benchmark

Autoneum understands the serious environmental problems facing the world today and knows we have a responsibility to help combat climate change and protect natural resources. We must follow increasing sustainability rules and meet the growing expectations of customers, investors, employees, and local communities to operate as sustainably as possible.

This is why we have made environmental sustainability a key part of our strategy. We have a clear goal to be the sustainability benchmark by improving our expertise in sustainable products and processes. This includes embracing a circular economy and pushing forward an ambitious sustainability strategy along the entire value chain.

Within the "Planet" (i.e., environmental) dimension, Autoneum has identified four Material Topics[1]:

- Climate Change Adaptation
- Climate Change Mitigation
- Resource Inflows
- Waste

Additionally, Autoneum has identified one Important Topic:

- Water

1 The assessed risks for the Planet (environmental) dimension can be found in the Risk Management and Climate Report sections.

Climate Change Adaptation

Introduction

Climate change is reshaping the automotive industry and the ecosystems we depend upon. As its impacts intensify, we recognize that climate change presents both physical and transitional risks, as well as opportunities for innovation and resilience. Addressing these developments requires organizations to take strategic and practical measures that prepare them for both current and future climate conditions.

For Autoneum, climate change adaptation is essential to maintaining operational continuity, meeting customer expectations, and fulfilling our commitment to environmental stewardship. Our adaptation efforts are fully integrated into our broader sustainability strategy and guided by the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), detailed in the Climate Report.

By aligning with the TCFD framework, we strengthen transparency and provide stakeholders with clear insights into how we manage and adapt to climate-related risks and opportunities. This approach supports our long-term resilience and underscores our responsibility to contribute to a more sustainable automotive value chain.

Management Approach and Policies

Internal Policies

Our climate change adaptation strategy is a multifaceted program that addresses both the threats and opportunities presented by climate change. The strategy is built on a comprehensive set of policies, clear responsibilities, and an integrated governance framework. Climate-related considerations are embedded across our ESG policies, including our Code of Conduct, Supplier Code of Conduct, and ESG Directive. These documents outline our requirements regarding the responsible use of resources, management of environmental risks, protection of biodiversity, deforestation and soil, decarbonization, and adherence to environmental standards.

Governance

Oversight of climate-related risks and opportunities lies with the Board of Director's StSC, which reviews climate risks and opportunities, the climate change transition plan, and monitors progress towards the targets. Operational responsibility for implementing preventive and adaptive measures rests with the Corporate Responsibility Steering Committee, ensuring that climate change adaptation is anchored in day-to-day decision-making. Additional details on roles and responsibilities are provided in the Governance section of our Climate Report.

Central to our adaptation efforts is the risk management system, which includes procedures for identifying, reporting, and managing risks. A dedicated section within this system evaluates compliance and ESG risks, including physical and transition risks arising from climate change. By integrating climate risk into governance and enterprise risk management, conducting scenario analyses, and implementing comprehensive measures to reduce emissions, enhance resource efficiency, and innovate sustainable products, we position ourselves to meet the challenges of a changing climate.

The Risk Council–comprising Business Group Controllers and Group Function Heads–performs semi-annual reviews of risks and mitigation measures. These findings are reported to the Board of Directors and the Group Executive Board. The integration of climate risk into enterprise risk management ensures that adaptation considerations are embedded in strategic planning and operational decision-making. Further information on our risk management processes can be found in our Climate Report.

To monitor progress and ensure continuous improvement, Autoneum tracks key indicators related to climate change adaptation where relevant. These include identifying the plants that are at risk of droughts, flooding, and heatwaves. All of our plants have been evaluated with Swiss Re's Risk Data & Service (RDS) platform, which monitors present and future climate risks. As our climate change adaptation strategy evolves, we will continue refining our KPIs to enhance transparency, improve decision-making, and align with emerging regulatory requirements.

Key 2025 Actions, Progress, and KPIs

For actions regarding our Climate Change Adaptation Material Topic, refer to the other Material/Important Topics in the Planet dimension and the Climate Report in the Appendix.

Climate Change Mitigation

Introduction

As a supplier of vehicle parts, the reduction of emissions and energy consumption during the entire value chain are critical factors in Autoneum's environmental impact and sustainability goals. By actively pursuing these reductions, we contribute to climate change mitigation and demonstrate our commitment to fulfilling our broader responsibility as a good corporate citizen.

Autoneum uses energy in making products through processes such as thermo forming, fiber processing, trimming, and recycling materials. This causes direct emissions from fossil fuels (Scope 1 emissions) and indirect emissions from electricity (Scope 2 emissions). For more information, see Production Processes at Autoneum below.

A significant portion of our indirect greenhouse gas (GHG) emissions are linked to purchasing materials such as aluminum, fibers, felt, and polyurethane foam, along with the transportation of these goods to and from our facilities.

Production Processes at Autoneum

Autoneum has two main types of production processes: basic material lines and conversion.

Basic material lines

Fossil fuels are mainly used for boilers and hot air ovens at Autoneum, while presses, cutting equipment, and compressors consume the most **electricity**. Basic processes convert raw materials (mostly fibers) into an intermediate step–usually rectangular blanks made of natural or synthetic fibers. Typical examples of basic processes are the production of (air-lay) felts for acoustic absorption (e.g., Ultra-Light ECO+ technology), carpets for aesthetic purposes, cross-lapped spun bond nonwovens (Ultra-Silent technology), aluminum sheets, or highly filled polymer composites.

For the textile basic lines, **natural gas** is consumed in hot air ovens to ensure a binding of the fibers.

Conversion

The blanks are subsequently converted to a part with a 3D shape. Typically, this consists of a heating step, a forming step, and a cutting step. The heating step requires **natural gas** for the hot air ovens if the material is porous (e.g., air-lay felt), or **electricity** for carpet applications (infrared ovens, heating tables, or contact ovens). The forming step requires **electricity** for the press movement and the tool's cooling. Alternatively, in some molding processes, the heating and the forming are done in the same step by the injection of saturated steam in a closed tool.

Once the process is completed, the tool steam is released into the atmosphere before opening. The molding tools are also heated through **electrical heating or thermal oil coming from boilers or steam.** The steam is generated by central boilers that distribute the steam to each conversion cell. Electricity is also consumed for water jets, cutting presses, or auxiliary elements such as compressors, lighting, or chillers.

Operational Targets 2027

Autoneum has set operational targets to improve Climate Change Mitigation:

Operational targets	on track	not on track
100% of Autoneum factories achieve ISO 14001 certification – 100% in 2025	✓	
Reduce Scope 1 and 2 emissions by 20% – 26.8% reduction in 2025 compared with 2019 baseline	✓	
Reduce Scope 3 emissions by 20% from directly purchased materials and tools – 35.4% reduction in 2025 compared with 2019 baseline*	✓	
Increase the share of renewable energy to 25% – –22.4% in 2025	✓	

*The reduction target applies for directly purchased material and tools (sub-section of Category 1), which represented 68% of the 2019 Scope 3 baseline and is in line with the SBTi requirements to cover at least two thirds of Scope 3.

All Operational Targets 2027 exclude Jiangsu Huanyu Group and Chengdu Yiqi-Sihuan. The Scope 1, 2, and 3 emissions targets were determined in 2021. Due to low volumes as a result of the COVID-19 pandemic in 2020, the decision was taken to use 2019 as the baseline.

Management Approach and Policies

Internal Policies

Autoneum outlines its main environmental management principles in the Autoneum Management Policy on Quality, Environment, Energy, Health and Safety. We aim to reduce our energy use and emissions, use resources efficiently throughout their life cycle, focus on sustainable actions across all business areas, and follow all relevant laws and internal guidelines. We achieve this goal by using energy-efficient technologies and practices. By doing this, we help to reduce our environmental footprint and contribute to efforts to mitigate global warming. This policy is complemented by various internal policies that address the handling of emissions, waste, water, chemicals, and hazardous substances.

We expect all our employees to act in an environmentally friendly and safe manner. This approach is guided by the 20 Principles for Good Environment, Health and Safety Behavior, which were revised in 2024 to reflect the new Autoneum values.

Governance

Operational implementation of environmental risk management—including Climate Change Mitigation—is conducted through the Corporate Responsibility Organization and the workstreams under the Corporate Responsibility Steering Committee. The Risk Council, comprising Business Group Controllers and Heads of Group Functions, performs semi-annual reviews of risks and mitigation measures including for environmental topics such as Climate Change Mitigation. The outcomes are summarized in the Risk Report and presented to the Board of Directors and Group Executive Board.

ISO Certification

Environmental management at Autoneum is guided by the Management System for Environment, Health & Safety (MEHS), which aims to apply consistent environmental standards at all Autoneum locations worldwide and to keep improving their environmental performance. Key environmental issues that MEHS focuses on are energy and emissions. MEHS includes policies, procedures, and activities that follow international and national laws and regulations, as well as the standards of ISO 14001 for environmental management, ISO 50001 for energy management, and ISO 45001 for occupational health and safety management. We have set a target for ISO 14001 certification across our entire plant footprint (see Operational Target 2027 in the Introduction section of this Material Topic).

Each year, internal teams conduct audits at all locations to ensure they are compliant with MEHS. To help with the implementation of MEHS worldwide, we provide special training programs for Environment, Health & Safety (EHS) staff. These training sessions cover important topics, such as managing emissions and energy, as well as overall sustainability practices. Finally, our policy confirms our commitment to open and transparent communication with our employees and stakeholders on quality, environment, energy, and health and safety topics.

SBTi Targets for Scope 1, 2, and 3 Emissions

We have set ambitious and clear targets to reduce greenhouse gas emissions, which were validated by the global Science Based Targets initiative (SBTi) on January 12, 2023. These goals are aligned with the Paris Agreement's aim to limit global warming to well below 2°C. The SBTi helps companies set science-based emission reduction targets based on the latest climate science, which in turn can help companies gain a competitive advantage in shifting to a low-carbon economy. The official wording is as follows: "Autoneum commits to reduce absolute Scope 1 and 2 GHG emissions 20% by 2027 from a 2019 base year. Autoneum also commits to reduce Scope 3 GHG emissions from purchased goods and services 20% within the same timeframe."

Scope 3 GHG emissions come from sources that are not directly owned or controlled by Autoneum but are the result of its activities. To meet the minimum requirements set by SBTi for Scope 3 emissions, Autoneum is focusing on reducing emissions from materials and tools it buys directly, which made up to 71% of its total Scope 3 emissions in 2025[1].

Validating these GHG emission reduction targets ensures that Autoneum's climate efforts are grounded in climate science and makes a significant step toward a sustainable future for mobility.

[1] The reduction target applies for directly purchased material and tools (sub-section of Category 1), which represented 68% of the 2019 Scope 3 baseline and is in line with the SBTi requirements to cover at least two thirds of Scope 3.

Improving Energy Use, Emissions at Our Plants

We are committed to improving our energy performance and ensuring the effectiveness of the Energy Management System. This involves clearly defining the system's scope, aligning energy goals with the overall strategic direction, and ensuring performance indicators reflect our sites' energy use. Efforts are made to regularly address risks and opportunities, provide necessary resources and training, and communicate the importance of energy management across the organization. A dedicated site representative is responsible for overseeing the system and driving improvements in energy performance. Regular risk analyses are conducted at all sites as part of MEHS. These analyses help set site-specific targets and key performance indicators (KPIs) for effective environmental management. Autoneum collects and analyzes energy data by plant, Business Group, and across the organization, providing a thorough overview of our energy consumption.

Every year, we work on becoming more energy-efficient by following the energy reduction guidelines set out by Group Operations. The potential savings from these guidelines are estimated and tracked using a continuous improvement tool. The guidelines are updated every year with new ideas that are tested and implemented through pilot projects.

We have set clear operational targets to reduce Scope 1 , 2, and 3 emissions (see Operational Target 2027 in the Introduction section of this Material Topic)[2]. In terms of Scope 3, Autoneum has set targets to reduce Scope 3-Category 1 emissions, which account for more than 82% of our Scope 3 emissions. While we monitor the remaining Scope 3 emissions, we have not yet set targets on other categories[3].

We have set a renewable-energy target (see the Operational Target 2027 in the Introduction section of this Material Topic) as a core element of our path to net-zero emissions, recognizing that increasing the share of green electricity is essential for reducing Scope 2 emissions and aligning with our science-based climate commitments. We advance this goal at the plant level through measures such as on-site solar installations, renewable-energy certificates, renewable electricity power-purchase agreements, and the progressive rollout of ISO 50001 energy-management systems, which help sites monitor, control, and continuously reduce energy use.

These efforts are supported by the Autoneum Management Policy on Quality, Environment, Energy, Health and Safety, which commits Autoneum to increasing the use of renewable energy and improving energy performance across all operations.

Reducing Product Weight to Lower Emissions

Autoneum is advancing the development and manufacturing of environmentally friendly and lightweight parts that offer optimum noise and heat protection. These parts make vehicles lighter, reducing our CO_2 equivalent emissions across the value chain, from using fewer raw materials (Scope 3–Category 1 emissions) to consuming less energy and fuel during the manufacturing process (Scope 1 and 2 emissions).

Our Autoneum Pure technologies (made partially or entirely of recycled materials) reduce, on average, the weight of the acoustic and soft trim package in vehicles by approximately 34%, which is equivalent to more than 7 kg for a medium-size car, versus benchmark technologies. Hence, the expected lifetime benefit in terms of emissions is around 90 kg CO_2 for a combustion engine and 30 kg CO_2 for an electric vehicle (based on European electricity mix).

2 GHG figures only account for fossil fuel-based emissions and not biogenic emissions.

3 In accordance with GHG protocol guidance, Autoneum reports all GHG in metric tons of CO2 equivalent, taking into consideration the Kyoto GHG emissions (CO_2, CH_4, N_2O, HFCs, PFCs, SF6, NF3).

Addressing Upstream (Scope 3) Emissions

We prioritize energy management with our suppliers due to the substantial emissions generated in the upstream process stages of our products. We engage with suppliers that have the highest CO_2 emissions to communicate Scope 3 emission reduction targets that align with our objective of reducing CO_2 emissions from purchased goods and services by 20% by the end of 2027.

Each quarter, we meet with selected suppliers to talk about ways to reduce carbon emissions, improve recycling rates, and launch energy-saving projects at their production sites. These efforts help Autoneum and our partners work toward achieving our emission goals. The information we ask for includes:

- Improved traceability: We require corresponding certificates or evidence from suppliers, e.g., Life Cycle Assessment (LCA), or third-party audit reports, such as Environmental Product Declarations (EPDs).
- The CO_2 emission factor (Cradle to Gate, GWP in kg CO_2/kg), supported by a published LCA or EPD.
- The average recycled content of their materials/ components.
- Plans to improve the sustainability of their materials/ components.
- Any alternative products that could help Autoneum reduce its carbon footprint, including lightweighting, improved material efficiency, reduction of material complexity, and enabling recycling both in the processing and end-of-life stages.

Key 2025 Actions, Progress, and KPIs

ISO Certification

In 2025, Autoneum successfully conducted MEHS audits at more than 87% of its sites. These audits confirmed the systems in place followed MEHS guidelines. Minor deviations were identified and actively managed by the respective plants. Noenvironmental incidents or non-compliance with environmental legislation were reported in 2025.

In 2025, 100% of Autoneum plants were certified according to the ISO 14001 standard for designing and implementing an environmental management system. For information on specialized training programs carried out for EHS functions in 2025, see the Health and Safety Material Topic.

Energy Management Measures

To improve our energy management, all Autoneum plants will progressively implement energy monitoring systems and apply for ISO 50001 certification. This certification helps to better control and reduce energy use. In 2025, 78.6% of Autoneum plants (excluding the two acquisitions in China) were certified according to the ISO 50001 standard.

In 2025, Autoneum's electricity use declined by 12'285 MWh compared with the previous year, which represents a decrease of 2.3% in absolute terms. Intensity increased by 6.4% (+1.5% excluding exchange rate fluctuations) due to the launch of new programs and difficulties in scaling energy consumption to adjust for changing production volumes. See the data table at this end of this chapter for other KPIs.

In 2025, Autoneum consumed 550'974 MWh of fossil fuels (523'590 MWh of natural gas, 18'804 MWh of LPG, 2'597 MWh of fuel oil, 3'239 MWh of diesel, and 2'744 MWh of coal). Fossil fuels rose by 19'559 MWh, which represents an increase of 3.7% compared to the prior year. Fossil fuels are not only used for manufacturing processes: domestic heating represents, on average, around 25% of Autoneum's fossil fuel consumption. In the months of January and December 2025, gas consumption at our plants in Ontario (Canada) and Indiana, Ohio, and Pennsylvania (USA) was above the average over the last five years due to severe cold weather.

In 2025, Autoneum implemented 84 energy-efficiency projects in 39 different locations across our Business Groups, which together reduced energy use by 23'868 MWh in 2025 (33'280 MWh on an annualized basis). These projects included:

- Fossil fuels: Upgrading steam generation in our plant in Ons-en-Bray (France), stopping one-piece dyeing in Bloomsburg (USA), improving the efficiency of domestic heating in our Ellzee plant (Germany).
- Electricity: Implementing pause mode for equipment in our plants in Volduchy (Czech Republic) and Tianjin (China), installing efficient lighting in the Złotoryja plant (Poland).

Reductions in Scope 1 and 2 Emissions

In line with the reduction in fossil fuel and electricity consumption, Autoneum's Scope 1 and 2 emissions fell by 5.3% in absolute value in 2025 compared to 2024. In local currencies, Scope 1 and 2 emissions' intensity fell by 1.5% (+3.2% when including exchange rate fluctuations). See the data table at this end of this section for other KPIs.

The primary driver for reducing Scope 1 and 2 emissions was a decrease in the absolute value for electricity, as well as the increase in renewable energy by 4.2 percentage points. Nevertheless, the uptick in fossil fuel consumption adversely affected our overall performance regarding Scope 1 and 2 emissions. We remain committed to increasing our use of renewable energy as we continue to install solar panels at locations across our global footprint, including Setubal (Portugal) and Genk (Belgium).

In 2025, Autoneum carried out 21 projects across 14 plants to reduce fossil fuel consumption. The overall impact of these projects was a reduction of 3'029 metric tons of CO_2 equivalent for Scope 1 emissions in 2025 (4'505 metric tons of CO_2 equivalent annually). For example, discontinuing piece dyeing in Bloomsburg led to a reduction of 1'515 metric tons of CO_2 equivalent for Scope 1 emissions in 2025 (amounting to 2'118 metric tons of CO_2 equivalent on an annualized basis). The actions are tracked using Autoneum's internal tool for operational improvements, which also tracks energy, waste, and water improvements. The tool calculates one-year impacts from the implementation date, reporting only the results that are relevant to the reporting year.

Additionally, Autoneum implemented 63 projects at 25 locations to lower electricity usage in 2025, resulting in a reduction of 4'718 metric tons of CO_2 equivalent that year (or 5'970 metric tons of CO_2 equivalent annually). Pilot programs were launched to identify the electricity base load, paving the way for further reductions through a global rollout planned for 2026.

Lowering Scope 3 Emissions

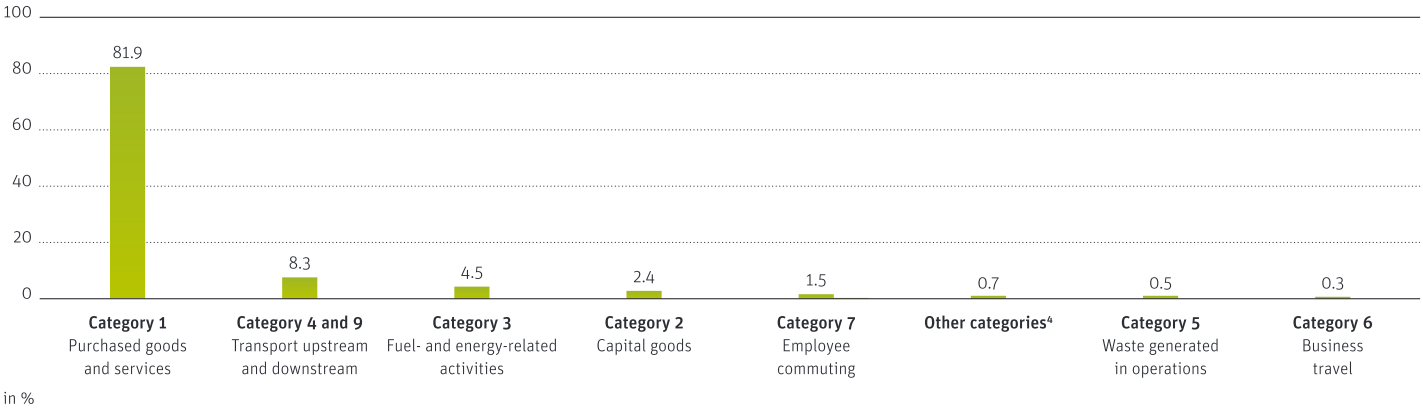
In the 2025 reporting year, Autoneum achieved a 1.9% reduction in CO_2 equivalent emissions within the subcategory of direct raw-material purchases, which is part of Scope 3–Category 1: Purchased Goods and Services. Nearly 70% of these emissions originated from our main material families: aluminum, fibers, felts, carpets, and foam reagents (polyols and isocyanates). For 2025, the primary data share–the amount of CO_2 emissions calculated with primary data from suppliers, out of overall CO_2 emissions–reached 26%.

Most of our secondary data is sourced from the LCA for Experts v2025.1 database. This version reflects CO_2 equivalent emission factors that were generally higher compared to the previous release due to a time lag in the reference year. This lag captures the post-pandemic rebound, during which reliance on more carbon-intensive energy sources temporarily increased, thereby negatively affecting secondary emission factors.

Against the backdrop of rising secondary data values and increased purchasing volumes, Autoneum still achieved an overall reduction in Scope 3–Category 1 emissions in 2025. This outcome was made possible through intensive collaboration and engagement with suppliers of our most critical raw-material families, such as aluminum and fibers. By integrating primary data, we were able to counterbalance the negative impact from secondary data trends and volume growth.

Autoneum considers the shift from virgin raw materials to alternatives incorporating recycled content as a key driver of decarbonization. These materials are partially or fully derived from waste generated during industrial processes (post-industrial) or from products after their use phase (post-consumer). Increasing the proportion of recycled inputs lowers the carbon intensity of our raw-material supply chain and contributes directly to reductions in upstream CO_2 equivalent emissions. Strengthening our supplier partnerships to secure reliable access to certified recycled materials will continue to be a critical enabler of our emissions-reduction strategy. For more information on our initiatives with suppliers to reduce CO_2 equivalent emissions, see the Supply Chain Important Topic.

Scope 3 Emissions: Breakdown by Category in 2025



4 Other categories include categories 8, 10, 11, 12, 13, and 14.

Resource Inflows

Introduction

Autoneum's focus on resource inflows reflects our responsibility to manage the materials entering our operations in a way that protects natural resources, strengthens long-term business resilience, and meets the growing expectations of our stakeholders. Resource inflows are central to our environmental performance and integral to our ambition to be the sustainability benchmark.

New regulations like Europe's End-of-Life Vehicles (ELV) Directive are pushing the automotive industry toward a circular economy. This means that making vehicles fully recyclable at the end of their life is becoming increasingly important. It will drive demand for automotive components with excellent environmental performance throughout their life cycle that can uphold the highest material quality and technical performance.

By embracing the principles of the circular economy—a system in which materials remain in use as long as possible through reuse, recycling, and regenerative design—we reduce our dependence on virgin resources, mitigate environmental impacts, and support the transition toward more sustainable mobility solutions. This approach is also at the core of our innovation efforts, where we continuously develop resource-efficient products and explore new ways to embed circularity across our value chain, creating value for customers, communities, and the environment alike.

If we fail to manage our resources inflows sustainably, we could face risks related to mounting operational inefficiencies, increased costs, or the loss of business awards and customers.

Vision 2025 Operational Target

Autoneum has set a target to improve Resource Inflows:

Operational targets	on track	not on track
All Autoneum product innovations deliver an improvement compared to reference technology as assessed by the Innovation Sustainability Evaluation (ISE) – **2025 Innovations:** • Flexi-Light PET: a polyester, felt-based sound insulation system • Elimination of latex in carpet backing (N-Join1 and Relive-1) • E-Fiber flame shields: mica-free flame protection for electric vehicles	✓	

Management Approach and Policies

Internal Policies to Manage Resource Inflows

Our main environmental management principles are outlined in the Autoneum Management Policy on Quality, Environment, Energy, Health and Safety. These include reducing our manufacturing environmental footprint by increasing water and waste efficiencies, and developing recycling-friendly parts to minimize environmental impact at product end-of-life. Further details on our efforts can be found in the Waste Material Topic and Water Important Topic sections.

Governance

Operational implementation of environmental risk management–including Resource Inflows–is conducted through the Corporate Responsibility Organization and the workstreams under the Corporate Responsibility Steering Committee. The Risk Council, comprising Business Group Controllers and Heads of Group Functions, performs semi-annual reviews of risks and mitigation measures including for environmental topics such as Resource Inflows. The outcomes are summarized in the Risk Report and presented to the Board of Directors and Group Executive Board.

Toward a Zero Waste Vision

In 2024, we set a new target within our Level Up strategy regarding Resource Inflows: build a zero waste vision toward a circular economy by progressively eliminating production scrap, maximizing material efficiency, and designing products that can be fully recycled at end-of-life. Autoneum aims to achieve this goal by reducing waste at source through improved material efficiency, expanding in-house recycling capabilities, and implementing global guidelines for reusing production offcuts across product lines such as carpet, felt, heavy layer, Propylat, and Ultra-Silent. We are also investing in monomaterial solutions that simplify recycling both during production and at vehicle end-of-life.

A team of sustainability, technology and product experts have started to evaluate selected technologies and part families based on new ESG rating criteria vs. their projected revenue over the next three years. The ESG score covers the entire life cycle of the components from material extraction to end-of-life, enabling us to prioritize innovations that make our product portfolio more eco-friendly. Additionally, sustainability improvements for each product line (Interior, Noise Vibration & Harshness, Interior Trim, and Exterior) are reviewed monthly, with the status of the product roadmap presented at a workshop each month to the Research & Technology Development Centers and the Group Operations Function for approval.

Sustainable Product Innovation

In 2025, we wrapped up our Vision 2025 Operational Target (see the Introduction section of this Material Topic). Our aim was to ensure our innovations measurably improve material efficiency and sustainability via the Innovation Sustainability Evaluation (ISE) by reducing raw material use, increasing recycled content, and minimizing resource-related environmental impacts. We will continue to use ISE for our innovation projects going forward and will work on developing a new target for the Resource Inflows Material Topic in 2026.

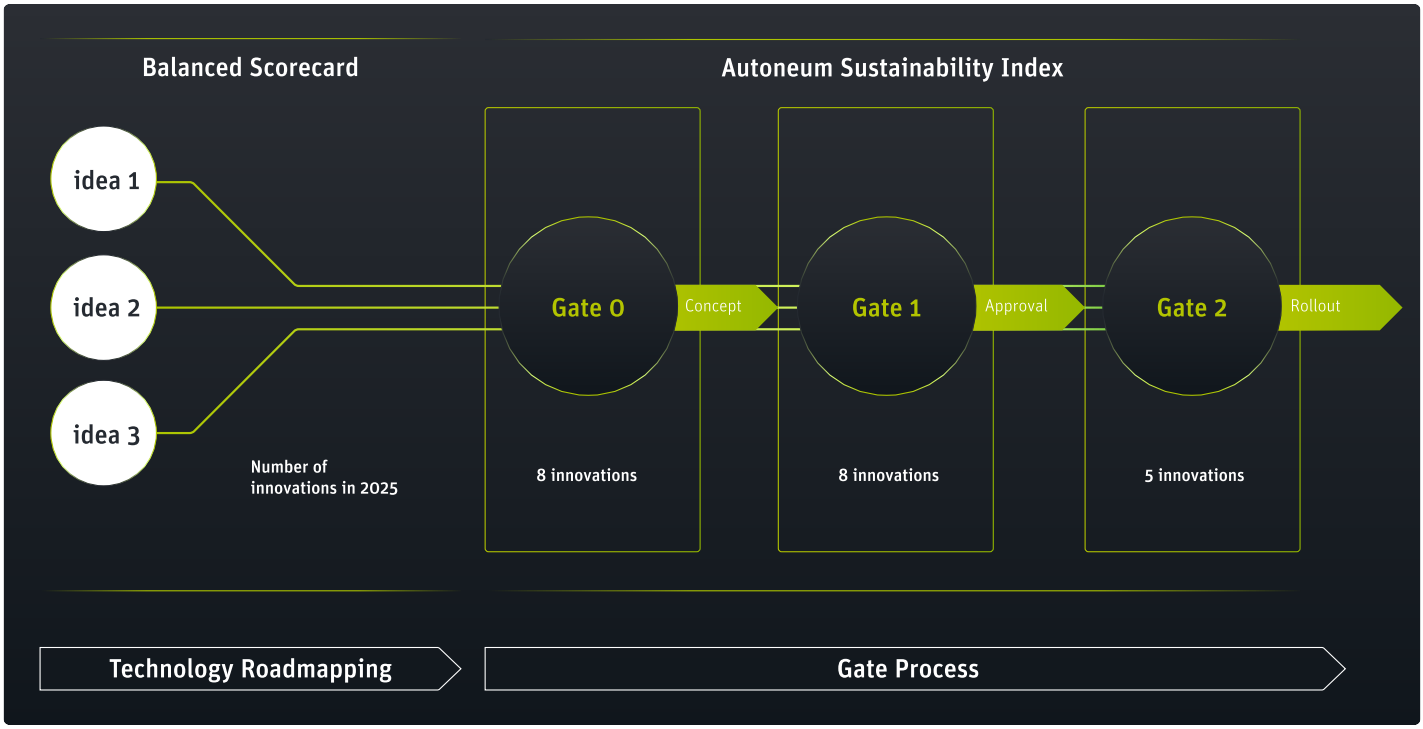
The innovation process begins with our comprehensive Life Cycle Assessments (LCA) across our product portfolio. These assessments include both cradle-to-gate and cradle-to-grave boundaries, ensuing a complete evaluation of environmental impacts throughout the entire product life cycle. By leveraging full LCA studies, we gain insights into a wide range of impact categories, including water depletion, land use, acidification, eutrophication, and, most critically, global warming potential. The results of these analyses play a pivotal role in guiding the development of innovative, sustainable products, and processes, while supporting the transition toward a circular economy.

Sustainability criteria are integrated into all stages of innovation (see our Technology Road Map Program). We begin by screening all emerging technologies with a balanced scorecard based on five dimensions: emergence, portfolio improvement, portfolio enlargement, simplicity, and sustainability. Waste, energy, recycling, and emissions are evaluated for the sustainability criteria.

Technologies with a low sustainability score are dismissed, while those with a high sustainability score are turned into innovation proposals and presented to the top management. Those innovations that are approved move to Gate 1, where the development process begins, including the ISE. During the ISE, the product's Autoneum Sustainability Index (SI) is calculated, considering four parts of the product cycle: raw material, production, service life, and end-of-life.

All Research & Technology (R&T) projects should show improvement in at least one of the life cycle phases to move forward with the roll-out.

Technology Roadmap Program



Key 2025 Actions, Progress, and KPIs

Improving Material Efficiency

In 2025, Autoneum implemented 55 projects globally across the plants to improve material efficiency and recycling. These projects were supported by Autoneum's 10 Expert Networks, a group of specialists working in Autoneum's Development Centers, Operations, Purchasing, and R&T. They identified best practices, new specifications, or design guidelines, and rolled them out throughout the organization. These initiatives will significantly increase the use of recycled materials and reduce waste and energy use, while improving the quality of the produced parts. The projects included:

- Conventional carpet back-coating processes are highly energy-intensive, as they rely on gas-powered hot air ovens to dry the water content in latex emulsions. The Carpet Expert Network at Autoneum facilitated the implementation of a low-energy thermoplastic back-coating technology for recycled polyester yarn tufted carpets, thereby eliminating the requirement for latex. For needle punched carpets, the network provided expertise on advanced needling techniques that deliver comparable advantages. As a result, Autoneum is now able to offer monomaterial constructions across its entire range of automotive carpets, from basic to premium products.
- The Felt Expert Network has been proactively advancing the adoption of recycled bico fibers to mitigate Scope 3 emissions. Progress in this initiative is tracked by monitoring the global percentage of bico fiber utilization. Needled airlay cotton felt serves as a lightweight acoustic barrier, particularly within Hybrid-Acoustic ECO+ constructions. The network also facilitated the vertical integration of this acoustic material across Europe, resulting in reduced transportation-related emissions. In certain cases, felts are combined with elastomeric acoustic barriers during manufacturing, which can generate mixed-material waste. To address this challenge, the Felt and Heavy Layer Expert Networks collaborated to develop a process for separating these two materials, enabling their reintegration into primary production lines as new feedstock.
- Aluminum is recognized as a lightweight metal. However, its production has traditionally been associated with a significant carbon footprint. In addition to sourcing aluminum manufactured using renewable energy, it is critical to minimize material consumption, maximize the use of recycled content, and promote comprehensive recycling of production waste. The Heatshields Expert Network has implemented several initiatives to enhance material efficiency, including reducing thickness and blank size, optimizing coil width, and adopting advanced nesting strategies. The acquisition of bailing equipment has contributed to lower emissions from the transportation of production waste back to aluminum suppliers. Furthermore, the network has facilitated exploration into closed-loop recycling of end-of-life heatshields, with the objective of increasing the proportion of recycled material in procured aluminum across alloy types, packaging, and customs declarations.
- The Heavy Layer Expert Network has introduced a technology that streamlines the production of Thermoplastic Olefin (TPO) surfaces and elastomeric acoustic materials, creating washable surfaces for heavy trucks. This innovation not only reduces transport-related emissions but also allows production waste to be reintegrated, thanks to advanced recycling equipment that uses gravimetric material separation and low-temperature processing to maximize yield and minimize VOCs. This technology is expected to play a vital role in cutting down non-hazardous waste at Autoneum.
- Polyurethane foam with a density of 12 kg/m³ provides very lightweight engine bay absorbers that effectively match the acoustic absorption range of engine bay noise. Although various techniques—such as using inserts to create non-rectangular blanks— help reduce production waste, total elimination is not possible. The Theta-Cell Expert Network explored multiple methods to recycle this waste and suggested compressing and chemically recycling the low-density thermoset foam into new Polyol.
- The Underbody and Wheelhouse Liners Expert Networks facilitated the adoption of monomaterial technologies, such as the innovative Ultra-Silent frunk, which is lighter, has a lower carbon footprint, higher recycled content, and improved recyclability compared to injection molded or glass-reinforced alternatives.

Toward a Circular Economy

New Products

In 2025, Autoneum rolled out E-fiber flame shields, which provide innovative and mica-free protection for EVs. The E-Fiber flame shields can be installed between the battery cells and the battery cover of the vehicle floor and contribute significantly to increasing the safety of vehicle occupants in the event of a battery thermal runaway. They thus offer a lightweight, safe, and geometrically adaptable alternative to standard flame shields on the market. In addition, the composite shields are completely risk-free from a compliance perspective. This contrasts with mica-based products, which can prove problematic in terms of responsible sourcing.

Autoneum's new impact protection plates, made from thermoplastic composite material, shield the battery of EVs from impact, fire, and corrosion. The lightweight component not only meets the highest requirements in terms of shock resistance and durability but also contributes to improved energy management and thus to a longer range thanks to its thermal insulation properties.

Autoneum launched the N-Join1 carpet in response to vehicle manufacturers' need for recycling solutions for end-of-life vehicles that meet sustainability targets and comply with new regulations that are accelerating the automotive industry's transition toward a circular economy. The N-Join1 employs a unique process that joins the carpet surface together with the substrate in a single step. The substrate can be made from various materials including Autoneum's Pure technology components made of 100 percent polyester. The monomaterial construction enables waste-free production and full recycling at the vehicle's end-of-life. By eliminating the use of latex, which is water and energy-intensive, N-Join1 reduces resource usage and ensures cleaner production. Overall, the new carpet system achieves a significant reduction in the carbon footprint when compared to traditional carpet systems of equal weight. The greatest contribution comes from the end-of-life recycling potential enabled by the monomaterial system.

At the Automotive Acoustics Conference in Constance, Germany, held in July 2025, Autoneum presented a polyester felt-based sound insulation system that is lightweight, resilient, and shapeable, combining best-in-class acoustic performance and precise contours with enhanced recyclability. Composed entirely of polyester–up to 90% of which is recycled content–Flexi-Light PET can be used as a decoupler in conjunction with other PET-based technologies within Autoneum's product portfolio to support full circularity, allowing for the reuse of production waste and end-of-life recycling of the product. Flexi-Light PET is the latest addition to Autoneum's Pure technologies, which are intended to offer an excellent environmental performance throughout the entire product life cycle.

Waste

Introduction

Responsible resource use is central to Autoneum's environmental stewardship. During manufacturing, significant amounts of non-hazardous production cut-offs are generated due to the complex shapes of the final parts, with waste–including fibers, foam, aluminum and highly filled composites–representing 20% to 40% of total material used.

As circular economy principles and waste reduction targets become central to OEMs' sustainability strategies, the inability to recycle certain materials could lead to increased landfill use and the potential loss of orders, along with regulatory pressure.

By reducing our waste through technological expertise, improved material efficiency, and expanded recycling solutions, we can lower our environmental footprint, advance circularity, conserve resources, and reduce upstream and downstream impacts across our value chain.

Operational Target 2027

Autoneum has set an operational target for Waste:

Operational target	on track	not on track
Reduce non-hazardous waste by 40% – 39.4% reduction in non-hazardous waste directed to disposal in 2025 vs. 2019 baseline	✓	

Management Approach and Policies

Internal Policies

We outline the key principles of environmental management in our Management Policy on Quality, Environment, Energy, Health. This policy includes reducing our manufacturing environmental footprint, promoting sustainability, and developing recycling-friendly parts to minimize environmental impact at product end-of-life. Autoneum has a target in place to reduce non-hazardous waste (see Operational Target 2027 in the Introduction section of this Material Topic).

The Management Policy is supported by various internal policies that address waste along with emissions, water, chemicals, and hazardous substances management. The waste management system is part of the Environment, Health & Safety Management system (MEHS), a set of policies, procedures, and activities that follow international and national laws and regulations, as well as ISO 14001 requirements.

Governance

Operational implementation of environmental risk management–including waste–is conducted through the Corporate Responsibility Organization and the workstreams under the Corporate Responsibility Steering Committee. The Risk Council, comprising Business Group Controllers and Heads of Group Functions, performs semi-annual reviews of risks and mitigation measures including for environmental topics such as Waste. The outcomes are summarized in the Risk Report and presented to the Board of Directors and Group Executive Board

Waste Reduction Measures

Autoneum reduces waste at its plants by focusing on material efficiency, in-house recycling, and the development of technologies that minimize production scrap.

MEHS establishes global requirements for managing and reducing waste including:

- All plants must comply with both Autoneum standards and applicable local legislation when it comes to waste management.
- All sites must implement waste minimization goals as part of their waste management process.
- Requirements for characterizing, reusing, and recycling waste streams, supported by training for all employees whose activities influence waste generation.

Whenever possible, our plants recycle production scraps and reuse them. We have guidelines to help reuse leftover materials from production of the basic lines. These guidelines provide solutions for different products, including carpet, felt, heavy layer, Propylat, and Ultra-Silent. In addition, the machine and tool standard specifications include recommendations to improve material efficiency.

Not all plants have the technology to recycle mixed materials, and some waste cannot be recycled and reused currently. To address this, we are working toward developing more monomaterial products, which make recycling easier both during production and when vehicles reach end-of-life. More information on our investment in innovation and Research and Technology to minimize waste can be found in the Resource Inflows Material Topic section.

Key 2025 Actions, Progress, and KPIs

In 2025, Autoneum generated around 1'743 metric tons less of non-hazardous waste that was directed to disposal than in 2024, which represents a decrease in absolute value of 1.6%. Non-hazardous waste intensity directed to disposal increased by 2.2% in local currencies (+7.1% with exchange rate fluctuations) due to the launch of new programs. Overall, non-hazardous waste directed to disposal declined by 39.4% in 2025 versus the baseline, putting us firmly on track to meet the 2027 target (see the Operational Target 2027 in the Introduction section of this Material Topic). See the data table at this end of this chapter for other KPIs.

We implemented 55 projects to reduce non-hazardous waste across 25 locations in 2025, which together reduced non-hazardous waste by 2'901 metric tons in 2025 (3'991 metric tons on an annualized basis). The recycling projects included: recycling of heavy-layer felt with PET scrim (i.e., a thin reinforcing textile layer) waste mix in our Gundernhausen plant (Germany), recycling of thermoset felt in our Gravataí plant (Brazil), and increasing the recycling of Propylat waste in our Volduchy plant (Czech Republic).

Water

Introduction

Although most of our manufacturing processes require only limited amounts of water—primarily used for cooling, steam generation, water-jet cutting and other operational purposes—Autoneum considers water withdrawal and pollution an Important Topic because responsible water use is essential for manufacturing excellence, risk reduction, and long-term corporate responsibility. Helping protect shared water resources strengthens trust with stakeholders and supports sustainable industrial development.

We invest in water-saving projects each year to reduce water withdrawal. Climate change is contributing to long-lasting droughts, declining water quality, and increased water stress in several regions. For Autoneum, this poses a chronic physical risk to operations that depend on water. Furthermore, facilities located in water-stressed regions may face supply restrictions, increased costs, or operational disruptions.

Wastewater generated during Autoneum's manufacturing processes may contain both suspended fine solids and dissolved substances, which, if not managed appropriately, could adversely affect the environment when released. Autoneum manages this wastewater through clearly defined processes and requirements across all plants.

Our responsibility, however, extends beyond our own facilities: certain materials we purchase, such as aluminum, oil-based products, and minerals, can be water-intensive to produce and may contribute to pollution along the supply chain. If suppliers use chemicals or special treatments, the resulting wastewater can threaten local ecosystems and community health, potentially leading to regulatory or legal consequences and reputational risks.

Operational Target 2027

Autoneum has set an operational target for Water:

Operational targets	on track	not on track
Reduce water withdrawal by 10% – 40.2% decline in 2025 compared to 2019 baseline	✓	

Management Approach and Policies

Internal Policies

Water is covered under the Autoneum Management Policy on Quality, Environment, Energy, Health and Safety. Through this policy, Autoneum commits to reducing our environmental footprint through water efficiencies, such as introducing new technologies to reduce water withdrawal and reusing water after it is treated. Our Management Policy is supported by specific internal policies. Environmental management is part of the Environment, Health & Safety Management (MEHS) system, which combines various policies, procedures, and activities to meet international and national laws, as well as the requirements of the ISO 14001 standard.

We have set a global target for reducing water withdrawal because this is where our most material water-related impact occurs and where efficiency projects can significantly lower resource use across sites (see Operational Target 2027 in the Introduction section of this Important Topic). Water consumption is estimated to be minimal, as water is mainly used in the foaming process and evaporates. Monitoring of water discharge volumes has not yet been implemented.

Autoneum performs water risk mapping to identify facilities located in water-stressed regions to prioritize water usage optimization, including the introduction of water-efficiency projects, the redesign of water-intensive processes to reduce our dependency on external water sources, the installation of water-saving and recycling systems, and the diversification of water sources (for more information, see the Climate Report in the Appendix).

Autoneum plants follow local laws for effluent (wastewater) discharge. We monitor the amount and quality of wastewater, with the measured parameters defined by local legislation. As part of the management approach, Autoneum collects and analyzes water withdrawal data by plant, Business Group, and across our organization. This provides a thorough overview of our water withdrawal. Additionally, Autoneum holds training in our plants to reduce water withdrawal. Wastewater discharge is primarily regulated through local discharge permits and managed under Autoneum's MEHS system through strict compliance, treatment, and monitoring requirements. We therefore view wastewater as a compliance-driven topic rather than a volume-reduction target, which is why we do not have an operational KPI for this element.

Every supplier must sign the Code of Conduct for Suppliers when they begin working with Autoneum or during the renewal of their contract. This document requires suppliers to monitor water usage, analyze, control, and treat wastewater, and prevent contamination.

Governance

Operational implementation of environmental risk management–including Water–is conducted through the Corporate Responsibility Organization and the workstreams under the Corporate Responsibility Steering Committee. The Risk Council, comprising Business Group Controllers and Heads of Group Functions, performs semi-annual reviews of risks and mitigation measures including for environmental topics such as Water. The outcomes are summarized in the Risk Report and presented to the Board of Directors and Group Executive Board.

ISO 14001

Autoneum aims to use water resources efficiently, prevent pollution, and manage the environment responsibly by following the ISO 14001 standard for environmental management systems. Each year, teams within each Business Group perform internal Environment, Health & Safety Management (MEHS) audits at all plants to ensure they follow the ISO 14001 standard. These audits are carried out by the regional EHS team or as part of a cross-plant audit and are supervised by the global Quality, Environment, Health & Safety (QEHS) team. The results of these audits are tracked within the Business Groups and reported to the global QEHS team. If any issues are found, they are addressed through action plans.

Key 2025 Actions, Progress, and KPIs

In 2025, some late detected leakages occurred in two plants, which negatively impacted the overall data. However, some improvements made in other plants, such as Valparaiso, and Somerset in North America, resulted in a decrease of water withdrawal intensity by 5.2% in local currencies (-0.6% with exchange rate fluctuations). Overall, water withdrawal in absolute value was reduced by 69'730 m^3, which represents a reduction of 8.7% compared to the prior year and 40.2% decline compared to the 2019 base line. The 2027 target (10% reduction) has therefore been achieved ahead of time. See the data table at this end of this chapter for other KPIs.

KPIs for Climate Change Mitigation, Waste, and Water

KPIs	Absolute figures[7]					Relative figures (intensity)				
	2025	2024	2019	Difference to 2024	Difference to 2019	2025	2024	2019[8]	Difference to 2024	Difference to 2019 baseline
Energy (MWh)[1]	**1'075'881**	**1'068'607**	**1'246'580**	**0.7 %**	**–13.7 %**	**500.9**	**456.9**	**427.2**	**9.6 %**	**17.3 %**
Fossil fuels	550'974	531'415	613'556	3.7 %	–10.2 %	256.5	227.2	220.2	12.9 %	16.5 %
Electricity	524'907	537'192	633'023	–2.3 %	–17.1 %	244.4	229.7	206.9	6.4 %	18.1 %
Energy intensity (MWh per million CHF revenue)						**500.9**	**456.9**	**427.2**	**9.6 %**	**17.3 %**
Renewable electricity (%)	**22.4 %**	**18.2 %**	**0.0 %**	**4.2 pp**	**22.4 pp**					
Water withdrawal (m3)[2]	**729'239**	**798'969**	**1'219'878**	**–8.7 %**	**–40.2 %**	**339.5**	**341.6**	**474.1**	**–0.6 %**	**–28.4 %**
Municipal water	704'985	755'105	NA	–6.6 %	NA	328.3	322.9	426.6	1.7 %	–23.1 %
Ground water	24'254	43'864	NA	–44.7 %	NA	11.3	18.8	35.6	–39.8 %	–68.3 %
Rain water	0	0	NA	NA	NA	0.0	0.0	11.9	NA	NA
Water intensity (m3 per million CHF revenue)						**339.5**	**341.6**	**474.1**	**–0.6 %**	**–28.4 %**
Internal recycling (metric tons)	**63'308**	**65'550**	**NA**	**–3.4 %**	**NA**	**29.5**	**28.0**	**18.9**	**5.2 %**	**56.0 %**
Internal recycling intensity (metric tons per million CHF revenue)						**25.6**	**28.0**	**18.9**	**–8.7 %**	**35.4 %**
Waste (metric tons)[3]	**127'711**	**132'788**	**NA**	**–3.8 %**	**NA**	**59.5**	**56.8**	**69.5**	**4.7 %**	**–14.4 %**
Hazardous waste directed to disposal	1'668	1'035	NA	61.1 %	NA	0.8	0.4	0.4	75.5 %	98.7 %
Non-hazardous waste (metric tons)	**126'042**	**131'753**	**NA**	**–4.3 %**	**NA**	**58.7**	**56.3**	**69.1**	**4.2 %**	**–15.1 %**
External recycling	**21'801**	**25'769**	**NA**	**–15.4 %**	**NA**	**10.2**	**11.0**	**8.4**	**–7.9 %**	**20.2 %**

KPIs	Absolute figures[7]					Relative figures (intensity)				
	2025	2024	2019	Difference to 2024	Difference to 2019	2025	2024	2019[8]	Difference to 2024	Difference to 2019 baseline
Non-hazardous waste directed to disposal (metric tons)	**104'241**	**105'984**	**171'977**	**–1.6 %**	**–39.4 %**	**48.5**	**45.3**	**60.6**	**7.1 %**	**–20.0 %**
Waste converted into energy	38'532	38'216	NA	0.8 %	NA	17.9	16.3	15.8	9.8 %	13.9 %
Landfill waste	65'709	67'769	NA	–3.0 %	NA	30.6	29.0	44.9	5.6 %	–31.8 %
Non-hazardous waste directed to disposal intensity (metric tons per million CHF revenue)						**48.5**	**45.3**	**60.6**	**7.1 %**	**–20.0 %**
Non-hazardous waste intensity (metric tons per million CHF revenue)						**58.7**	**56.3**	**56.8**	**4.2 %**	**3.3 %**
Waste intensity (metric tons per million CHF revenue)						**59.5**	**56.8**	**69.5**	**4.7 %**	**–14.4 %**
CO2 emissions (metric tons CO2 equivalent)[9]	**1'889'233**	**1'960'219**	**NA**	**–3.6 %**	**NA**					
Scope 1[4]	112'956	108'472	130'710	4.1 %	–13.6 %	52.6	46.4	47.2	13.4 %	11.5 %
Scope 2[4 5]	194'104	215'620	289'034	–10.0 %	–32.8 %	90.4	92.2	88.0	–2.0 %	2.7 %
Scope 1 + scope 2	307'060	324'092	419'744	–5.3 %	–26.8 %	143.0	138.6	135.2	3.2 %	5.8 %
Scope 3 [6]	1'582'173	1'636'127	NA[7]	–3.3 %	NA	736.7	699.6	802.6	5.3 %	–8.2 %
Scope 3 from direct purchased material and tool[10]	1'129'474	1'153'562	1'748'800	–2.1 %	–35.4 %	525.9	493.2	542.1	6.6 %	–3.0 %
CO2 emissions intensity (metric tons CO2 equivalent per million CHF revenue)						**879.9**	**838.2**	**1'070.7**	**5.0 %**	**–17.8 %**

1 Energy consumption is based on bills and energy monitoring systems in some plants, and only includes energy consumed within the plants with operational control (plants without operational control and third parties are excluded). Energy conversion factors source UK Defra (2024)

[2] 100% of water withdrawal is fresh water (<1000 TDS mg/L). In 2025, a new tool (https://corporatesolutions.swissre.com/insurance-services/risk-data-and-services) was used to assess water stressed areas. In 2025, 24% water withdrawal in water stressed areas, 166'689 m3 of municipal water, 4'898 m3 of ground water and 504 m3 of other water. In 2024, 21% water withdrawal in water stressed areas, 166'608 m3 of muncipal water, 5'174 m3 of ground water. The source of data are metering units in the plants or bills from the municipal water supplier. In 2024 , the percentage of water stressed areas was restated using the new tool and dropped from 32% to 21%.

[3] The increase in 2025 is attributable to an enhanced measurement process and updated definitions, which resulted in a revised allocation between hazardous and non-hazardous waste. Due to specific circumstances, it was not possible to reassess or remeasure waste volumes for the prior reporting period. Consequently, no restatement of the prior year's figures has been made. However, based on the available assessment, the hazardous waste volume for the prior year is considered to have been of a broadly comparable magnitude to that reported for the current year. The source of data is the bills from the waste disposal company or the external recycling company.

[4] Scope 1 includes CO2, CH4 and N2O. Greenhouse gas inventory calculated in accordance with the WRI/WBCSD Greenhouse Gas Protocol. Emission factor and GWP sources (2025 and 2024): UK Defra (2024) for Scope 1 and, US EPA eGRID (2022), IEA (2024), AIB (2023) for Scope 2. Emission factor sources and GWP (2019): UK Defra (2021), USA EPA eGRID (2020), IEA (2021), AIB (2020).

[5] Location- vs. market-based. The greenhouse gas emissions associated with electricity consumption are reported using the «market-based» approach in accordance with the Greenhouse Gas Protocol Scope 2 standard. Using the «location-based» approach, emissions in 2025 totaled 213'959 (2024: 220'549 tCO2e, 2023: 242'822 tCO2e, 2022: 244'129 tCO2e, 2021: 241'459 tCO2e, 2020: 232'921 tCO2e, 2019: 260'685 tCO2e). For 2025 and 2024 emission factors source: IEA (2024) and US EPA eGRID (2022). For 2023, 2022, 2021, 2020 and 2019 emission factors source: IEA (2021) and US EPA eGRID (2020). Scope 2 emissions includes: CO2, CH4 and N2O. Scope 2 for 2019 restated in 2024 due to corrected emission factors in two plants in North America (previously published 270'212 in 2019).

[6] Scope 3 inventories according to the Greenhouse Gas Protocol Corporate Value Chain Standard calculated with a hybrid approach: Activity based for direct purchased materials and business travel, monetary estimation for the other categories. Data sources for 2025: Primary supplier data, LCA for Experts from Sphera (v2025.1 - IPCC AR5 GWP-100y), UK Defra (v2025 - IPCC AR5 GWP-100y), GHG Protocol Scope 3 evaluator.

[7] Absolute values for 2019, 2024, and 2025 include all the acquired plants from Borgers. Absolute values for 2025 excludes Jiangsu Huanyu Group and Chengdu Yiqi-Sihuan. Scope 3 calculation 2019 for Borgers only partially available.

[8] Relative figures for 2019 exclude Borgers (acquired in Q2/2023), no audited revenue available.

[9] Greenhouse gas inventory calculated in accordance with the WRI/WBCSD Greenhouse Gas Protocol.Emission factor sources (2025 and 2024): UK Defra (2024), US EPA eGRID (2022), IEA (2024), AIB (2023). Emission factor sources (2019): UK Defra (2021), US EPA eGRID (2020), IEA (2021), AIB (2020). Scope 2 for 2019 restated in 2024 due to corrected emission factors in two plants in North America (previously published 270'212 in 2019).

[10] Categories considered for Scope 3 GHG targets approved by SBTi.

People

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

Fostering a People-Centric Culture

The expertise and engagement of our employees are fundamental to our success. Faced with a global shortage of qualified talent, the Human Resources (HR) function collaborates closely with Autoneum's management team to effectively address the needs and expectations of both current and prospective employees.

In addition to our unwavering focus on workplace safety, we also recognize the importance of ensuring our team members are rewarded fairly. We comply with local laws and regulations on working hours, including overtime and annual leave entitlement, at all Autoneum locations. Overall, we strive to foster an adequate work-life balance for our workforce, whenever possible.

Furthermore, we are dedicated to fostering a diverse workplace in which every employee feels valued and respected. We promote employee engagement through ongoing training and professional development opportunities. In line with future work models, we offer flexible arrangements that allow employees, where feasible, to combine home and office-based work, contributing significantly to overall job satisfaction.

Our commitment to fostering a people-centric company culture is anchored in our Level Up Strategy and reflected in our recognition as a Top Employer in Switzerland in 2025.

Within the "People" (i.e., social) dimension, Autoneum has identified three Material Topics[1]:

- Health and Safety
- Training and Skills Development
- Diversity

Additionally, Autoneum has identified two Important Topics:

- Employee Participation and Engagement
- Consumers and End-Users

[1] The assessed risks for the People dimension can be found in the Risk Management section.

Health and Safety

Introduction

As a manufacturing company, Autoneum prioritizes health and safety as essential aspects of our operations. We follow the principle of continuous improvement to efficiently prevent the occurrence of incidents and accidents. We are dedicated to ensuring a safe and healthy working environment for all employees, customers, suppliers, and visitors.

Shopfloor employees account for a significant portion of our workforce (9'215, or 72% of our 12'745 employees in 2025). A positive safety performance strengthens our reputation as an employer, fostering trust among stakeholders, including potential employees, local governments, and investors. Furthermore, effective health and safety measures have a positive financial impact by reducing costly accidents, improving efficiency, and minimizing downtime.

Vision 2025 Operational Targets

Autoneum has set targets to improve Health and Safety:

Operational targets	on track	not on track
Reduce injury frequency rate (IFR) by 20% each year – Significantly improved IFR by 31% in 2025	✓	
Develop, implement, and continuously improve EHS training at all plants and maintain completion rate of 95% – 96.1% in 2025	✓	
Develop and implement ergonomic assessments at all plants– 98.2% in 2025	✓	
All Autoneum plants achieve ISO 45001 certification – 87.5% in 2025		✗

Management Approach and Policies

Internal Policies

Autoneum recognizes that Health and Safety is a material topic due to its direct impact on employees' well-being and our overall business performance. Injuries and illnesses arising from our production activities can adversely affect employees, resulting in emotional and financial stress for them and their families. For Autoneum, downtime from accidents, or an increased number of accidents can reduce productivity, as operations are disrupted. This can present financial risks, including medical and insurance claims, as well as regulatory penalties. Additionally, non-compliance with health and safety standards can lead to legal actions, fines, and other liability issues.

By ensuring adherence to regulatory requirements and internal policies, Autoneum aims to create a safe workplace that protects employees' health and enhances job satisfaction and retention. These efforts are supported by Autoneum's ESG Directive, which outlines the key rules and procedures that must be followed to ensure a safe and healthy workplace, including trainings, personal protective equipment, joint management-worker health and safety committees, and reporting of grievances.

Autoneum collects and analyzes occupational health and safety management systems status, work-related injuries, and work-related ill health at each plant, Business Group, and across the organization. Each plant management team regularly informs employees about various key performance indicators (KPIs) through plant meetings, such as the Top 5 meeting (a brief 5-minute discussion held during each shift) and the Q-Talk (a quarterly meeting).

Autoneum's Group Risk and Insurance Management carries out regular plant risk audits that are supported by external risk engineers. These audits look at various aspects, including property damage, business interruption, and EHS. The findings are reported in comprehensive reports to all relevant internal stakeholders including the Operational Committees, which are also attended by Group Executive Board members.

Governance

Operational implementation of social risk management–including Health and Safety–is conducted through the Corporate Responsibility Organization and the workstreams under the Corporate Responsibility Steering Committee. The Risk Council, comprising Business Group Controllers and Heads of Group Functions, performs semi-annual reviews of risks and mitigation measures including for social topics such as Health and Safety. The outcomes are summarized in the Risk Report and presented to the Board of Directors and Group Executive Board.

All topics related to people, human rights, and employee development are referred to the Nomination Committee and the Compensation Committee of the Board of Directors.

Environment, Health & Safety Management System

Autoneum's Environment, Health & Safety Management (MEHS) system integrates international and national laws and regulations and adheres to the requirements of ISO 45001 (occupational health and safety). This system is designed to safeguard workers from work-related injuries and illnesses by identifying and mitigating physical, mechanical, electrical, and chemical hazards, and providing training and communication about safety objectives. The most significant employee-related health and safety hazards in Autoneum's production plants are mechanical, electrical, temperature, ergonomics, noise, and chemical exposure. Additional risks occur when performing special tasks (e.g., hot work, work at height, and in confined spaces). Each year, Autoneum reports on its injury frequency rate (IFR). For further information, see the Vision 2025 Operational Targets in the Introduction section of this Material Topic.

Autoneum's MEHS system is implemented in all plants and covers all Autoneum employees as well as all workers who are not employees but whose workplace and/or work is controlled by the organization. The regional Business Group and global Group EHS organization oversee EHS matters in the plants, while the Group Executive Committee is the highest endorsing decision-making body for the implementation of the MEHS policy. Many plants have an EHS coordinator to ensure compliance and continuous improvement in occupational health and safety standards. Autoneum's global Group EHS and regional EHS teams meet on a monthly basis.

Active promotion of employee participation and consultation is integral to the effective implementation and continuous improvement of the EHS management system. Engagement efforts encompass communicating unsafe acts, conditions and near misses, as well as providing recommendations for improving EHS performance, including identifying environmental aspects, health and safety hazards; and conducting risk and impact assessments, including the establishment of improvement actions and contributing to incident investigations. We also seek to reduce injuries through ongoing training and safety campaigns.

Shopfloor workers receive updates on actions taken through direct feedback and during Gemba safety walks, as well as other safety-related discussions with plant management. These interactions promote open communication about safety concerns, creating a workplace where all employees feel comfortable voicing concerns and know their input is valued.

Each year, internal MEHS audits to ensure compliance with ISO 45001 are carried out within each Business Group by the regional EHS team or as part of a cross-plant audit. The findings are tracked within the Business Groups and reported to the global QEHS team. Action plans are implemented to resolve any problems that are discovered. Autoneum reports each year on the percentage of plants that have received ISO 45001 certification (see the Vision 2025 Operational Targets in the Introduction section of this Material Topic).

EHS Management

In alignment with the MEHS framework, each location is required to implement and maintain a systematic approach to assessing and prioritizing health and safety hazards specific to their operations. A structured Workplace Risk Assessment process, which is managed by EHS Management, enables Autoneum plants to evaluate and mitigate workplace risks in scenarios such as:

- The introduction of new processes, machines, and activities.
- Modifications to machines, products, or processes.
- The identification of emerging hazards.

This assessment follows the five-step process defined in MEHS: risk identification, risk assessment, risk mitigation, validation and review, and reporting. Each site evaluates environmental, health and safety risks based on severity, probability, legal obligations, and stakeholder expectations. If a risk is identified, sites consider its potential negative effects and opportunities for improvement across their activities, including normal operations, maintenance, start-up and shutdown conditions, planned changes and potential emergencies. When significant risks are identified, actions are prioritized according to their potential impact, with those of higher severity or probability addressed first.

Each plant has a Joint Health and Safety Committee (JHSC) dedicated to continuous improvements in EHS practices. The committee includes at least six members–with three non-managerial employees representing shopfloor workers–and serves an essential role in gauging stakeholder needs and expectations. The JHSC recommends ways of increasing worker consultation and participation, helps spot hazards, evaluates associated risks and opportunities, and aids EHS Management in carrying out the Workplace Risk Assessment. It also recommends actions to eliminate hazards, reduce risks, and implement effective control measures. Additionally, the JHSC investigates incidents and nonconformities, determining corrective actions to stop them from happening again. The JHSC holds formal, documented meetings at least once a month.

Risk assessments, including ergonomic evaluations, are conducted at each workplace, with risks addressed following the hierarchy of controls: eliminate the hazard (elimination), replace the hazard (substitution), isolate people from the hazard (engineering controls), change the way people work (administrative controls), and protect the worker with personal protective equipment (PPE). Plant management teams also conduct Gemba (Japanese for “real place”) safety walks to spot and resolve unsafe conditions by observing processes and employee tasks for safety improvements. Each year, Autoneum reports on the percentage of plants that have developed and implemented ergonomic assessments (see Vision 2025 Operational Targets in the Introduction section of this Material Topic).

Training and Education

Autoneum offers specialized training programs for employees in all plants. These include machine guarding (a shield or device that covers a hazardous area of a machine), accident investigation and reporting, working at heights, and lockout-tagout (LOTO) processes to ensure equipment is shut off properly for maintenance work. Each year, Autoneum reports on EHS training at its plants (see Vision 2025 Operational Targets in the Introduction section of this Material Topic).

We regularly hold safety campaigns to inform employees about safe behavior, maintenance, and servicing, as well as the proper use of PPE to reduce risks during production, maintenance, logistics, and cleaning, among other activities. The Safety Leadership program, which is run by the Group QEHS team, focuses on plants with higher accident rates. Its objective is to raise awareness among plant, shift, and EHS managers about identifying potential hazards at an early stage and taking steps to reduce risks, as well as sharing new safety insights.

Information on severe injuries is communicated within the regional Business Group and Group through Lessons Learned reports and posted bulletins on designated information boards.

Safe Working Conditions at Suppliers

Suppliers must provide safe working conditions for employees, as outlined in Autoneum's Code of Conduct for Suppliers. Its requirements include the establishment of a state-of-the art health and safety policy, the identification, evaluation and management of occupational health and safety standards, the provision of personal protective equipment, and health and safety training on a regular basis in the local language.

New Operational Targets

In 2025, the strategic and operational targets for Health and Safety came to a conclusion. In response, we have introduced the following operational targets for this Material Topic:

New targets for 2030	Operational Targets
Fostering a zero-harm culture across all global operations	Reduce number of serious injuries to zero.
	Improve and maintain benchmark injury frequency rate (IFR) globally and maintain ergonomic assessments at all plants.
	Develop, implement, and continuously improve Employee EHS Learning and maintain completion rate of 90%.
	Develop, implement, and continuously improve Safety Interaction Rate.

Key 2025 Actions, Progress, and KPIs

In 2025, Autoneum successfully conducted MEHS audits at more than 87% of its sites. These audits confirmed the overall conformity of the systems in place, with areas for improvement identified and actively managed by the respective plants.

Autoneum regularly monitors employees' perception of working conditions, especially within production environments. Each location undergoes thorough workplace needs assessments conducted by the Business Groups. In 2025, Autoneum implemented 90 projects to address challenges in the following areas: workplace and machine safety, fire safety, ergonomics, temperature, lighting, air quality, and noise control. Autoneum invested more than CHF 4.6 million in EHS globally in 2025. 12'659[2] employees and workers who are not employees but whose work and/or workplace is controlled by the organization were covered by an internal occupational health and safety management system in line with ISO 45001. See the data table at this end of this section for other KPIs.

[2] This figure excludes Jiangsu Huanyu Group, Chengdu Yiqi-Sihuan, and UGN.

Accidents and Ill Health

The continuous improvement of health and safety conditions is essential for Autoneum. On the shopfloor, day-to-day tasks like lifting heavy loads or performing repetitive moments in awkward positions can lead to injuries and accidents. To prevent such issues, Autoneum strives to continually improve ergonomic conditions. In 2025, Autoneum confirmed its commitment to ergonomics by implementing assessments at 98.2% of its sites during both new project launches and ongoing operations.

Building on these efforts, we rolled out a new ergonomics software globally powered by artificial intelligence (AI). This tool helps conduct ergonomic risk analyses and identifies targeted measures to support employee health and performance. By using AI methods and data-based analysis, the module develops tailored solutions for better workplace ergonomics and aims to sustainably reduce musculoskeletal disorders (MSDs).

In 2025, Autoneum reported 80 injuries, a 34% decline from the prior year due to improvements in plants with a higher number of injuries in 2024 and in new plants acquired in 2023. Cuts and stab wounds (from equipment), bruises, contusions, and fractures were the primary types of accidents for both employees and workers who are not employees but whose work and/or workplace is controlled by the organization at Autoneum plants. The most affected body parts were fingers, feet, and hands.

The IFR declined by 1.6 points to 3.5 because of improvements in several plants. The injury severity rate (ISR) was 9.1 in 2025, a 36% decrease from 2024 because of a lower number of injuries.

In February 2025, Autoneum announced the completion of the acquisition of a majority shareholding in Jiangsu Huanyu Group in China. We regret to report a fatal accident occurred in March 2025 at the Wuhan Taiyu facility. During the course of 2025, Autoneum conducted comprehensive audits across all newly integrated Jiangsu Huanyu sites to identify similar risks and implement robust corrective and preventive actions.

Training

In 2025, the Group QEHS team organized Safety Leadership programs across five Autoneum plants: Katowice (Poland), Berlin (Germany), Gothenburg (Sweden), and Stoke-on-Trent and Telford (UK). These sites were chosen due to higher injury rates in 2024 or because they were integrated following the Borgers acquisition in 2023. The training included topics like safety leadership, Autoneum Group safety tools, sharing best practices, and lessons learned from other facilities. Practical training sessions focused on safe forklift operation, pedestrian safety, and shopfloor ergonomics. Following the program, all participating plants saw improvements in their accident frequency and IFR throughout 2025.

In 2025, Autoneum also held operational workshops at selected locations focused on safety leadership, plant layouts, and the 5S system to enhance safety, cleanliness, and efficiency. These workshops will emphasize the removal of unnecessary items (sort), proper organization of equipment and tools (set in order), regular cleaning of workspaces, tools and equipment (shine), and the establishment of organizational standards and maintenance of discipline to uphold the system (sustain). The operational workshops were held at Katowice (Poland), Chocen (Czech Republic), and Ellzee and Bocholt (Germany).

Autoneum provided regular safety training in 2025 for its operators, who constitute the majority of our workforce. In May 2025, a safety campaign titled “Lock-out, Tag-out” was launched at all plants. Other campaigns focused on good practices for set-up and tool changes practices, fire prevention, and safe returns after holidays.

We also introduced an AI-enabled corporate EHS induction training video with engaging and locally adaptable content. Translated into more than 20 languages to ensure accessibility for our diverse workforce, this training ensures all employees receive consistent onboarding and essential EHS information from their first day of employment.

KPIs for Health and Safety

KPIs	2025	2024
The number of normal hours worked for all employees and for workers who are not employees but whose workplace and/or work is controlled by the organization. (GRI 403-9)[1]	22'690'153	23'756'583.0
Number of injuries for all employees and for workers who are not employees but whose workplace and/or work is controlled by the organization.[1]	80	122
Number of injuries for all employees[2]	72	114
Number of injuries for workers who are not employees but whose workplace and/or work is controlled by the organization[1]	8	8
Number of days lost	1'031	1'695
Injury frequency rate (IFR) for all employees and for all workers who are not employees but whose work and/or workplace is controlled by the organization[3]	3.5	5.1
Injury severity rate (ISR)[4]	9.1	14.3
Absenteeism	2.7 %	3.1 %
Work-related fatalities[2]	0	0
Work-related fatalities for all workers who are not employees but whose work and/or workplace is controlled by the organization[1]	0	0
Percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization who are represented by formal joint management/workers health and safety committees[1]	98.6 %	97 %
The number of fatalities as a result of work-related ill health (for all employees and for all workers who are not employees but whose work and/or workplace is controlled by the organization)[1]	0	0
The number of cases of recordable work-related ill health (for all employees and for all workers who are not employees but whose work and/or workplace is controlled by the organization)[1]	42	29
Percentage of plants with IATF 16949 certification[1]	98.2 %	100 %
Percentage of plants with ISO 45001 certification[1]	87.5 %	82.1 %
Percentage of plants with ISO 14001 certification[1]	100 %	98.2 %
Percentage of plants with ISO 50001 certification[1]	78.6 %	82.1 %
Percentage of plants that have implemented ergonomic assessments[1]	98.2 %	89.3 %
EHS training completion rate[5]	96.1 %	94.4 %
Number of production facilities[6]	56	56

1 Excluding Jiangsu Huanyu Group, Chengdu Yiqi-Sihuan, and UGN.

2 Excluding Jiangsu Huanyu Group, Chengdu Yiqi-Sihuan, UGN, and workers from external agencies.

3 Calculated on the basis of the following formula: injury frequency rate = number of accidents/planned working hours * 1'000'000. Excluding Jiangsu Huanyu Group, Chengdu Yiqi-Sihuan, and UGN.

4 Calculated on the basis of the following formula: injury severity rate = number of days lost/planned working hours * 200'000. Excluding Jiangsu Huanyu Group, Chengdu Yiqi-Sihuan, UGN, and workers from external agencies. The ISR is an Autoneum developed KPI and not the rate of high-consequence work-related injuries according to the GRI Standards.

5 EHS Training completion rates exclude Jiangsu Huanyu Group, Chengdu Yiqi-Sihuan, UGN, and HQ locations without production. It includes workers from external agencies

6 Excluding Jiangsu Huanyu Group, Chengdu Yiqi-Sihuan, UGN, and office or sales locations.

All KPIs in this chart exclude Hnátnice with the exception of the EHS training completion rate.

Autoneum uses the ILO Code of Practice for recording and reporting work-related injuries

KPIs not collected for Jiangsu Huanyu Group, Chengdu Yiqi-Sihuan, and UGN as data not available.

Training and Skills Development

Introduction

The automotive industry currently faces several challenges in recruiting and retaining employees, which may impact Autoneum's long-term strategic goals. A key concern is the potential shortage of skilled labor in manufacturing. Additionally, overall volatility in the automotive market and uncertain prospects for electric vehicles may make it difficult to attract and retain talent.

We have established "Foster a People-Centric Culture" as one of our six strategic pillars, a decision that reflects the importance of attracting and retaining talent in a competitive and turbulent market. To achieve this, we are committed to offering attractive and competitive compensation and benefits to draw in top talent. Furthermore, we place emphasis on investing in employee training, development, and engagement to enhance job satisfaction and strengthen employees' commitment to our organization.

Vision 2025 Operational Targets

Autoneum has set targets to improve Training and Skills Development:

Operational targets	on track	not on track
Set and maintain benchmark position (3.1 average days or 25 hours) for "training day per employee" in industry peer group – 2.55 in 2025 (breakdown by gender and employee category not possible due to the methodology used to collect data)		✕
Implement development framework for operators – Multi-skill framework for operators is in place	✓	

Management Approach and Policies

Internal Policies

Autoneum's approach to training and skills development is anchored in a robust internal policy framework that ensures employees worldwide have access to structured, high-quality learning opportunities. The Training Directive defines the Group-wide principles, mandatory training content, and leadership development requirements that all Business Groups must implement, establishing a consistent baseline for building competencies across Autoneum. It is complemented by the ESG Directive, which formalizes the responsibility to regularly assess employee training needs, provide tailored development plans, invest continuously in professional skills and soft-skill growth, and support employability through reintegration or transition programs when needed. Together, these directives set the strategic and procedural foundation for training, guaranteeing alignment with Autoneum's values and long-term human capital priorities.

This formal framework is reinforced by Autoneum's Global Competency Model, which defines the behavioral, and functional competencies required for successful performance and guides all learning activities, development planning, and succession management. Built on the 70:20:10 learning philosophy, the model ensures that employees grow through a balance of on-the-job experience, coaching, and formal training, supported by platforms such as TouchPoint and GoodHabitz. These internal policies and competency structures collectively form the backbone of the Training and Skills Development Material Topic. They establish clear expectations, embed training into daily work and management processes, and ensure that employee development directly supports Autoneum's business strategy, culture, and long-term competitiveness.

Governance

Operational implementation of social risk management–including Training and Skills Development–is conducted through the Corporate Responsibility Organization and the workstreams under the Corporate Responsibility Steering Committee. The Risk Council, comprising Business Group Controllers and Heads of Group Functions, performs semi-annual reviews of risks and mitigation measures, including for social topics such as Training and Skills Development. The outcomes are summarized in the Risk Report and presented to the Board of Directors and Group Executive Board.

All topics related to people, human rights, and employee development are referred to the Nomination Committee and the Compensation Committee of the Board of Directors.

Training and Development

In the context of increasing global competition for talent, attracting, and retaining individuals with the necessary competencies and skills needed at Autoneum remains a significant challenge. These dynamics highlight the strategic importance of employee development. Having well-qualified employees who can continuously engage in training and adapt to the evolving automotive industry is vital to our success. Through comprehensive and tailored training and development programs, we enhance our employees' skills, knowledge, and competencies, thereby supporting their growth, productivity, and long-term employability. Each year, Autoneum reports on the average training days per employee (see Vision 2025 Operational Targets in the Introduction section of this Material Topic).

The easiest way employees can access training is through our global e-learning platform GoodHabitz, which offers around 250 interactive courses. They cover a wide range of relevant areas tailored to our employees' needs, including health and safety, productivity, management, teamwork, inspirational leadership, and presentation and communication skills. The platform supports self-organized learning and is available to all employees with an Autoneum e-mail address.

Our factory operators participate in both classroom training and hands-on sessions in designated plant areas. They learn how to prevent accidents and reduce risks by applying safety procedures, including ergonomic lifting, proper use of personal protective equipment, and reporting incidents. The commitment to health and safety training for our employees is anchored in our ESG Directive. For more details, see the Health and Safety section.

We also offer a structured multi-skill program to promote operators' personal and professional growth. The program comprises four progressive levels through which employees systematically acquire comprehensive knowledge of safety, quality, and productivity standards across various workstations within the plant. Upon completion, operators are qualified to independently manage these workstations and provide training to their peers. This initiative enhances organizational flexibility, autonomy, and overall performance. Moreover, regular job rotations enable employees to gain an in-depth understanding of diverse workstations, processes, and related risks, contributing to a marked decrease in workplace accidents.

Providing managers–in our offices, labs, and shopfloor–with appropriate training is crucial for Autoneum, as effective leadership directly influences employee engagement, performance, and our ability to keep up with industry developments. Every year, Autoneum organizes a global leadership development program. In 2025, we hosted the International Leadership Program (ILP) for two weeks in Winterthur. This program helps participants strengthen their leadership skills and build connections within Autoneum. The learning process includes individual coaching, project mentoring, feedback, and peer-to-peer learning. In 2025, we further expanded our training initiatives for managers and other talent, including leadership in operations and career development for women.

Occasionally, employees may require support due to absence resulting from illness, disability, or termination of employment. In accordance with our ESG Directive, Autoneum provides transition and re-integration assistance programs as appropriate. These may include: retraining opportunities for individuals who wish to remain in the workforce, job placement services, and resources, such as training and counselling, to facilitate the transition to retirement or non-working life. Additionally, severance payments are structured to consider each employee's age and years of service.

Appraisal and Feedback

At Autoneum, performance and self-motivation are critical drivers of career progression and professional development. The annual Performance Management Process (PMP) serves as a structured framework through which each employee's performance and potential are individually assessed and reviewed on a yearly basis, supporting ongoing feedback and growth.

The annual cycle starts with objective setting at the beginning of the year, during which managers and employees align expectations linked to Autoneum's business priorities. Progress toward these objectives is reviewed and discussed at mid-year, and performance is formally evaluated at year-end. The evaluation process begins with employees conducting self-assessments regarding their achievement of objectives, followed by managerial evaluations, which are subsequently reviewed and approved by the next level of management. Managers may also gather feedback on team members from additional sources, such as project leaders, indirect managers, or customers.

Management teams hold calibration sessions to make sure performance reviews of team members are consistent and fair. These meetings also include feedback from other departments, which is considered before sharing the final evaluation with the employee.

Managers and employees work together to set Individual Development Plans (IDPs) that reflect the employee's career goals and are discussed year-round. Feedback from development programs or competency assessments is also included in ongoing discussions regarding professional growth between the manager and employee.

New Operational Target

In 2025, the strategic and operational targets for Training and Skills Development came to a conclusion. In response, we have introduced the following operational target for this Material Topic:

New target for 2030
Set and maintain benchmark position (3.1 average days or 25 hours) for "training days per employee" in industry peer group

Key 2025 Actions, Progress, and KPIs

Training Opportunities

In 2025, Autoneum employees received on average 2.55 days of training. Training includes classroom training (internal/external), continuing education, such as evening classes paid in whole or in part by Autoneum, apprenticeships, development programs, e-learning, orientation, policy/process/methodology induction, workshops, and locally organized operations training. We held specific sessions for managers to support their teams' learning and development through GoodHabitz online learning courses. See the data table at this end of this chapter for other KPIs.

Over the past year, we introduced different measures to improve our training rates: 1) We shared the 2024 training hours per employee with the Business Group HR Heads and asked them to meet our target (25 hours per employee) in 2025; 2) We again shared the items that should be included in the training, and asked all HR managers to document all training.

Overall, 93% of our locations provided programs to upgrade employees skills in 2025[1]. The most common are multi-skilled programs, leadership skills, internal and external training programs, English courses, certified training programs, quality training programs, and talent programs.

We view AI as a strategic enabler for innovation, efficiency, and customer value. In response, we are actively driving AI adoption through a structured, multi-faceted approach that combines technology integration, governance, and employee enablement. In 2025, we rolled out AI-related training to different target groups covering the following programs/topics: Power-Automate, Microsoft 365 Copilot, internal upskilling, and automation.

We recognize the value of supporting the younger workforce through a range of initiatives and apprenticeship schemes. In 2025, the R&T hub in Winterthur chose four employees in the early stages of their careers to showcase their abilities to senior assessors. During the course of several hours, the participants engaged in presentations as well as group and individual discussions. They also completed online assessments. Afterwards, each person received a comprehensive report and coaching designed to identify key strengths, overcome challenges, and shape their future growth.

In 2025, 34% of our locations provided transition assistance programs for career endings[1]. The most common are outplacement programs, transition support, severance pay, separation payments, and retirement planning and advice.

Strengthening Our Leaders

We continued to strengthen the leadership competencies of our supervisors, team leaders, and managers throughout the year, notably by introducing new developmental initiatives in addition to existing programs like the ILP. In 2025, we launched Excellence in Plants and Operations (EXPO), a comprehensive global program focused on leadership, financial management, and lean management. This initiative brought a global cohort of 11 plant managers and operational leaders together for two week-long modules dedicated to training, collaborative discussions, and practical experience.

In alignment with our objective to increase the representation of female leaders at Autoneum, we have rolled out a new development initiative entitled ELEVATE. This virtual program comprises four core modules and multiple coaching sessions designed to provide women with the skills and competencies necessary for a successful career at Autoneum. Participants are also enrolled in a new 12-month mentoring scheme, pairing them with senior female leaders for guidance and support.

[1] This figure excludes Jiangsu Huanyu Group, Chengdu Yiqi-Sihuan, and UGN.

Autoneum implemented various leadership training programs at the local and Business Group levels. BG North America introduced a new mentoring program with eight participants in 2025 and organized local training sessions for plant supervisors and management teams. For example, the plant in Oregon (USA) uses 360 degree feedback to foster the development of their plant management team.

BG Europe started local mentoring initiatives to equip employees with the necessary skills to moderate workshops and lead group discussions effectively. More than 100 managers in BG Europe joined training sessions on engagement, team development, and communication. BG SAMEA launched a new modular leadership development program for more than 80 leaders and managers in Brazil.

Overall, management training at Autoneum focuses on diverse topics, such as Managing Others, Fostering Engagement, Leading Difficult Discussions, Giving Critical Feedback, and Setting Priorities and Managing Time.

Diversity

Introduction

As a global company, we take pride in our workforce's diversity, spanning race, gender, culture, age, religion, socioeconomic background, sexual orientation, and gender identity. Autoneum sees this diversity as a major advantage for a technology leader: teams with varied backgrounds and open attitudes are generally more agile in their thinking, reduce the risk of bias, and drive innovation that boosts our overall performance. By championing inclusivity, we send a clear message to potential employees and other stakeholders that we value new perspectives and are ready to face emerging challenges and opportunities.

At the same time, we recognize that any instance of discrimination, including unequal remuneration, or limited opportunities for women, as well as cases of harassment, could undermine our values, harm employee well-being, and result in legal or compliance issues. Such incidents may adversely impact our ability to attract and retain talent.

Vision 2025 Operational Targets

Autoneum has set targets to improve Diversity:

Operational targets	on track	not on track
Establish and maintain Diversity & Inclusion governance framework and implement targeted measures in all Autoneum Business Groups – see Key 2025 Actions	✓	
Increase share of women in management positions to 30% and continuously improve Autoneum Diversity & Inclusion metrics – 19.6% in 2025		✗

Management Approach and Policies

Internal Policies

Autoneum is committed to maintaining a workplace culture that ensures equal treatment and opportunities for all employees. We uphold a strict zero-tolerance policy against all forms of harassment or discrimination, whether based on race, gender, age, religion, physical or mental abilities, political affiliation, or sexual orientation. These principles are outlined in our Code of Conduct, which every new employee is required to sign.

The ESG Directive sets the foundation for Diversity & Inclusion (D&I) by mandating equal treatment and strictly prohibiting discrimination across all employment processes, including recruitment, compensation, training access, promotion, and termination. It establishes clear expectations for equitable workplace behavior, and aligns D&I with Autoneum's broader sustainability and human-rights commitments.

Building on this, Autoneum's structured D&I governance model ensures that diversity objectives are actively driven and monitored across the organization. The D&I Board, chaired by the CEO and comprising seven D&I ambassadors–three women and four men–who represent all four Business Groups and various Group Functions, collaborates closely with the Business Groups to identify location-specific challenges, address them with targeted initiatives, and develop meaningful metrics to track progress. The responsibility for implementing D&I measures lies with the respective Business Groups and local units.

To safeguard these standards, we encourage the reporting of any violations and provide multiple channels for submitting complaints. The global Speak Up Line allows anyone–employees or external parties–to report incidents or concerns anonymously. All allegations are investigated internally by Group Compliance and reported quarterly by the Compliance Council, which is comprised of the CEO, the CFO, the Head Internal Audit, the Head HR, and the Group General Counsel & Head Compliance.

As part of our operational objectives, Autoneum aims to increase the share of women in management positions to 30% and to continuously improve our D&I metrics (see the Vision 2025 Operational Targets in the Introduction section of this Material Topic). Core elements of our approach to achieving this target and building a diverse and inclusive workplace include providing regular trainings on our principles, ensuring an unbiased hiring process, and offering a modern, flexible workplace environment.

Governance

Operational implementation of social risk management–including Diversity–is conducted through the Corporate Responsibility Organization and the workstreams under the Corporate Responsibility Steering Committee. The Risk Council, comprising Business Group Controllers and Heads of Group Functions, performs semi-annual reviews of risks and mitigation measures including for social topics such as Diversity. The outcomes are summarized in the Risk Report and presented to the Board of Directors and Group Executive Board.

All topics related to people, human rights, and employee development are referred to the Nomination Committee and the Compensation Committee of the Board of Directors.

Fostering a Respectful Workforce

To further uphold our commitment to fostering a respectful, inclusive, and equitable workplace, we provide mandatory annual anti-harassment and discrimination training for all employees with email access. The program is designed to strengthen awareness and understanding of unacceptable behaviors, such as harassment, discrimination, bullying, and retaliation, while emphasizing the importance of dignity and respect in every interaction. The training covers critical topics including recognizing and preventing harassment and discrimination, reporting procedures and available support channels, manager responsibilities for creating a safe work environment, and strategies to promote diversity and inclusion.

Fair and Inclusive Hiring Practices

To ensure an unbiased hiring process, Autoneum has established Global Recruitment Guidelines, implementing a skills and competency-based approach to recruiting. We also use a dedicated Diversity & Inclusion Recruitment Checklist, developed through collaboration between the HR function and D&I Board. This checklist requires the following: job advertisements are sensitive to age and gender and are inclusive; ads are posted across diverse platforms; recruitment agencies and headhunters demonstrate gender sensitivity; candidate shortlists maintain gender balance; and the interviews remain balanced regarding age and gender, with bias actively addressed. The guideline applies to the recruitment of all positions at Autoneum, including team leaders, engineers, experts, supervisors, and first-line managers or higher positions.

Ensuring Pay Equity Across All Locations

In our ESG Directive, we commit to paying fair and competitive compensation to our employees, taking into consideration equal value for equal work for men and women, as well as the wages and benefits needed to cover basic living needs and some discretionary income.

We operate in multiple countries, each with distinct legal requirements and practices regarding pay transparency and gender pay gap (GPG) analysis. We ensure compliance with local regulations and promote pay equity across all locations. Our approach to the gender pay gap analysis is shaped by local legal requirements, with regular analyses and reporting conducted in Belgium, Brazil, France, Spain, Sweden, Switzerland, and the UK.

We routinely monitor the gender pay gap in each of our plants to achieve equal remuneration for men and women. The results of gender pay gap analyses for the UK and Brazil are publicly available on Autoneum's website. In Sweden and Belgium, the analysis results are shared each year with work unions or union representatives, and any necessary pay adjustments are made collaboratively with the unions. Additionally, Autoneum is actively investigating pay transparency policies for all countries, with a particular focus on European nations.

Hybrid Working

Autoneum considers hybrid working an essential element of its modern workplace strategy, enabling employees to balance professional and personal responsibilities while fostering a culture of trust and flexibility. By allowing individuals to combine remote and on-site work, the company creates an environment that accommodates diverse needs, lifestyles, and working styles–key factors in attracting and retaining talent from varied backgrounds. Our hybrid working arrangement guidelines outline home/office work percentages and strategies to maintain and enhance overall productivity, employee engagement, innovation, and sustainability within a hybrid work environment.

New Operational Target

In 2025, the strategic and operational targets for Diversity came to a conclusion. In response, we have introduced the following operational target for this Material Topic:

New targets for 2030
Increase share of women in management positions to 30% and continuously improve Autoneum Diversity & Inclusion metrics

Key 2025 Actions, Progress, and KPIs

Across the company, we implemented initiatives designed to support and promote women in the workplace. For International Women's Day on March 8, 35 plants participated in a new global initiative by holding events focusing on career, health, finance, and safety topics for women. Another new event series–virtual panel discussions on Women in Operations and Women in Engineering–was attended by more than 500 women and men across our organization.

We have improved the proportion of female leaders to 19.6%, although we did not achieve our target of 30% female representation in management positions by 2025[1]. Considerable challenges persist in attracting and retaining female operators, engineers, and managers. We remain committed to recruiting women whenever feasible and place particular emphasis on supporting women in advancing their career internally. Enhancing female representation in leadership will foster a more diverse workplace, introduce a range of leadership and communication styles, and help mitigate biases. Additionally, these efforts reflect an open and inclusive culture to prospective talent and stakeholders. See the data table at this end of this chapter for other KPIs.

[1] This figure excludes Jiangsu Huanyu Group and Chengdu Yiqi-Sihuan.

Extended Training on D&I

We continue to develop our training for employees and managers, including online sessions on D&I and a new Unconscious Bias course for managers in 2025. By year-end, 92.1% (4'172) of all employees with an Autoneum email address had completed a global online training on anti-harassment and discrimination. Bias is now also covered in standard interview skills training for HR and hiring managers. Additionally, we launched the ELEVATE program to support future female leaders, as described previously.

Strengthened D&I Commitment in Policies

With support from our D&I Board, we have updated our D&I policies. For example, we have integrated expectations regarding gender-neutral recruitment into our new Global Recruitment Guideline, as well as in our interview skills training for managers. Finally, we developed and published a new global D&I strategy in 2025.

Employee Feedback

Employee feedback and engagement are critical for creating an inclusive workplace and addressing discrimination. Furthermore, we introduced a question on the State of D&I at Autoneum in our 2025 Global Employee Engagement Survey. The insights gained from this feedback will facilitate the strategic development of future initiatives at the global, regional, and local levels. Autoneum's 2025 Global Employee Engagement Survey offers valuable insights into employees' experiences and the workplace culture, including their perceptions regarding inclusion and discrimination. Based on these survey results, follow-up measures are planned for 2025.

Additionally, Autoneum's Speak Up Line provides employees with a confidential channel to report concerns related to discrimination, harassment, or other workplace issues, ensuring their voices are heard and appropriate actions taken to address their concerns.

Fewer Incidents of Discrimination

In 2025, there were two cases related to discrimination (out of a total of 59 compliance cases). Internal investigations, conducted jointly by the Compliance Officer and the local HR department, found evidence supporting both of these claims and mitigation measures were implemented. Autoneum's anti-discrimination policies and procedures for addressing discrimination complaints were followed in each case.

Employee Participation and Engagement

Introduction

Open and effective engagement with our employees is the foundation for Autoneum's agile and successful performance and is central to our commitment to being a responsible and responsive employer. By promoting employee engagement, we can influence the satisfaction and motivation of our employees and contribute to a healthy working environment.

Vision 2025 Operational Target

Autoneum has set a target to improve Employee Participation and Engagement:

Operational targets	on track	not on track
Improve employee engagement with an effective follow-up action plan – 89% participation rate in the 2025 Global Employee Engagement Survey, the highest since the Gallup survey was launched at Autoneum	✓	

Management Approach and Policies

Internal Policies

Autoneum's approach to employee participation in trade unions and representative bodies is anchored in clear internal governance. The Code of Conduct and the ESG Directive define 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 the European Union (EU), worker participation takes place via the European Works Council (EWC). The EWC is a consultation body that represents the EU employees of a company. Employee delegates from EU countries are informed by company management about business developments and certain decisions.

The Code of Conduct for Suppliers also obliges suppliers to respect these same rights in alignment with International Labour Organization conventions. Maintaining these policies is crucial for Autoneum, as they uphold international human rights standards, reduce legal and reputational risks, and strengthen trust and transparency between employees, management, and external stakeholders.

Engagement is driven by Autoneum's long-standing partnership with Gallup and its annual Global Employee Engagement Survey, which is supplemented by tools, learning materials, and team-level follow-ups designed to drive continuous improvement. Each year, Autoneum reports on employee participation in this survey and follow-up action plans (see Vision 2025 Operational Target in the Introduction section of this Material Topic). Improving employee engagement is a strategic priority through which we aim to boost commitment, resilience, and innovation across our organization.

Governance

Operational implementation of social risk management–including Employee Participation and Engagement–is conducted through the Corporate Responsibility Organization and the workstreams under the Corporate Responsibility Steering Committee. The Risk Council, comprising Business Group Controllers and Heads of Group Functions, performs semi-annual reviews of risks and mitigation measures including for social topics such as Employee Participation and Engagement. The outcomes are summarized in the Risk Report and presented to the Board of Directors and Group Executive Board.

All topics related to people, human rights, and employee development are referred to the Nomination Committee and the Compensation Committee of the Board of Directors.

Gallup Q12 Survey

For the past five years, Autoneum has partnered with Gallup to conduct a comprehensive global employee survey designed to identify the primary drivers of employee engagement. The Gallup Q12 survey, a research-based tool, evaluates engagement through 12 core questions addressing essential workplace needs, such as clear expectations, freedom from stress, role suitability and empowerment, care, recognition, job purpose, joint commitment to quality work, trust, feedback, and opportunities for learning and growth. The survey also includes a question on overall satisfaction regarding employment at Autoneum, as well as a question related to the Net Promoter Score (NPS). Ongoing communication and feedback activities enable Autoneum to gather employee input and address their concerns effectively.

In response to this annual survey, we have implemented various improvement measures, including e-learning programs, best practice sharing, guidelines, and instructional videos. Ongoing communication and feedback activities enable Autoneum to gather employee input and address their concerns effectively. Furthermore, we have introduced guidelines for hybrid working arrangements, which outline home/office work percentages, and strategies to maintain and enhance overall productivity, employee engagement, innovation, and sustainability within a hybrid work environment.

In launching these initiatives, we have set several goals: encourage better communication within teams, recognize and highlight employee achievements within Autoneum, offer professional training and support individual development planning (IDP), provide team members with a sense of purpose, improve leadership capabilities, and boost overall job satisfaction and well-being.

New Operational Target

In 2025, the strategic and operational targets for Employee Participation and Engagement came to a conclusion. In response, we have introduced the following operational target for this Material Topic:

New target for 2030
Improve employee engagement with an effective follow-up action plan

Key 2025 Actions, Progress, and KPIs

Employee Engagement

The 2025 engagement survey results indicate that Autoneum has achieved noteworthy progress across all Gallup Q12 areas, with improvements observed in recognition, joint commitment to quality work, workplace relationships, feedback, and professional growth. Autoneum now ranks in the 27th percentile among companies participating in Gallup engagement survey, reflecting a 2.7% increase and successfully meeting the 2025 target[1]. Overall satisfaction and the Net Promoter Score increased to the 34th and 24th percentiles, respectively, among all companies participating in the Gallup engagement survey. We have implemented a range of improvement measures, such as e-learning programs, best practice sharing, guidelines, and instructional videos, aimed at increasing employee understanding of engagement and fostering further improvement. See the data table at this end of this chapter for other KPIs.

Employee Support Programs

We offer a wide range of employee support and family-friendly programs across our global locations, reflecting our commitment to employee well-being and long-term success. These initiatives–from health and financial support to childcare solutions, flexible work models, and community engagement–help employees thrive in every stage of life. They help strengthen our business through higher engagement and productivity, and contribute to the social and economic vitality of the local communities in which we operate.

Here are the main support programs that we offered worldwide in 2025[2]:

- Sport and health initiatives: 63% of locations
- Working-from-home arrangements: 58% of locations
- Breast-feeding/lactation facilities or benefits: 54% of locations
- Flexible working hours: 52% of locations
- Workplace stress management: 46% of locations
- Other employee support/family-friendly programs: 42% of locations
- Part-time working options: 39%
- Childcare facilities or contributions: 28%

1 This figure excludes Jiangsu Huanyu Group, Chengdu Yiqi-Sihaun, and UGN. UGN conducts a (non-Gallup) engagement survey each year and carries out its own analysis and action plans.

2 These figures exclude Jiangsu Huanyu Group and Chengdu Yiqi-Sihuan.

Consumers and End-Users

Introduction

Protecting the safety, health, and well-being of consumers and end-users is fundamental to Autoneum's responsibility as a global supplier of acoustic and thermal management solutions. Excessive noise pollution poses risks to human health and quality of life, which is why Autoneum's decades of expertise in vehicle acoustics play a critical role in supporting safer, more comfortable mobility. By reducing exterior noise emissions and optimizing interior sound management, we help make urban environments more livable while enhancing the driving experience.

At the same time, we uphold stringent material compliance practices to safeguard people who drive vehicles equipped with Autoneum components, ensuring that all products meet the highest legal and customer requirements for chemical safety and responsible material use (see the Supply Chain Important Topic section for more information). Together, these commitments reflect Autoneum's dedication to delivering technologies that protect consumers, support regulatory compliance, and contribute to healthier communities.

Management Approach and Policies

Internal Policies

As set out in our ESG Directive, we take all necessary measures to ensure that all our products fulfill all agreed or legally required standards for consumer health and safety. As appropriate, we provide accurate and clear information regarding the content, safe use, maintenance, storage, and disposal of our products sufficient to enable consumers to make informed decisions. We do not make representations or omissions, nor engage in any other practices that are deceptive, misleading, fraudulent, or unfair. For more information, see Material Compliance in our Supply Chain Important Topic section.

Governance

Operational implementation of social risk management–including topics related to consumers and end-users–is conducted through the Corporate Responsibility Organization and the workstreams under the Corporate Responsibility Steering Committee. The Risk Council, comprising Business Group Controllers and Heads of Group Functions, performs semi-annual reviews of risks and mitigation measures, including social topics such as Consumers and End-Users. The outcomes are summarized in the Risk Report and presented to the Board of Directors and Group Executive Board.

All topics related to people, human rights, and employee development are referred to the Nomination Committee and the Compensation Committee of the Board of Directors.

Noise Management

Autoneum's technologies are explicitly designed to reduce noise inside the cabin, improving comfort and lowering potential exposure to harmful noise levels during driving. They include Hybrid-Acoustics PET and Theta-FiberCell, which are used for the treatment of e-motors and combustion engines, as well as Propylat PET-based wheelhouse outer liners, heatshields made of RIMIC, and Ultra-Silent-based underbody systems. Autoneum's solutions also reduce external vehicle noise, contributing to quieter streets and improved living conditions in noise-burdened neighborhoods.

With these innovative products, along with customer acoustic measurement systems and simulation software, Autoneum is helping vehicle manufacturers meet new emissions regulations. If our acoustic products fail to meet evolving pass-by-noise standards, demand for Autoneum's products may decrease since cars and trucks must comply with these requirements to gain approval.

Key 2025 Actions, Progress, and KPIs

Autoneum's expert product network for the wheelhouse met virtually and in-person several times during the year to discuss ways to improve wheelhouse liner technologies. As a result, two concepts were submitted to our Wave innovation platform, leading to the launch of one project.

A full review of customer acoustic targets was conducted in 2025, emphasizing the importance of using both acoustically optimized wheelhouse carrier materials and absorbers. A lesson learned from previous research projects on enhancing the acoustic performance of wheelhouse outer liners helped refine future innovation goals for this area.

Autoneum components were not involved in any product recalls impacting consumer health and safety in 2025.

KPIs for Training and Skills Development, Diversity, and Employee Participation and Engagement in 2025

KPIs	2025	2024
Employees who are members of trade unions[1]	23 %	28.9%[3]
Employees covered by collective agreement	65 %	72.7%[3]
Apprentices and vocational trainees	1 %	1.6%[3]
Voluntary turnover rate	12.54 %	9.2%[3]
Training days per employee[2]	2.55	2.77[3]
Training hours per employee[2]	20.43	22.18[3]
Share of women in management positions	19.6 %	15.6%[3]
Employee engagement – percentile rank[4]	27th	21st
Employee engagement – mean[4]	3.78	3.68
Employee engagement – participation %[4]	89 %	79 %

1 The figure may not include all employees belonging to a union, as union membership in many countries is kept confidential and is not disclosed to the employer.

2 Breakdown by gender and employee category not possible due to the methodology used to collect data. Calculation based on eight hours of training per day.

3 UGN and Rosslyn excluded

All KPIs exclude Jiangsu Huanyu Group and Chengdu Yiqi-Sihuan. Agency workers excluded.

2025 – GRI 2-7	Business Group Asia	Business Group Europe	Business Group North America	Business Group SAMEA	Corporate	Total
Number of employees (head count)	1'177	6'296	3'905	852	515	12'745
% of employees (head count)	9 %	49 %	31 %	7 %	4 %	100 %
Number of permanent employees (head count)	1'176	5'984	3'897	837	500	12'394
Number of temporary employees (head count)[1]	1	312	8	15	15	351
Number of non-guaranteed hours employees (head count)	1	19	0	0	0	20
Number of full-time employees (head count)	1'177	6'078	3'899	831	467	12'452
Number of part-time employees (head count)[2]	0	218	6	21	48	293

1 Temporary employees are mainly operators who are hired amid production volume fluctuations, or interns/apprentices, which have roles that are temporary by nature.

2 Part-time jobs are often arranged at the request of employees to manage their work-life balance. In other cases, the workload does not require a full-time position.

Head count at end of reporting period: December 31,2025.

All figures include UGN and South Africa for the first time in 2025. Figures from 2024 do not include UGN and South Africa. Jiangsu Huanyu Group and Chengdu Yiqi-Sihuan excluded. Agency workers excluded

2025 – GRI 2-7	Female	Male	Undeclared	Total
Number of employees (head count)	3'930	8'814	1	12'745
Number of permanent employees (head count)	3'783	8'610	1	12'394
Number of temporary employees (head count)	147	204	0	351
Number of non-guaranteed hours employees (head count)	11	9	0	20
Number of full-time employees (head count)	3'742	8'709	1	12'452
Number of part-time employees (head count)	188	105	0	293

Head count at end of reporting period: December 31, 2025.

All figures include UGN and South Africa. Jiangsu Huanyu Group and Chengdu Yiqi-Sihuan excluded. Agency workers excluded.

2025 - GRI 405-1	Salaried/Office workers	Hourly/Shopfloor workers	Total
Number of employees (head count)	3'530	9'215	12'745
% of employees (headcount)	28 %	72 %	100 %

Head count at end of reporting period: December 31, 2025. In 2025, there was a global re-alignment of employee categories, with some salaried/office workers reclassified as hourly/ shopfloor workers.

All figures include UGN and South Africa. Jiangsu Huanyu Group and Chengdu Yiqi-Sihuan excluded. Agency workers excluded

2025 – GRI 405-1	<30 years	30-50 years	> 50 years
All employees	14 %	57 %	29 %
Group Executive Board	0 %	29 %	71 %
Hourly/Shopfloor workers	16 %	55 %	29 %
Salaried/Office workers	10 %	61 %	29 %

Head count at end of reporting period: December 31, 2025.

All figures include UGN and South Africa. Jiangsu Huanyu Group and Chengdu Yiqi-Sihuan excluded. Agency workers excluded

2025 – GRI 405-1	Male	Female	Undeclared
All employees	69 %	31 %	0 %
Group Executive Board	100 %	0 %	0 %
Hourly/Shopfloor workers	70 %	30 %	0 %
Salaried/Office workers	68 %	32 %	0 %

Head count at end of reporting period: December 31, 2025.

All figures include UGN and South Africa. Jiangsu Huanyu Group and Chengdu Yiqi-Sihuan excluded. Agency workers excluded

KPIs For Training and Skills Development, Diversity, and Employee Participation and Engagement in 2024

2024 – GRI 2-7	Business Group Asia	Business Group Europe	Business Group North America	Business Group SAMEA	Corporate	Total
Number of employees (head count)	1'235	6'959	2'736	816	513	12'259
% of employees (head count)	10 %	57 %	22 %	7 %	4 %	100 %
Number of permanent employees (head count)	1'234	6'604	2'717	801	502	11'858
Number of temporary employees (head count)[1]	1	355	19	15	11	401
Number of non-guaranteed hours employees (head count)[2]	0	16	0	0	0	16
Number of full-time employees (head count)	1'235	6'738	2'736	801	468	11'978
Number of part-time employees (head count)[3]	0	221	0	15	45	281

1 Temporary employees are mainly operators who are hired amid production volume fluctuations, or interns/apprentices, which roles are temporary by nature.

2 The 2024 figure for BG North America was restated to ensure comparability due to a change of measurement/definition.

3 Part-time jobs are often arranged at the request of employees to manage their work-life balance. In other cases, the workload does not require a full-time position.

Head count at end of reporting period: December 31, 2024.

All figures exclude UGN and South Africa.

2024 – GRI 2-7	Female	Male	Undeclared	Total
Number of employees (head count)	3'724	8'533	2	12'259
Number of permanent employees (head count)	3'574	8'282	2	11'858
Number of temporary employees (head count)	150	251	0	401
Number of non-guaranteed hours employees (head count)	147	380	1	528
Number of full-time employees (head count)	3'538	8'438	2	11'978
Number of part-time employees (head count)	186	95	0	281

Head count at end of reporting period 12/31/2024.

All figures exclude UGN and South Africa.

2024 - GRI 405-1	Salaried/Office workers	Hourly/Shopfloor workers	Total
Number of employees (head count)	3'411	8'848	12'259
% of employees (headcount)	28 %	72 %	100 %

Head count at end of reporting period 12/31/2024.

All figures exclude UGN and South Africa.

2024 – GRI 405-1	<30 years	30-50 years	> 50 years
All employees	14 %	57 %	29 %
Group Executive Board	0 %	17 %	83 %
Hourly/shopfloor workers	16 %	54 %	30 %
Salaried/office workers	11 %	60 %	29 %

Head count at end of reporting period: December 31, 2024.

All figures exclude UGN and South Africa.

2024 – GRI 405-1	Male	Female	Undeclared
All employees	70 %	30 %	0 %
Group Executive Board	100 %	0 %	0 %
Hourly/shopfloor workers	69 %	31 %	0 %
Salaried/office workers	68 %	32 %	0 %

Head count at end of reporting period: December 31, 2024.

All figures exclude UGN and South Africa.

Governance

Being a good corporate citizen means consistently maintaining high legal and ethical standards in all relationships. As a global company, Autoneum has a significant obligation toward society. We are committed to constantly strengthening our compliance framework and continuously increasing our positive impact on communities. We aim to fulfill the expectations of stakeholders by sourcing responsibly and sustainably.

A Good Corporate Citizen

As a global company, we play a significant role in the local communities where we and our suppliers operate, as well as within the automotive industry. We take our responsibility to be a good corporate citizen seriously.

Within the “Governance” dimension, Autoneum has identified one Material Topic[1]:

- Corporate Culture

Additionally, Autoneum has identified one Important Topic:

- Supply Chain

[1] The assessed risks for the Governance dimension can be found in the Risk Management section.

Corporate Culture

Introduction

Our corporate culture is rooted in accountability, curiosity, courage, and collaboration–values that guide our global operations and shape our commitment to responsible business conduct. As a good corporate citizen, we maintain high ethical standards across our 77 production sites in 25 countries, ensuring compliance with both international and local laws.

Corporate culture encompasses Autoneum's commitment to business ethics, the prevention of corruption and misconduct, and a consistent practice of integrity anchored in our Code of Conduct and governance framework, which emphasize accountability, courage, curiosity, and collaboration as the behavioral foundation for all employees. This culture is vital because it reduces legal and reputational risks by ensuring compliance with ethical standards, strengthens trust among employees, customers and other stakeholders through transparency, and creates opportunities for long-term value creation by fostering responsible procurement, fair treatment, and a safe, inclusive workplace where sustained engagement and innovation can thrive.

Vision 2025 Operational Targets

Autoneum has set targets to improve the Corporate Culture:

Operational targets	on track	not on track
Continuously develop the training and awareness framework and maintain completion rates of at least 95% – Training completion rates in 2025: • Anti-Corruption and Bribery: 96%	✓	
Implement and maintain a Group-wide Compliance Management System based on ISO 19600	✓	
Strengthen and expand Group-wide compliance risk assessment and audit framework – Audits are performed on a case-by-case basis, either as part of the internal audit or as part of specific investigations.	✓	

Management Approach and Policies

Internal Policies

Autoneum's Code of Conduct assigns personal responsibility for compliance with environmental, social, and ethical values and principles to all line managers and employees. It is essential that our 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. We train all employees on the Code of Conduct on a semi-annual basis. Each year, we report

on Code of Conduct training rates across our organization (see the Introduction section of this Material Topic for more information on our Vision 2025 Operational Targets). Our business ethics also apply to our Suppliers (for more information, see our Supply Chain Important Topic section).

The Code of Conduct is complemented by a range of specific internal directives covering data protection, bribery, corruption, and money laundering, conflicts of interest, ESG, third-party due diligence, speaking up, contributions and fair competition, among other critical business ethics topics.

The Bribery, Corruption and Money Laundering Prevention Directive is a guiding framework for employees and stakeholders, emphasizing our commitment to upholding the highest ethical standards in our operations. Additionally, we believe conducting due diligence on business partners and third-party associates is crucial in mitigating risks associated with bribery and corruption.

We acknowledge that dealing with authorities and government officials can be particularly sensitive as these interactions often carry elevated risks of bribery and corruption. Therefore, Autoneum has implemented a strict approach in such cases and permits neither the giving or promising of any cash payments or cash equivalent, gifts, and entertainment, nor any other contributions to public officials, irrespective of their value. This approach is anchored in the Bribery, Corruption and Money Laundering Prevention Directive. This directive also emphasizes Autoneum's zero tolerance approach to corrupt business behavior, and provides employees with clear guidance on how to avoid risks in this context.

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

Governance

Operational implementation of governance risk management–including Corporate Culture–is conducted through the Corporate Responsibility Organization and the workstreams under the Corporate Responsibility Steering Committee. The Risk Council, comprising Business Group Controllers and Heads of Group Functions, performs semi-annual reviews of risks and mitigation measures including for governance topics such as Corporate Culture. The outcomes are summarized in the Risk Report and presented to the Board of Directors and Group Executive Board.

The Board of Directors defines and adopts the Group's business ethics strategy and addresses key risks. The overall responsibility for operational compliance, assessment of compliance risks, and implementation of the Group's compliance strategy is delegated to the Group Executive Board, made up of the CEO, the CFO, and the heads of our four Business Groups.

The Compliance Council is the body that oversees the operational implementation of business ethics by the Group General Counsel & Head Compliance and the Compliance Officer(s). It consists of the CEO, the CFO, the Head Internal Audit, the Head Group HR, and the Head Group Compliance. The council meets on a quarterly basis and a) reviews all new or substantially amended compliance directives; b) discusses all Speak Up Line incidents and decides on concrete measures to be taken; c) is the addressee of reports such as the Compliance Risk Assessment or the Risk Analysis of the Group Human Rights Officer; and d) decides on any other important issues with regards to business ethics and compliance, e.g., the evaluation of a new online training program, the compliance measures to be implemented when another company is acquired, a change of the Human Rights Officer, etc. The Group Legal & Compliance department 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.

Preventing Corruption and Anti-Competitive Behavior

Corruption and anti-competitive behavior can have significant negative impacts on the economy by increasing costs, reducing efficiency, and discouraging investment. They can harm the environment through the bypassing of regulations, leading to pollution and resource depletion. For people, these practices may exacerbate inequality, reduce access to essential services, and undermine trust in institutions, which can infringe on human rights.

By combatting such practices rigorously, we contribute to a reliable and efficient economic environment. Autoneum takes a multi-faceted approach to preventing bribery and corruption. We are compliant with international anti-bribery standards and regulations, such as the Foreign Corrupt Practices Act (FCPA) in the USA and the UK Bribery Act. Furthermore, we have implemented clear policies and procedures regarding this topic, conducting regular training and awareness programs, and fostering a culture of transparency and accountability within the organization.

As part of the management approach, Autoneum collects and analyzes training data on anti-corruption by plant, Business Group, and across the organization, providing a thorough overview of training on anti-corruption topics.

Speak Up Line

Our global Speak Up Line allows employees, customers, suppliers, and other stakeholders to securely and confidentially report breaches of our Code of Conduct, directives, or laws confidentially and, if preferred, anonymously. This complements existing reporting channels, such as supervisors, Human Resources and Legal & Compliance.

Managing Compliance Topics and Risks

The Compliance Ambassador & Supporter Framework consists of the Business Group Heads and Legal Unit Heads, who promote compliance topics throughout the Group and act as a role model for ethical decision-making. The Legal Unit Heads also serve as contacts for local employees on business ethics and other compliance issues and cooperate closely with the Head Compliance and the Compliance Officer(s). Daily interactions between the Group Legal & Compliance department and internal functions such as Purchasing, Sales, Research & Technology, and Finance, as well as external organizations and law firms, highlight the need for possible new internal rules or actions.

Autoneum manages compliance risks through its risk management system as outlined in the Corporate Responsibility framework. This is, in part, achieved by conducting regular Group-wide compliance risk surveys. These assessments evaluate employees' perspectives and actions regarding various compliance risks, such as bribery, human rights violations, and anti-competitive behavior. The compliance risk assessment identifies areas for improvement (forward-looking) and provides information on whether previously implemented actions are recognized within the workforce (backward-looking).

Regular audits on selected compliance topics are conducted by the Group Internal Audit function as part of its annual audit schedule. All Speak Up Line compliance cases are reported to the Board of Directors on a regular basis, including any actions taken.

New Operational Targets

In 2025, the strategic and operational targets for Corporate Culture came to a conclusion. In response, we have introduced the following operational targets for this Material Topic:

New 2030 targets	
To improve anti-corruption and anti-competitive behavior	Continuously develop the training and awareness framework and maintain completion rates of at least 95%
	Maintain a Group-wide Compliance Management System
	Strengthen and expand Group-wide compliance risk assessment and audit framework

Key 2025 Actions, Progress, and KPIs

Update of Guidelines

In 2025, Autoneum enhanced employee compliance awareness by updating and rolling out several directives to all employees, including the Fair Competition Directive, the Dawn Raid Guideline, the Speak Up Directive, the ESG Directive, and the Third-Party Due Diligence Directive.

Training on Key Topics

Autoneum continued its mandatory Code of Conduct training program for employees, which includes anti-bribery and corruption as a topic. It was rolled out to the newly acquired Jiangsu Huanyu Group. Overall, 12'235 employees, representing 96% of the workforce, received training on the Code of Conduct[1]. This included 1'166 employees in Business Group Asia (99.1%), 5'952 employees in Business Group Europe (94.5%), 3'855 employees in Business Group North America (98.7%), 754 employees in Business Group SAMEA (88.5%), and 508 employees in Corporate (98.6%). In terms of employee category, 3'461 salaried/office workers (98.1%) and 8'774 hourly/shopfloor workers (95.2%) received the training. Autoneum plans to roll out the Code of Conduct training to Chengdu Yiqi-Sihuan employees in 2026. In order to improve the Code of Conduct training KPI for shopfloor workers, where there tends to be more turnover in the workforce, we plan to introduce a Code of Conduct training video to be used during onboarding for all employees in 2026. See the data table at this end of this section for other KPIs.

In 2024, 11'370 employees, representing 92.7% of the workforce, received training on the Code of Conduct[2]. This included 1'224 employees in Business Group Asia (99.1%), 6'302 employees in Business Group Europe (90.6%), 2'564 employees in Business Group North America (93.7%), 789 employees in Business Group SAMEA (96.7%), and 491 employees in Corporate (95.7%)[2]. In terms of employee category, 3'320 salaried/office workers (85.4%) and 8'050 hourly/shopfloor workers (96.2%) received the training.

Additionally, the anti-harassment and discrimination training and the antitrust training for Autoneum employees were rolled out to different target groups. The anti-harassment and discrimination training was completed by 4'172 employees, corresponding to a 92.1% completion rate, while the Antitrust Training was completed by 1'816 employees, corresponding to a 88.3% completion rate at year-end 2025.

Furthermore, online training campaigns were rolled out on topics that are relevant for certain segments of the workforce, including a microlearning on human and labor rights to accompany our new Human Rights Strategy Declaration.

1 Training completion rates in 2025 included UGN and South Africa joint ventures for the first time. Workers who are not employees but whose work and/or workplace is controlled by the organization were not included. Employees from Jiangsu Huanyu Group and Chengdu Yiqi-Sihuan were not included.

2 Training completion rates in 2024 excluded the UGN and South Africa joint ventures and workers who are not employees but whose work and/or workplace is controlled by the organization.

Corruption

In 2025, Autoneum invited 64 of our plants (excluding Jiangsu Huanyu Group and Chengdu Yiqi-Sihaun) to register with the IntegrityNext platform. Of the 62 that registered, there were no corruption risks identified. Two plants have not yet registered on the platform.

Compliance Cases

In 2025, 59 compliance cases were filed, mostly via the Speak Up Line. If allegations were confirmed or substantiated, appropriate actions were taken to remedy the situation. In the reporting year, no lawsuits for anti-competitive behavior or violations of antitrust law involving Autoneum were pending or concluded. There were no instances of non-compliance with laws and regulations at Autoneum during the reporting period where fines or non-monetary sanctions were incurred.

As of December 31, 2024, there was one open case where an employee of a potential supplier allegedly offered bribes to an Autoneum employee. This case was disclosed as a confirmed incident of corruption. Additional investigations conducted in 2025 did not corroborate these allegations. Consequently, the case was reassessed as unconfirmed.

KPIs for Corporate Culture

	2025	2024
Total number of governance body members that the organization's anti-corruption policies and procedures have been communicated to and who have received training on anti-corruption	7[1]	6[1]
Total percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to and who have received training on anti-corruption	100 %	100 %
Total number of employees that the organization's anti-corruption policies and procedures have been communicated to[2]	12'745	12'259
Percentage of employees that the organization's anti-corruption policies and procedures have been communicated to[2]	100 %	100 %
Total number of employees that have received training on anti-corruption	12'235	11'370
Percentage of employees that have received training on anti-corruption	96.00 %	92.70 %
Total number and nature of confirmed incidents of corruption	0	1
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	0	0
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	0	1
Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases	0	0

1 Governance body members are defined as members of the Group Executive Board (GEB). The policies were communicated to three GEB members at the headquarters in Switzerland, two in the USA (including one from UGN for the first time), one in China, one in Brazil.

2 See KPIs regarding total employees in People chapter (GRI 2-7 and 405-1).

Supply Chain

Introduction

Autoneum's global supply chain plays a pivotal role in ensuring that our products are produced responsibly, sustainably, and in line with the expectations of customers, communities, and regulators. Autoneum supplies automobile manufacturers around the world with components for the interior floor, underbody, and engine bay.

We are active in 25 countries, creating substantial demand in direct spend (materials that are directly incorporated in a product) and indirect spend (goods and services supporting the production process, such as machinery, energy, and travel services). Our total procurement spend in 2025 amounted to CHF 1'475 million.

Autoneum currently works with around 1'052 direct and around 11'000 indirect spend suppliers. Within the direct spend category, we source materials from a total of 57 direct material families. Of these, we have identified ten global material families that are of strategic importance 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.

We see responsible procurement as essential for reducing environmental impacts and safeguarding human rights, as well as for supporting fair working conditions, protecting local communities, and ensuring safe end products. By embedding sustainability into sourcing practices, Autoneum can mitigate risks such as environmental harm, human rights violations, forced or child labor–any of which could lead to legal consequences, operational disruptions, and reputational damage. At the same time, Autoneum's responsible procurement practices can unlock opportunities, such as encouraging the use of more sustainable materials within the automotive industry, increasing operational efficiency (i.e., higher product quality and shorter lead times), ensuring the safety of end customers, and supporting local communities through investment and the creation of jobs.

Through our Level Up strategy, introduced in 2024, we aim to engage with our suppliers in each Business Group on further sustainability improvements. For example, advancing Scope 3 emissions-reduction initiatives, implementing financial incentives for our Business Groups linked with Scope 3 emissions reductions, and obtaining commitments from high-emitting suppliers to lower their carbon footprint, thereby reinforcing responsible procurement as a driver of future competitiveness and sustainability.

Vision 2025 Operational Targets

Autoneum has set targets to improve the Supply Chain:

Operational targets	on track	not on track
Implement and maintain responsible procurement and practices based on ISO 20400 guidance for sustainable procurement – ESG risk assessment of Global Material families in place. Sustainability performance now holds equal importance to material performance in Autoneum's sourcing decisions for the highest CO_2-emitting material categories.	✓	
Ensure that all Autoneum suppliers comply with the Code of Conduct for Suppliers – Autoneum's Code of Conduct for Suppliers complies with the "Automotive Industry Guiding Principles to Enhance Sustainability Performance in the Supply Chain" and is included in the Purchasing Framework Agreement (PFA), as well as requested as a supplier declaration.	✓	
Establish supplier risk monitoring system and manage risks on an ongoing basis – The Supplier Sustainability Assessment Questionnaire (SAQ 5.0) is ongoing with identified risk category material suppliers globally.	✓	
Establish supplier audit mechnism and conduct regular on-site-audits – Budget available for possible third-party audits for several high-risk suppliers.	✓	
Strengthen and expand company-wide material compliance framework – 92% of all identified suppliers fulfilled their conflict minerals reporting obligations to Autoneum by providing a CMRT to Autoneum.	✓	

Management Approach and Policies

Internal Policies

We are aware of the potential ESG risks within the automotive supply chain, and we are committed to ensuring that suppliers comply with environmental and social regulations worldwide through various measures. In terms of environmental risks, emissions from suppliers, especially those engaged in mining activities (e.g., bauxite for aluminum, calcium carbonate) and the chemical sectors, can affect the communities in which the supplier operates. Materials produced by our suppliers with chemical or textile processing can carry certain risks of pollution and require specific waste treatment methods. In addition, there needs to be a focus on energy management for materials where production is energy-intensive (see the Climate Change Mitigation Material Topic section for more information). Finally, we buy materials from labor-intensive industries and from suppliers located in regions where there may be a high risk of environmental and social impacts.

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

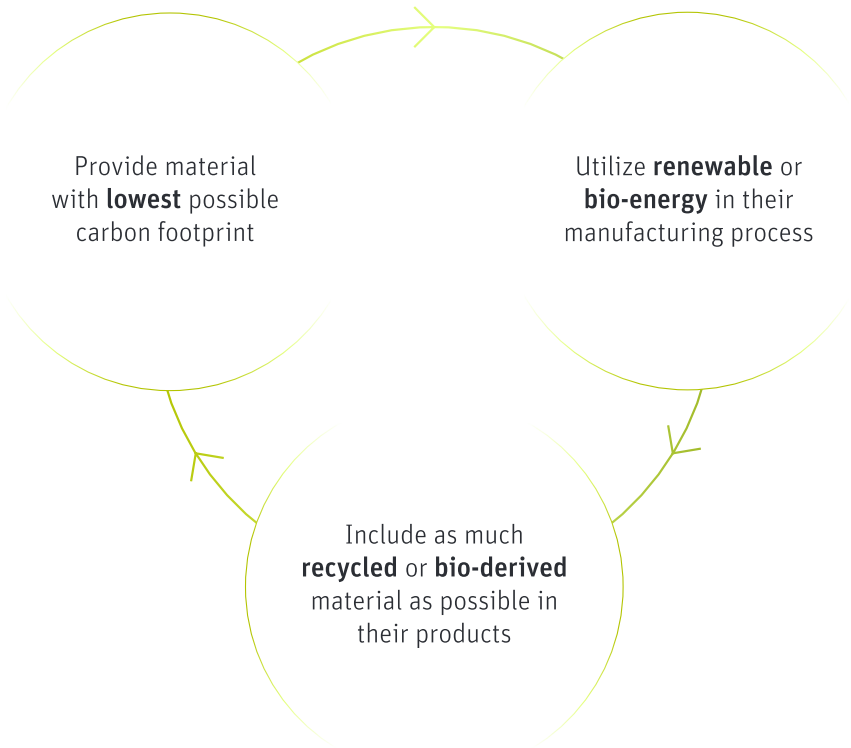
We understand that any event where suppliers use child or forced labor or fail to respect land rights can result in significant repercussions for our organization. These may include legal and regulatory penalties, interruptions to operations, and damage to Autoneum's reputation, which could impact our ability to attract and retain employees.

Suppliers must adhere to our Code of Conduct for Suppliers, which is aligned with the latest ESG regulations and automotive industry standards. New suppliers must agree to the terms of use, a confidentiality agreement, and Autoneum's Code of Conduct for Suppliers when signing up for the portal.

The Code of Conduct for Suppliers defines key requirements in the following areas:

- Protection of Human and Labor Rights
- Protection of Environment
- Material Compliance
- Business Ethics and Responsible Business Conduct

How Suppliers Can Contribute to Climate Protection



In our ESG Directive, we confirm our commitment to complying with the following international standards:

- UN Guiding Principles on Business and Human Rights
- International Bill of Human Rights (consisting of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights)
- International Labour Organization's Declaration on Fundamental Principles and Rights at Work

- OECD Guidelines for Multinational Enterprises
- Ten Principles of the United Nations Global Compact
- Ethical Trading Initiative (ETI) Base Code

Governance

The Responsible Supply Chain workstream within the Corporate Responsibility Steering Committee is tasked with monitoring the performance, risks, and opportunities for supply chain topics, while the Group Executive Board oversees the supplier ESG program.

Autoneum's purchasing organization operates within our four Business Groups and Corporate. We differentiate between local, regional, and global suppliers based on the locations they serve. The Global Procurement Leader organization is responsible for analyzing global supply chain risks, implementing standards and specifications, improving transparency, and forecasting market requirements. As part of the commitments in our sustainability strategy, we annually evaluate our procurement management framework against the ISO 20400 sustainable procurement standard.

Risks and issues related to conflict materials and child labor are addressed in the Audit Committee of the Board of Directors, while human rights topics are referred to the Board of Directors' Nomination Committee and Compensation Committee.

Long-Term Relationships With Suppliers

We work closely with selected suppliers to meet customer needs and stay competitive in the long term. Thanks to our top-tier suppliers, we can deliver high standards and top-quality products. Autoneum typically maintains business relationships with most suppliers for periods ranging from at least five years to over 15 years.

We believe long-term relationships with suppliers help to develop a more effective supply chain that can have a positive impact on costs and customer service. These relationships are also necessary to realize our ambitions in terms of sustainability, as it takes many years to implement requirements such as switching to green energy, investing in recycling facilities, or developing strategies to increase recycling.

Supplier Quality Assessment

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

Supplier ESG Due Diligence

Our 3rd-Party Due Diligence Manual explains how we assess a supplier's environmental, social, legal, and compliance/governance aspects for both current and future business relationships. This process serves to assess and mitigate risks related to suppliers' business activities (i.e., due diligence).

The manual is accessible to all suppliers on Autoneum's website. We plan to distribute the manual to suppliers of the Jiangsu Huanyu Group and the Chengdu Yiqi-Sihuan Group companies in 2026, and all direct material and tooling suppliers of the Jiangsu Huanyu Group and Chendu Yiqi-Sihuan will then also be included in Autoneum's supplier ESG due diligence program.

Autoneum's purchasing function manages the risk screening process for selected suppliers on environmental, social, legal, and compliance/governance aspects through a coordinator from each Business Group. Based on the result, such suppliers are included in the IntegrityNext platform ("Third-Party Risk Screening").

A Third-Party Risk Screening is implemented for all suppliers of Autoneum according to risk criteria, except for direct material suppliers, who are screened through the IntegrityNext platform on a regular basis. Purchasing screens all other suppliers from each BG based on the following risk criteria: pollution of air, water, and soil and corresponding emissions due to suppliers' manufacturing processes; environmental

logistics in relation to the supply chain; risks in the supply chain related to human rights and working conditions; corruption and bribery risks associated with supply chains; annual spend category and/or strategic importance.

For each criterion, a risk prioritization factor is used to evaluate the impact and probability of the risk. The screening is run at least annually based on the risk evaluation and in line with OEM and regional legal requirements, or ad hoc in case of changes, e.g., new products, plants, etc. Self-declarations may also be required with regard to specific risk areas from suppliers, for example child labor.

The third-party ESG due diligence invitation, response, and validation process is as follows:

- The suppliers receive an email from Autoneum's Purchasing function (coordinator from each BG) or from Autoneum's central Responsible Supply Chain global email address informing them about the upcoming assessment and providing details about how to register on the web platform of the respective due diligence platform provider.
- The due diligence platform's customer services provides support in case of an error or questions from suppliers during the assessment process. The suppliers receive separate automated emails from the due diligence platform provider for registration and update requirements.

Suppliers are required to answer the third-party questionnaires within a communicated deadline. Autoneum receives a detailed analysis of the results. Suppliers with identified gaps need to deliver a corrective action plan (CAP).

The supplier then needs to update the questionnaire after implementing the corrective actions. For selected suppliers, IntegrityNext will verify the update and attachments for accuracy, completeness, and validity. Audits at the selected (high risk) supplier's premises or other business locations may be necessary to verify the accuracy of the questionnaire, fulfillment of the CAP, and/or compliance with identified gaps.

If issues are flagged with the supplier ESG assessments, Autoneum's Responsible Supply Chain team and corresponding commodity lead buyers will discuss improvements in the required ESG areas with the supplier. This is an ongoing process, as suppliers, as well as the industry, are in a learning phase when it comes to ESG.

Autoneum may require suppliers to participate in general ESG training or specialized courses that address identified gaps. If a supplier does not cooperate, does not meet the agreed CAP, or commits serious violations, Autoneum may end its relationship with that supplier.

Our purchasing practices toward suppliers are reviewed to ensure the alignment of Autoneum's practices with our own Supplier Code of Conduct to avoid potential conflicts with ESG requirements. Suppliers may be excluded from contracts if they cannot achieve minimum ESG requirements within a set time frame. Suppliers demonstrating a better ESG performance are preferred in our supplier selection and the awarding of contracts. Additionally, we provide training for Autoneum's buyers and/or internal stakeholders on their roles in the supplier ESG programs.

In response to new regulatory requirements, particularly those in the EU and USA, Autoneum plans to evaluate alternative solutions in 2026 to strengthen our supplier risk management program. These measures may involve seeking support from external service providers for on-site ESG audits and assessments, as well as improving CAP management and supplier engagement.

Material Compliance

Autoneum requires suppliers to comply with all regulations when it comes to materials. This process is primarily conducted through registration in the International Material Data System (IMDS), the automotive industry's designated material data system, which includes declarations for all materials that use conflict minerals.

Autoneum provides the necessary material composition information to all OEMs through the IMDS system. In addition, substances of very high concern (SVHC) are reported to the European Union's Substances of Concern In Products (SCIP) database via the same IMDS platform. We use safety data sheets (SDS) for

chemicals that we purchase, and we actively monitor the regulation of per- and polyfluoroalkyl substances (PFAS), analyzing our exposure to these chemicals, and exploring potential replacements.

Autoneum requires periodic verification of material compliance with legal regulatory frameworks, such as REACH54 and GADSL55, and those outlined by automobile manufacturers, using the best-practice compliance process management (CPM) tool. This tool also enables Autoneum to maintain a comprehensive database of these requirements and assists our organization and suppliers in monitoring any changes on a single platform.

For all functions involved in defining the materials used in Autoneum products, an e-learning program is available that covers significant material compliance topics.

Conflict Materials

We closely monitor conflict minerals such as gold and ores used for tin, tantalum, and tungsten, which are often tied to ongoing armed conflict in the Democratic Republic of the Congo (DRC). By tracking where these minerals come from and how they are used, we work to prevent human and labor rights abuses and avoid funding armed conflicts. By encouraging our suppliers to avoid conflict materials and uphold human rights throughout the supply chain, we also protect our reputation and meet our customers' expectations.

Autoneum does not purchase conflict minerals directly. Some suppliers, however, may include these minerals in additives or catalysts used to produce materials that Autoneum acquires. As a result, the amount of conflict minerals in materials used by Autoneum is very low. We rely on the IMDS to verify and record the materials sourced from suppliers.

Within the IMDS system, suppliers are required to declare to Autoneum if their products contain conflict minerals and cobalt. Autoneum's Material Compliance team within the R&T function lead the process in collaboration with our purchasing function and a third-party service provider to obtain conflict mineral and cobalt reports from all suppliers who declared such content in the IMDS.

Additionally, Autoneum ensures collaboration exclusively with suppliers that source minerals from mines and smelters verified through a responsible minerals sourcing validation program, such as the Responsible Minerals Assurance Process (RMAP). For operations in the USA, all purchased materials must comply with the Dodd-Frank Act, which mandates that companies manufacturing in the USA ensure their raw materials are free from conflict minerals.

We require suppliers who declare conflict mineral content in the IMDS system to annually audit their mineral supply chains. They are required to disclose whether these minerals originate from the DRC or neighboring countries. This ensures compliance with existing conflict mineral requirements in USA and with EU regulations. Suppliers must use the Conflict Mineral Reporting Template (CMRT), as well as the Extended Mineral Reporting Template (EMRT) for cobalt, developed by the Responsible Minerals Initiative (RMI), to report mineral origins, and smelters and refiners used.

Every year, we submit a company-level conflict mineral reporting template (CMRT) to each impacted OEM in line with their individual reporting deadlines. A separate cobalt report is completed annually and reported within NQC together with the company-level CMRT.

Human Rights

We are committed to proactively defining and implementing measures within our sphere of influence to prevent human rights violations within our global operations and value chain. In the event that any incidents do arise, we will take immediate measures to address them.

Through these measures, we pursue our ambitious objectives regarding social and economic responsibility while maintaining strict adherence to all applicable legal requirements. Furthermore, several of our affiliated companies are governed by local legislation specifically designed to safeguard human rights and environmental standards.

Autoneum strictly prohibits all forms of forced and child labor throughout both our operations and those of our suppliers, as outlined in the Autoneum Code of Conduct and Autoneum Code of Conduct for Suppliers. Autoneum asks its suppliers to prohibit all forms of child labor within their operations or supply chain as stipulated by the International Labor Organization's conventions on Minimum Age and the Worst Forms of Child Labour. Protecting children from harm is vital. They should not be denied education or their childhood, nor placed in situations that could cause mental, physical, social, or moral harm through forced labor.

All Autoneum employees are responsible for preventing, detecting, and reporting violations. Anyone can report human rights concerns related to our organization or supply chain to Autoneum's compliance organization or via the Speak Up Line.

We see compliance with human and labor rights regulations among our suppliers through our Code of Conduct for Suppliers, the completion of a questionnaire on our third-party risk screening platform, and/or a child labor self-declaration for suppliers. Some suppliers who have their own child labor policies/ declarations, mainly within the EU, have shared them with us instead of signing Autoneum's self-declaration. In addition, we carry out media screening for ESG risks with a third-party provider.

Any misconduct in the supply chain is recorded and evaluated in the supplier management system and, depending on its severity, can have negative consequences for the company concerned. Human rights-related matters brought to the attention of Autoneum's Legal & Compliance function or the Human Rights Officer are assessed individually, with corrective actions implemented and recorded through the Speak Up Line, the third-party risk screening platform, or with Human Resources, as may be adequate.

In 2024, Autoneum Holding AG appointed a member of the Legal & Compliance function as Human Rights Officer for the Autoneum Group. The Human Rights Officer, with the support of the Group Manager Responsible Supply Chain, conducts annual risk analyses in order to identify, assess, and address human rights-related risks, if possible at an early stage, and to initiate countermeasures within the organization, where necessary.

If the Human Rights Officer anticipates a significantly changed or significantly expanded risk situation in the supply chain, a risk analysis will be carried out on an ad hoc basis. The results of the risk analysis are reported internally to the Compliance Council. Furthermore, identified risks are communicated to the Head Purchasing of the respective Business Group and the management of the relevant affiliated company.

New Operational Targets

In 2025, the strategic and operational targets for the Supply Chain Important Topic came to a conclusion. In response, we have introduced the following operational targets:

New 2030 targets	
To improve procurement practices	Maintain responsible procurement and practices for sustainable procurement
	Ensure that all Autoneum suppliers comply with the Code of Conduct for Suppliers
	Maintain a supplier risk monitoring system and manage risks on an ongoing basis
	Establish and maintain a supplier audit mechanism and conduct regular on-site audits

Key 2025 Actions, Progress, and KPIs

Compliance With Germany's Supply Chain Act

To comply with Germany's Act on Corporate Due Diligence Obligations in Supply Chains (LkSG), Autoneum retained a third-party service provider, IntegrityNext, in 2024 to perform the necessary due diligence for Autoneum Germany GmbH and its supply chain on a "software as a service" basis. This approach enables effective risk identification, management, prioritization, and oversight of both preventive and corrective mitigation actions. Autoneum used IntegrityNext in 2025 for this purpose, and will continue to do so in 2026.

The IntegrityNext platform is a comprehensive software solution designed to promote sustainable supply chain compliance and positive impact across key areas. It helps companies meet global due diligence requirements, including the Corporate Sustainability Due Diligence Directive (CSDDD), German Supply Chain Act (LkSG), Duty of Vigilance (France), Norwegian Transparency Act (NTA), and the Swiss Supply Chain Act.

During 2025, we screened 1'593 suppliers worldwide (all direct material suppliers globally, all tooling suppliers, and indirect material suppliers as relevant for German Supply Chain Act) for ESG criteria via the IntegrityNext platform. The ESG criteria covers among others anti-bribery, environmental protection, human rights & labor, health & safety, and supply chain responsibility.

1'185 suppliers completed the requested assessments on the platform. In 2024, Autoneum invited 130 direct material suppliers from identified ESG risk material categories, therefore 1'463 suppliers were new to these ESG assessments in 2025.

Regular reminders were sent to the suppliers who did not participate in the requested assessments. These suppliers will be included in the 2026 ESG due diligence campaign together with the "new" 2026 suppliers from all regions.

According to the assessment results validated by the IntegrityNext platform, 292 suppliers were classified as "red" risk, and another 314 suppliers were classified as "yellow" risk for ESG. For LkSG, all "red" suppliers were prioritized, and preventive actions have been started for all registered suppliers within this category. For direct material and tool suppliers with ESG risks, Autoneum set a spending threshold (above CHF 10'000 annually) to identify the priority suppliers (48) where we would launch a call-to-action from the platform. These actions include uploading valid ISO certificates or policies, completing the missing assessment, and providing an action plan to address missing answers for critical topics (such as anti-bribery or environmental pollution).

We further updated our Declaration on the Human Rights Strategy of the Autoneum Group in 2025 and republished it on our website. The appointed Human Rights Officer (TÜV certified) continues to oversee the implementation of Autoneum's human rights strategy within the Autoneum Group as well as within Autoneum Germany GmbH in particular, including regular reports to Autoneum's Compliance Council and annual reports to Autoneum Germany GmbH's management on the status of the implementation. We are implementing preventive actions for selected, prioritized suppliers classified as "red" or "yellow" under the LkSG requirements, adapted to their identified risk. One corrective action was implemented in Autoneum Germany's own organization in 2025 under the LkSG.

In 2025, we revised our supplier ESG due diligence process to comply with new regulatory standards including the LkSG. Previously, this process was limited to suppliers identified within specific risk categories. As of 2025, our due diligence now encompasses all direct materials and tooling suppliers worldwide through the adoption of the IntegrityNext platform. Second-tier suppliers are not screened with the tool. We did not identify any significant actual and potential negative environmental impacts during 2025. For compliance with the LkSG in particular, we further screened Autoneum Germany GmbH's suppliers falling within the indirect material category.

European Deforestation Regulation

We are tracking updates concerning the European Deforestation Regulation (EUDR) and its scope of application. We conducted an impact analysis based on detailed IMDS searches as well as on a tariff code analysis in our Enterprise Resource Planning (ERP) system. As a result, detailed questionnaires were sent out to identified suppliers to assess EUDR application in 2025. Autoneum further engaged a third-party platform for the onboarding of suppliers and the recording of EUDR relevant documentation, such as due diligence statements and geo-data. Furthermore, we regularly respond to OEM requests regarding compliance with EUDR requirements.

Human Rights

In 2025, Autoneum published an updated Declaration on the Human Rights Strategy of the Autoneum Group. This declaration supplements the existing corporate policies on human rights, including the Code of Conduct, the Code of Conduct for Suppliers, the ESG Directive, and the Corporate Responsibility Report. This declaration was distributed to all Autoneum employees with an email address to raise awareness, along with a microlearning module on human and labor rights.

No instances of child labor or forced labor were identified within Autoneum's own operations or its supply chain in 2025. Consequently, no remedial measures were required. Based on an abstract assessment of industry and country risk as well as individual assessments on the supply chain due diligence platform that Autoneum uses, no significant risk was identified for incidents of child, forced, or compulsory labor within Autoneum operations in 2025.

To date, Autoneum's Child Labor Self-Declaration has been signed by around 65% of Autoneum's direct, tooling and capex suppliers globally.

Climate Report

Autoneum is reporting on climate-related risks and opportunities in accordance with the Task Force on Climate-Related Financial Disclosure (TCFD) guidelines for the second time. The report on governance, strategy, risk management, key metrics, and targets indicates how Autoneum identifies and deals with physical and transitional risks and opportunities that are caused by climate change and may have a financial impact on our organization.

Governance

Ultimate responsibility for Autoneum's climate strategy lies with the Board of Directors. The Board reviews, challenges, and approves the climate-related risks and opportunities, the sustainability strategy, and the definition of adaptation and mitigation measures. Therefore, the Board oversees Autoneum's progress in implementing the climate transition plan and reaching our climate targets. In addition, the Board approves the Corporate Responsibility Report, which includes climate-related reporting.

The responsibility for these climate-related duties and responsibilities is delegated to the Board of Directors' StSC. The committee meets at least twice a year and prepares an executive summary of the progress together with the management. In 2025, climate-related topics were discussed by the Strategy and Sustainability Committee at each meeting (three in 2025). Additionally, the ESG update is a standard agenda item at every regular Board of Directors (BoD) meeting. In 2025, there were five regular BoD meetings. For each meeting, written documentation, including CR topics, was provided, and the Group General Counsel & Head Compliance delivered the Compliance/CR update, which also includes climate-related topics, such as Autoneum's greenhouse gas emissions targets and performance, the strategic opportunities and risks linked to climate change, the materiality assessment, and ESG scoring. In addition, Autoneum maintains a risk management system and procedures for identifying, reporting, and managing risks. A dedicated section addresses compliance and ESG risks, including climate change. An aggregated review of all identified risks, including extreme weather events and measures to address them is performed by the Risk Council, consisting of the Business Group Controllers and the Group Function Heads. The review results are summarized in the Risk Report and submitted twice a year to the Board of Directors and the Group Executive Board. Specific climate-related risks are reviewed and consolidated by the Head of Strategy and Sustainability and presented in the StSC.

The Audit Committee ensures overall supervision of Risk Management, and the Board of Directors takes note of the Risk Report and audit-related topics for the Corporate Responsibility Report. The Board of Directors delegates operational business management–including climate-related issues–to the CEO. He leads the Corporate Responsibility Steering Committee, which consists of the Group Executive Board and the Corporate Responsibility Organization. It meets four times a year to oversee and manage the entire Corporate Responsibility Organization. The Committee oversees the progress of the Level Up strategic pillar "Be the sustainability benchmark." It also monitors the performance of ESG topics, continuously reviews potential risks in the area of Corporate Responsibility, and defines important measures. Each ESG topic,

including climate, is led by a workstream leader, who consolidates qualitative and quantitative information and reports to the Committee. In 2025, the Corporate Responsibility Steering Committee focused mainly, but not exclusively, on the reduction of emissions toward targets validated by the Science Based Targets Initiative (SBTi), in addition to initiatives to reduce energy, waste, and water, as well as sustainability ratings and new reporting obligations.

The implementation of the sustainability strategy and its corresponding measures is primarily overseen by the Corporate Responsibility Organization, which is managed by the Corporate Responsibility Steering Committee. The Corporate Responsibility Organization comprises members from various functions, including R&T, Strategy and Sustainability, Operations, Purchasing, EHS, HR, Finance, Legal & Compliance, and Communications. The members collaborate at both global and regional levels to systematically implement the sustainability initiatives, aligning them with Autoneum's long-term vision across five dimensions of Corporate Responsibility: ESG Management, Planet, People, Business Ethics, and Responsible Supply Chain. Each of the five workstreams is managed by a workstream leader, with the Strategy and Sustainability function responsible for ESG Management and Planet.

Responsibility for the oversight of Autoneum's strategic direction and sustainability initiatives lies with the Head of Strategy and Sustainability. This role involves developing and implementing strategies that align with Autoneum's mission and vision, as well as ensuring that sustainability is integrated into all aspects of the business. It includes:

- Setting CO_2 reduction goals in line with the latest SBTi targets.
- Supporting customer and investor inquiries regarding sustainability.
- Ensuring compliant sustainability reporting for all ESG topics (coordination role between different departments).
- Consolidating specific climate change risks and opportunities, especially for the mid and long term.
- Communicating to the BoD's StSC Committee (Secretary of the StSC).
- Communicating strategic initiatives internally and externally.

Strategy

Climate-Related Risks and Opportunities

In 2024, Autoneum identified climate-related risks and opportunities along its entire value chain. According to the TCFD, a distinction is made between climate-related physical risks and transition risks and opportunities. These risks and opportunities were categorized into risks that impact Autoneum in a short- (0-2 years), mid- (2-5 years), or long-term (more than 5 years) timeframe. Furthermore, Autoneum assessed the identified risks for their probability and potential financial impact, both of which were combined and categorized from low to very high financial impacts.

To better understand the future impact of the identified risks and opportunities on its business strategy, Autoneum conducted a qualitative scenario analysis. To do this, Autoneum used the Shared Socio-economic Pathways (SSP) scenarios, which are based on the Intergovernmental Panel on Climate Change (IPCC) and also take into account socio-economic development.

To assess its resilience to climate change, Autoneum considers two different scenarios: one well below 2°C, known as "Sustainability–Taking the Green Road" (SSP1-2.6), and one above 2°C, known as "Regional Rivalry–A Rocky Road" (SSP3-7.0). The goal was to assess risks for both scenarios and to assess and increase Autoneum's resilience for both future options.

In 2025, Autoneum updated its climate risks and opportunities with stakeholders and presented the findings to the Corporate Responsibility Steering Committee for review. In October, 2025, the updated climate risks and opportunities were presented to the Board of Directors' StSC.

Climate-Related Physical Risks

Physical risks resulting from climate change can be event-driven (acute physical risks), such as floods, or can manifest as long-term shifts in climate patterns (chronic physical risks), for example persistently higher temperatures. They do not typically offer opportunities but require protective measures.

Table 1: Physical risks

	Risk	Possible Impact on Autoneum	Measures
Physical Risk, Acute	Extreme heatwaves–intensified by climate change–can significantly disrupt manufacturing operations. For Autoneum, prolonged high temperatures may reduce worker productivity, increase health and safety risks, and lead to temporary shutdowns or reduced output.	•Reduced output: Lower productivity and temporary shutdowns can lead to missed delivery deadlines and revenue loss. •Increased operating costs: Higher energy consumption for cooling and additional health and safety measures. •Labor risk: Heat stress may lead to absenteeism, reduced morale, and increased health-related incidents. •Insurance and liability exposure: Potential rise in claims related to workplace conditions and employee health. •Supply chain disruption: Heatwaves may affect logistics and upstream suppliers, compounding operational risks. •Three Autoneum sites have very high-risk exposure. An additional nine sites have high risk exposure. In both of the modeling scenarios, the situation will worsen for one site in the future.	•Facility climate resilience upgrades: Invest in cooling systems, ventilation to maintain safe working conditions during heatwaves. •Workforce protection protocols: Implement heat stress management plans, including adjusted work schedules, hydration stations, and health monitoring. •Climate risk mapping: Use climate models to identify facilities in high-risk regions and prioritize adaptation investments accordingly. •Insurance review and risk transfer: Assess coverage for climate-related disruptions and explore parametric insurance options for heatwave events. •Business continuity planning : Develop contingency plans for production rescheduling, temporary relocation, or remote operations during extreme weather events.
	The increasing frequency and severity of extreme weather events–such as floods, windstorms, wildfires, tornadoes, hailstorms, and other natural hazards–pose a significant threat to operational continuity. For Autoneum, such events could cause substantial damage to its production facilities and warehouses, and to those of customers and sub-suppliers. This risk is amplified in regions with aging infrastructure or limited disaster preparedness.	•Asset damage: Physical destruction of buildings, equipment, and inventory may require costly repairs or replacements. •Production downtime: Disruption of operations due to facility damage can lead to missed deliveries and contractual penalties. •Supply chain interruptions: Damage to customer or supplier facilities may delay inputs or outputs, affecting revenue and customer satisfaction. •Insurance costs: Increased premiums or reduced coverage availability in high-risk regions. •Capital expenditure: Investments needed for facility hardening, relocation, or emergency preparedness. •In August, wildfires in Spain impacted the A Rúa plant. Another plant has moderate present risk exposure, similar to A Rúa. However, both plants are located in areas close to high exposure.	•Climate risk mapping and facility assessment: Identify facilities located in high-risk zones using climate and hazard modeling tools. •Infrastructure resilience upgrades: Implement mitigation measures on specific present and future climate risks. Initial focus will be on floods, precipitation, wildfires, and earthquakes (for the identified plants). •Emergency response and business continuity planning: Develop and regularly test contingency plans for extreme weather scenarios, including evacuation, remote operations, and alternative sourcing. •Insurance optimization: Review and adjust insurance coverage to reflect evolving risk profiles and explore parametric insurance options for rapid recovery. •Supplier chain risk screening: Assess and monitor the climate resilience of key suppliers and customers, integrating risk into procurement and partnership decisions.
Physical Risk, Chronic	Climate change is contributing to long-lasting droughts, declining water quality, and increased water stress in several regions. For Autoneum, this poses a chronic physical risk to operations that depend on water—such as water jet cutting or steam generation. Facilities located in water-stressed regions may face supply restrictions, increased costs, or operational disruptions.	•Operational disruption: Limited water availability may reduce production capacity or halt water-dependent processes. •Increased operating costs: Higher costs for water sourcing, treatment, and recycling. •CAPEX: Investments may be needed for water-efficient technologies or alternative processing methods. •Regulatory risk: Local water use restrictions or environmental compliance requirements may increase administrative burden. •Reputational risk: Perceived overuse or mismanagement of water resources may affect stakeholder trust and ESG ratings. •11 Autoneum plants present high-risk exposure.	•Water risk mapping : Identify facilities located in water-stressed regions to prioritize mitigation efforts. •Water usage optimization: Implement water-efficiency project and redesign water-intensive processes to reduce dependency on external water sources. Install water-saving and recycling systems. Diversify water sources (wells, reservoirs, rainwater harvesting).

	Risk	Possible Impact on Autoneum	Measures
	Climate change is contributing to rising sea levels, increasing the risk of chronic flooding. Facilities located near vulnerable zones may face heightened exposure to flooding, erosion, and water intrusion. These impacts may disrupt operations, damage infrastructure, and increase long-term maintenance and insurance costs.	•Asset damage: Repeated flooding may degrade buildings, machinery, and storage areas, requiring costly repairs or replacements. •Operational disruption: Flooding events may halt production and delay shipments. •Insurance premiums: Increased risk exposure may lead to higher insurance costs. •CAPEX: Investments may be needed for flood defenses, facility relocation, or infrastructure upgrades. •Coastal storm surges may impact operations. According to the RDS platform, four sites have very high present risk exposure. One site has high present risk exposure. •Three sites have a very high pluvial flood risk exposure. One site has a very high fluvial flood risk exposure. Additionally, eight plants have a high pluvial flood risk exposure. One plant has a high fluvial flood exposure.	•Site risk assessment : Conduct geospatial and climate modeling to identify facilities at highest risk of flooding. •Infrastructure resilience upgrades : Invest in flood barriers, elevated construction, and water-resistant materials to protect vulnerable assets. •Business continuity planning : Develop contingency plans for production relocation, logistics rerouting, and emergency workforce protocols. •Insurance and financial hedging : Review insurance coverage and explore climate risk hedging instruments to manage financial exposure. •Facility relocation strategy: Evaluate long-term feasibility of relocating critical operations away from high-risk zones.

Autoneum's assessment showed that it faces some physical risks that might have financial implications, such as direct damage to assets. The main risks identified are extreme weather events and rising sea levels, which could affect our sites as well as those of our suppliers. However, the assessment showed that the financial impact would still be moderate. Autoneum regularly monitors the risks of extreme weather events for our own operations with Swiss Re's Risk Data Service platform. Although some risks already occur today, they would worsen in the above 2°C scenario. In this scenario, supply chain and operational disruptions would be prevalent, underscoring the importance of introducing protective measures and contributing to a lower-carbon economy. The transition to a lower-carbon economy may require policy, legal, technological, or market changes to address mitigation and adaptation requirements related to climate change. Depending on the nature and speed of these changes, transition risks may pose varying levels of financial risks to organizations.

Table 2: Transition risks

	Risk	Possible Impact on Autoneum	Measures
Transition Risk, Market	The shift toward electrification is reshaping OEM market dynamics. Traditional customers with slower EV adoption may lose market share to more agile competitors. For Autoneum, this creates risk if our business is concentrated among OEMs that lag in electrification.	•Revenue decline: Decreased sales volumes from affected customer due to their loss of market share. •Strategic misalignment: Miss opportunities to align with fast-growing EV-focused OEMs, impacting competitiveness.	•Strategic customer mapping: OEM electrification strategies and market trajectories. •Customer portfolio: Maintain a broad and diversified customer portfolio to reduce the risk. •Sales strategy: Gain market share with Chinese OEMs, which have competitive and technology advantages on BEVs.
	The shift toward decarbonized mobility in the automotive sector is accelerating the obsolescence of products designed for internal combustion engines (ICE) or conventional materials and processes. These products/ processes may face obsolescence risks as OEMs increasingly prioritize compatibility with BEVs, circular economy principles, and low carbon footprints.	•Revenue decline: Reduced demand for legacy products that are not compatible with EV platforms or sustainability criteria. Loss of RFQs. •Stranded assets: Existing manufacturing lines may become obsolete, requiring write-offs. •Margin pressure: Increased R&D and CAPEX into new technologies and production lines.	•Strategic partnerships: Engage and collaborate with OEMs to anticipate evolving needs. •Innovation investment: Accelerate R&D in BEV-specific products, low carbon material and processes, and circular economy models. •Product portfolio diversification: Shift toward products and technologies optimized for BEV, reducing reliance on ICE-related components. •Technology monitoring and benchmarking: Continuously monitor industry trends and competitors' innovations to identify substitution risks early and adapt accordingly.
	Starting in 2026, the EU will implement the Carbon Border Adjustment Mechanism (CBAM) for key materials including aluminum. This regulation imposes a carbon tax on imported aluminum based on its embedded emissions. For Autoneum, this could significantly impact procurement costs and supply chain strategies, especially if sourcing aluminum from regions with high carbon intensity.	•Higher prices for imported aluminum due to carbon levies. (The European Commission has not yet declared the amount or percentage). •Reduced competitiveness of non-EU suppliers with high emission profiles. •Complexity in tracking and reporting embedded emissions in imported materials.	•Autoneum's aluminum global suppliers are already working on reducing emissions with accelerated plans as the majority of their production is exported to the EU. •Tax status will be followed up and the impact will have to be compensated by the customer.
Transition Risk, Policy and Legal	The accelerating pace of climate-related regulation poses a significant transition risk. Regulatory changes may require new reporting systems, processes, expertise, and legal reviews, increasing complexity and cost.	•Compliance costs: Increased administrative burden, including working with digital reporting tools, third-party audits, and legal reviews. •Legal risk: Non-compliance could result in fines, litigation, or reputational damage. •Market access risk: Failure to meet regional regulations may limit access to key markets (e.g., EU, USA, China).	•Regulatory horizon scanning: Establish internal or external monitoring systems to track upcoming regulations across key markets and anticipate impact. •Digital reporting tools: Invest in ESG data platforms to streamline reporting, improve accuracy, and reduce manual effort. •Cross-functional legal and sustainability teams: Create dedicated teams to interpret regulations, coordinate implementation, and ensure timely compliance.
	Missed environmental legislation leading to reputational and financial impact.	•Fines or sanctions for non-compliance with new environmental laws. •Criticism from media, activist groups, and stakeholders for perceived negligence. •OEMs may reconsider partnerships due to compliance failures. •Sudden need to adapt processes or products to meet overlooked requirements.	•Constant tracking of environmental legislation globally by both legal and sustainability team to stay ahead of changes. (Automated alerts, newsletters, seminars, external counsel, etc.)
Transition Risk, Technology	Achieving Scope 1 and 2 emissions neutrality requires significant technological transformation across manufacturing operations, energy sourcing, and facility management. This includes replacing fossil fuel-based energy systems, upgrading production lines, and integrating energy-efficient technologies. The transition poses financial and operational risks, especially in legacy plants and high-emission processes.	•CAPEX: High upfront investment in renewable energy systems, electrification of processes, and energy-efficient equipment. •OPEX for renewable energy: Transitioning to green electricity or biogas may increase energy costs.	•Energy efficiency: Minimize overall energy consumption through process optimization and energy-saving technologies in all plants. •Energy transition roadmap: Develop a phased plan to replace fossil fuels with renewable energy sources across all facilities with cost-benefit analysis. •Onsite renewable generation: Install solar panels or other renewable infrastructure at manufacturing sites to reduce reliance on external energy providers and to lock in stable pricing (PPA). •Public financing: Leverage external funding, grants, or green financing options to adopt green energy with acceptable business case. •Customer onboarding: Share premium cost with customer in RFQ.

	Risk	Possible Impact on Autoneum	Measures
	As circular economy principles and waste reduction targets become central to sustainability strategies and regulations, the inability to recycle certain materials, such as glass fiber-based products, poses a significant transition risk. These materials often lack viable recycling pathways, leading to increased landfill use and regulatory pressure.	•Operational inefficiencies: Increased waste disposal costs and environmental footprint. •Customer loss: Pressure from customers and investors to phase out non-recyclable materials.	•Material innovation: Invest in R&D to develop recyclable alternatives to currently non-recyclable materials. •Waste auditing and transparency: Implement robust waste tracking systems and disclose recycling performance in ESG reports to build stakeholder trust.
	In response to the transition toward a low-carbon economy, Autoneum is investing in new technologies, such as new materials and electrification-compatible products. However, there is a risk that these investments may not yield the expected performance, market adoption, or cost efficiency. Technological uncertainty, shifting OEM requirements and regulatory changes can render innovations commercially unviable or obsolete.	•Capital losses: Costs in R&T, equipment, or product development that fail to deliver returns. •Opportunity cost: Resources allocated to unsuccessful technologies may divert attention from more viable innovations.	•Customer co-development: Collaborate with OEMs to ensure relevance and adoption of new solutions. •Stage-gate investment approach: Implement phased funding with clear performance milestones to limit exposure and enable early exit from underperforming projects. •Technology benchmarking: Continuously monitor emerging technologies and competitor strategies to validate investment decisions.
Transition Risk, Reputation	As climate-related disclosures and net-zero commitments become central to stakeholder expectations, any gap between stated climate goals (e.g., Scope 1 and 2 neutrality, science-based targets), and actual implementation progress poses a reputational risk.	•Loss of customer confidence: OEMs may deprioritize suppliers that fail to meet climate-related expectations or show weak implementation. •Investor pressure: ESG-focused investors may downgrade ratings or divest due to perceived greenwashing or lack of credibility. •Brand damage: NGOs, media, and civil society may highlight gaps, leading to reputational harm and stakeholder distrust. •Human resources: Internal morale and talent retention may suffer if climate goals are not backed by visible action.	•Transparent climate reporting: Ensure disclosures reflect both progress and challenges. Use third-party assurance to validate emissions data and implementation status. •Implementation roadmaps: Translate high-level commitments into detailed, time-bound action plans with measurable milestones and resource allocation. •Climate governance and accountability: Establish clear ownership of climate targets across departments, with board-level oversight and integration into performance incentives.

The transition to a lower-emission world could pose risks for Autoneum. This is mainly because technology or markets may not move fast enough. There are also some reputational risks, the impact of which is difficult to assess.

There is a risk that emissions regulation and the electrification of light and commercial vehicles required to mitigate climate change could have a disruptive effect on the automotive market. Some of Autoneum's customers could be negatively affected. For example, they may struggle to adapt quickly to the transition requirements, particularly in the areas of emissions and electrification. This could result in a loss of market share if customers fail to meet the evolving standards and could consequently impact Autoneum's business with these customers. In addition, although the vast majority of Autoneum products (>90%) fit all types of vehicles regardless of their powertrain, some products in the group's portfolio, such as heat shields, are only used for combustion engines and will be affected by electrification. Autoneum plans to mitigate this impact by gaining market share with customers who are advancing in their sustainability goals and electrification, such as certain Chinese Original Equipment Manufacturers (OEMs). In parallel, Autoneum is developing specific products for electric vehicles, such as battery impact protection plants, flame shields, electric motor treatments and frunks (front storage).

Failure to comply with environmental regulations and varying regional policies can result in operational inefficiencies or fines. By implementing automated alerts and regular updates on regulatory changes, Autoneum strives to stay ahead of legislative developments. We also monitor specific local and regional regulation strategies to ensure compliance.

The sourcing of recycled materials is essential for Autoneum to ensure the development of monomaterial polyester solutions. In the mid-term, Autoneum does not foresee major sourcing issues. However, we will continue to monitor the market and we are developing various alternative sources of recycled materials, including reusing our own production waste.

As light vehicles contribute to global greenhouse gas emissions, suppliers like Autoneum may face reputational risks from participating in a CO_2 -intensive industry. Failure to meet commitments such as eliminating fossil fuels within our supply chain or reducing waste also poses reputational risks. These can include the potential loss of business from sustainability-focused customers, reduced investor demand for Autoneum shares, and challenges in attracting talent. However, with our sustainability focus and measures to reduce emissions, Autoneum is well positioned to minimize these risks.

On the other hand, when Autoneum implements effective mitigation measures and successfully adapts its business model and strategy to climate change, opportunities may arise and create competitive advantages. The development of new products for electric vehicles represents an opportunity to generate significant additional revenues. This is in line with our strategy in a scenario where the global temperature increase is limited to below 2°C. In addition, Autoneum sees business opportunities to develop sales with monomaterial products and high recycled content, enabling the transition to a circular economy. Products in our portfolio include 100% polyester carpets, underbody shields, and trunk trims. It will also enable efficient recycling of production and end-of-life vehicle waste, and improve cost competitiveness, though we expect the financial impact will be limited in the long term.

Sourcing cheaper recycled materials and recycling production cut-offs provide savings opportunities, while also contributing to cost efficiency. These measures also support Autoneum's sustainability initiatives, including the zero waste vision.

Table 3: Climate-related opportunities

		Possible Impact on Autoneum	Measures
Transition Opportunity, Products	The growth of the EV market presents an opportunity to innovate and develop new products tailored to the unique needs of EV platforms.	•Revenue growth: Increased demand for EV-specific components can drive new revenue streams. •Risk mitigation: Diversification of product portfolio reduces dependency on ICE-related components.	•Innovation and R&T: Investment in R&T for EV-specific materials and components, e.g., New Mobility team and new R&T resources in China. •Customer engagement: Collaboration with OEMs on co-development of next-generation solutions. Align roadmaps with OEM decarbonization and circularity targets.
	As OEMs intensify their focus on decarbonization, Autoneum has a strategic opportunity to develop products and bill of materials (BOMs) that meet low-carbon criteria.	•Revenue growth: Capture new business opportunities from OEMs prioritizing low-carbon sourcing. •Valuation impact: Support decarbonization strategy and improve investor confidence.	•Product innovation: Develop low-carbon variants of existing products using carbon footprint analysis. Increase use of recycled and low emissions material. Design BOM optimized for end-of-life recyclability •Customer collaboration: Collaborate with OEMs to tailor solutions to their decarbonization roadmaps. •Operational integration: Minimize energy and resource use in manufacturing.
Transition Opportunity, Resource Efficiency	Recycling production cut-offs presents a valuable opportunity to reduce waste disposal volumes, lower raw material costs, and decrease associated emissions.	•Cost savings: Reduced raw material procurement costs through internal reuse. Lower waste management and disposal expenses. •Emission reduction: Reduction in Scope 3 emissions, contributing to SBTi-aligned targets.	•Operational integration: Implement closed-loop recycling systems for production cut-offs. Upgrade equipment to enable efficient material recovery and reintegration. •Product strategy: Roll out monomaterial product supporting zero waste vision. •Monitoring and reporting: Monitor and report waste reduction and recycling performance.
	Improving energy efficiency across operations presents a clear opportunity to reduce costs while lowering environmental impact.	•Cost reduction: Lower energy bills through reduced consumption and improved efficiency. •Emission reduction: Reduction in Scope 1 and Scope 2 emissions, contributing to SBTi-aligned targets.	•Operational optimization: Conduct energy audits to identify high-consumption areas. Invest in energy-efficient equipment and automation systems. •Energy monitoring: Monitor and report energy performance to drive continuous improvement. •Incentives: Implement incentives at top management level to support energy reduction.
Transition Opportunity, Energy Source	Entering into Power Purchase Agreements (PPAs) with renewable energy providers offers a strategic opportunity to significantly reduce Scope 2 emissions by sourcing electricity from clean energy sources. PPAs support long-term sustainability goals, help meet regulatory requirements, and demonstrate climate leadership to stakeholders, while also offering potential cost stability and financial predictability.	•Cost stability: Long-term energy price predictability through fixed-rate contracts •Emission reduction: Potential for Scope 2 zero emissions across key production sites.	•Energy strategy: Identify high-emission sites for PPA prioritization. •OEM targets alignment: Align renewable energy strategy with OEM decarbonization goals and regulatory frameworks.
Transition Opportunity, Market	Differentiation through sustainable product portfolio: The transition to a low-carbon and circular economy presents a strategic opportunity to differentiate from competitors by offering a portfolio of environmentally responsible products.	•Revenue growth: Increased demand from OEMs seeking low-carbon and circular solutions.	•Product innovation: Expand product portfolio with low-carbon and recyclable solutions. •Customer engagement: Collaborate with OEMs on co-development of sustainable innovations. •Brand positioning: Communicate sustainability benefits clearly to customers and stakeholders.
	Differentiation through sustainability commitment: As the automotive industry accelerates its transition toward low-carbon and circular mobility, Autoneum has a strategic opportunity to differentiate through a strong and credible sustainability commitment. OEMs are increasingly integrating ESG criteria into supplier selection, favoring partners who demonstrate leadership in climate action, resource efficiency, and transparency.	•Revenue growth: Increased market share and customer retention. Competitive advantages in RFQs and partnerships. •Valuation impact: Enhanced brand reputation and stakeholder trust.	•Governance and strategy: Integrate sustainability into corporate strategy. Set and disclose SBTi targets for emissions reduction and resource efficiency. •Stakeholder engagement: Communicate sustainability commitments to OEMs, investors, and employees. •Transparency and reporting: Align disclosures with TCFD, CSRD, and CDP frameworks. Report progress on key ESG metrics including Scope 1, 2 and 3 emissions, waste, and water use.

These opportunities influence Autoneum's strategic direction, emphasizing sustainability and technological innovation, and impact its financial planning by creating avenues for new revenue streams and cost savings. This is reflected in several initiatives from Autoneum's strategic pillars.

To summarize, the well-below 2°C transition to a lower-emission world presents both transition risks and opportunities for Autoneum. By aligning its strategy with a well-below 2°C scenario, Autoneum can mitigate physical as well as transition risks, while also leveraging opportunities to secure its long-term competitiveness and sustainability.

Climate Transition Plan

The climate transition plan aims to mitigate Autoneum's impacts, to reduce its climate-related risks, and seize the opportunities we have identified. We are part of an emission-intensive industry, which makes the decarbonization of our business particularly relevant. In January 2023, the SBTi validated our mid-term reduction targets, which are in line with a well-below 2°C trajectory:

- Autoneum commits to reduce absolute Scope 1 and 2 GHG emissions by 20% by 2027 (2019 base year).
- Autoneum commits to reduce absolute Scope 3 GHG emissions from purchased goods and services by 20% within the same timeframe.

Furthermore, in line with Switzerland's national climate target, Autoneum is committed to its target of net-zero emissions by 2050.

To achieve these targets and to increase Autoneum's resilience with regard to climate-related risks, we have integrated sustainability–and climate-related issues in particular–on different levels. It is anchored in our corporate strategy, forms an integral part of measures contributing to the decarbonization of Autoneum, and is integrated into financial planning processes.

Integration Into Corporate Strategy

Autoneum's Level Up corporate strategy consists of six strategic pillars, with two addressing issues that are relevant for our transition to a lower-emission economy:

- Pillar 1 "Shape a Future-Fit Product Portfolio" highlights Autoneum's contribution to the electrification of the automotive industry. It includes the development of new products for electric cars, such as battery impact protection plates, flame shields, e-motor encapsulation, frunks, under battery shields, and sustainable products made of recycled monomaterials.
- Pillar 5 "Be the Sustainability Benchmark" is entirely focused on sustainability improvements. It includes our roadmap to net zero emissions, engagement of the supply chain on climate-related topics, our zero waste ambition as part of the transition toward a circular economy, improvements in the carbon footprint of our products, and engaging the entire organization in the sustainability journey.

Strategic Measures

In order to mitigate potential climate-related risks and to be able to seize the opportunities, it is vital to reduce CO_2 emissions along the entire value chain. Autoneum has defined strategic measures to do so:

Emissions Reduction in Own Operations

Autoneum has implemented several key measures to reduce emissions within its operations:

1. **Eco-efficient production processes:** We focus on minimizing energy and water consumption, as well as reducing and recycling waste materials. In 2025, Autoneum executed 140 eco-efficiency projects across all regions, as well as energy efficiency measures, and the recycling of felt and Propylat waste.

2. **Renewable energy adoption**: We remain committed to increasing our use of renewable energy as we continue to install solar panels at locations across our global footprint, including Setubal (Portugal) and Genk (Belgium) in 2025.
3. **Energy management certification:** Autoneum continues its process for ISO 50001 certification. In 2025, 78.6% of Autoneum plants (excluding Jiangsu Huanyu Group and Chengdu Yiqi-Sihuan) were certified according to the ISO 50001 standard, which supports organizations in developing efficient energy management systems.
4. **Sustainable product development:** Autoneum launched a new carpet system that employs a unique process that joins the carpet surface together with the substrate in a single step. The monomaterial construction enables waste-free production and full recycling at the vehicle's end-of-life. By eliminating the use of latex, which is water and energy-intensive, the N-Join1 carpet reduces resource usage and ensures cleaner production.

More detailed information on the management of energy and emissions within Autoneum's own operations can be found in the Climate Change Mitigation Material Topic section.

Supply Chain Engagement

Autoneum is committed to reducing its Scope 3 greenhouse gas emissions, particularly those arising from purchased goods and services. We have set a target to decrease these emissions by 20% by 2027 from the 2019 baseline. In order to meet this target, Autoneum has identified the most critical families that contribute to 69% of the directly purchased material emissions. These material families are: aluminum, fibers, felts, carpets, and foam reagents (polyols and isocyanates). Autoneum has engaged with the main suppliers of these commodities to set emission factor targets in line with our ambition to reduce Scope 3.

The measures include:

- Increasing the use of renewable electricity at Autoneum's suppliers (e.g., aluminum suppliers with energy-intensive processes).
- Increasing the share of recycled content (e.g., use recycled polyester instead of virgin).
- Switching from high-carbon intensity to low-carbon intensity raw materials.

Beyond these critical suppliers, Autoneum actively engages with its supply chain through a Responsible Procurement Framework and the Supplier Code of Conduct. Both ensure that suppliers adhere to environmental standards and contribute to emission reduction efforts. More about Autoneum's engagement with suppliers can be found in the Supply Chain Important Topic section.

Increasing Portfolio of Low Carbon Products

In line with pillar 1 of our corporate strategy "Shape a future-fit product portfolio", we are committed to enhancing the sustainability of our product portfolio by implementing several key measures:

1. **Innovation in sustainable technologies:** We focus on developing products that deliver improvements in sustainability. This includes replacing less sustainable technologies with innovative, eco-friendly alternatives.
2. **Utilization of recycled materials:** We incorporate recycled materials into our products. For example, interior floor products are designed to be lighter and more environmentally friendly, contributing to a reduced carbon footprint.
3. **Development of monomaterial solutions to enable recycling:** Autoneum's product portfolio already includes 100% polyester carpets, underbody, and interior trim parts, which also contributes to a reduction of Scope 3 emissions in Category 1 and Category 5. Through these measures, we strive to increase the share of low-carbon products in our portfolio, aligning with our commitment to sustainability and environmental responsibility.

Customer Engagement

To reduce the climate impact of our products throughout the entire lifecycle, we engage with our customers by developing and supplying innovative, lightweight components that enhance vehicle efficiency. These components, such as underbody systems made of Ultra-Silent, are up to 50% lighter than traditional plastic alternatives, leading to lower fuel consumption and reduced CO_2 emissions. Additionally, our products improve vehicle aerodynamics, further contributing to emission reductions. The exchange with customers is also a focus in connection with ambitious pre-development projects, such as the Renault Emblème, which aims to reduce cradle-to-gate emissions by 90%.

Financial Planning

Autoneum's financial planning reflects a proactive response to climate risks and opportunities, ensuring resilience and competitiveness. Autoneum integrates climate-related considerations into financial planning through:

R&T Investments

Autoneum places a strong emphasis on innovation and sustainability in its R&T endeavors, focusing on developing products that enhance vehicle efficiency while reducing environmental impacts. Consistent with our Level Up corporate strategy, which aims at fostering innovation and creating a future-ready product portfolio, we have established a New Mobility team dedicated to bringing new components for BEVs to market. In 2025, Autoneum successfully launched Impact Protection Plates and E-Fiber Flame Shields for BEVs. Furthermore, we have developed new components that promote a circular economy within the automotive industry. The innovative N-Join1 monomaterial carpet system, crafted from recycled materials, eliminates the need for latex and adhesives. Additionally, the Flexi-Light PET sound insulation system is made from a novel blend of polyester fibers, primarily sourced from recycled PET.

Moreover, Autoneum proudly hosted in 2025 the Automotive Acoustics Conference once again, a leading global convention for vehicle acoustics. The conference focused on smart practices in sustainable noise control, reflecting the increasing market and regulatory demands for performance and sustainability, along with the rapid advancements in the electrification of mobility. Going forward, Autoneum plans to further expand its R&T Center in China with a focus on new mobility and sustainable innovations.

Operations

Autoneum implements advanced manufacturing processes to improve energy efficiency and minimize waste, supporting its sustainability goals. All energy efficiency projects are tracked in a tool called MOVE in which capex, financial, and sustainability benefits are monitored. Each operational unit has annual reduction targets for energy efficiency improvements. Furthermore, Scope 1 and 2 reductions are part of the financial incentives through a bonus remuneration program.

Acquisitions/Divestments

Although specific details are not provided, strategic decisions are influenced by sustainability and innovation to align with long-term objectives. For instance, the acquisition of Borgers Automotive in April 2023 reinforced the recycling expertise of Autoneum with the renowned technology Propylat used for underbody shields, trunk parts, and wheelhouse outer liners. This technology enables the recycling of production waste back into the products. This technology can also be produced in a 100% polyester version, Propylat PET, which is part of the "Autoneum Pure." label.

Access to Capital

Autoneum's emphasis on ESG criteria makes our organization attractive to sustainability-focused investors, strengthening our position in the capital markets.

Autoneum's Resilience Considering Climate Scenarios

Autoneum's analysis showed that we face both climate-related risks and opportunities. While the "Regional Rivalry – A Rocky Road" scenario (above 2°C) poses some risks to Autoneum's own infrastructure and supply chain disruptions, these effects are further in the future and allow us to take preventive measures. Autoneum is focused on maintaining a financially sound base with a solid financial ratio, ensuring a diversified supply chain and mitigating climate-related physical risks in the short and medium term. To complete the picture, a more detailed analysis of the individual sites should be carried out.

The Sustainability scenario (below 2°C), i.e., the transition to a low-carbon economy, also poses some risks. However, Autoneum considers the financial impact to be mostly low. In addition, we are well positioned to lead the transition by embedding sustainability and climate considerations into our corporate strategy, and thus not only mitigate the transition risks but also take advantage of the opportunities.

Risk Management

Autoneum maintains a risk management system and procedures for the identification, reporting, and management of risks.

In 2024, a team of sustainability experts from the Group Functions and the Business Groups identified potential climate-related risks and opportunities in a comprehensive way. These experts include representatives from the Business Groups, Operations, R&T, Legal, Strategy & Sustainability, Purchasing, Finance, EHS, and Quality. The starting point was an in-depth analysis of the current risks regarding climate-related aspects. During workshops, the team determined where in the value chain risks and opportunities are most likely to occur, as well as the time horizon under which the risks are expected to play out. Based on our risk classification scheme, the team also assessed the financial and the strategic impacts that the risks and opportunities would have on Autoneum's strategy and planning. In 2025, Autoneum once again reassessed and updated these risks and opportunities with stakeholders.

All identified risks are categorized based on impact. For each Business Group and Group Function, a specific risk profile is prepared based on the probability of occurrence and its potential financial impact. Following the scaling of the two dimensions, the product of probability and impact indicates the relative weight of the risk (the expectation value). Any risks considered significant are included in the Risk Report to the Board of Directors and Group Executive Board.

The consolidation of the risks as well as the mitigation measures were then presented to the StSC. Finally, an aggregate view is included in a risk report submitted to the BoD and Group Executive Board. The measures relating to the identified risks and opportunities are listed in the tables and in the climate transition plan in the Strategy section.

Autoneum has integrated the identification, assessment and management of climate-related risks into its overall risk management framework through a structured and systematic approach:

1. **Regular risk assessments:** As part of our risk management system, Autoneum conducts regular assessments of general business-related risks, such as strategic, operational, financial, and litigation risks, and evaluates risks with Corporate Responsibility components, including environmental and occupational health and safety risks.
2. **Dedicated ESG risk section:** Within its risk evaluation process, Autoneum includes a specific section that addresses risks related to climate change, ensuring these are systematically considered alongside other business risks.
3. **Semi-annual risk reviews:** The Risk Council, comprising Business Group Controllers and the Heads of Group Functions, performs semi-annual reviews of all identified risks and the measures to address them. The outcomes are summarized in the Risk Report and presented to the BoD and Group Executive Board,

facilitating informed decision-making at the highest levels. By fully integrating climate-related risk assessments into its broader risk management processes, Autoneum ensures that environmental considerations are integral to its strategic planning and operational activities.

Metrics and Targets

Autoneum is committed to achieving net-zero emissions by 2050, in line with Switzerland's national climate target. We aim to reduce the CO_2 emissions caused by our business activities as much as possible and have set near-term targets that are validated by the SBTi (see Climate Transition Plan). Detailed information on our decarbonization roadmap, including current and planned measures to reduce greenhouse gas emissions, can be found in the Climate Change Mitigation Material Topic section. The development of our climate-related metrics are also shown in that section.

CONTENT INDEX ESSENTIALS SERVICE 2026

GRI Content Index

Autoneum Holding AG has reported in accordance with the GRI Standards for the period January 1, 2025 to December 31, 2025. For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders. The service was performed on the English version of the report.

Autoneum publishes an annual Corporate Responsibility Report (CRR). The report for 2025 was issued on March 12, 2026. The contact person for matters relating to this CRR is Ulrike Reich, Head Corporate Communications, (corporate.responsibility@autoneum.com).

GRI 1 used: GRI 1: Foundation 2021
Applicable GRI Sector Standard: none

General Disclosures

GRI Standard/ other source	Disclosure		Location*/Information	Omission (requirement omitted, reason, explanation)	Assured by KPMG
	1. The Organization and its Reporting Practices				
GRI 2: General Disclosures 2021	2-1	Organizational details	CRR, pp. 5, 8		
	2-2	Entities included in the organization's sustainability reporting	If not stated otherwise: Autoneum and its consolidated subsidiaries (AR 25, pp. 133-134		
	2-3	Reporting period, frequency and contact point	CRR 25, p. 106		
	2-4	Restatements of information	Restatements due to changes in measurement for hazardous waste and water stress CRR, p. 50, and non-guaranteed hours workers CRR p. 75		
	2-5	External assurance	CRR 25, pp. 23, pp. 112-115		
	2. Operations and Workers				
	2-6	Activities, value chain, and other business relationships	CRR 25, p. 12		
	2-7	Employees	CRR 25, p. 73		✓
	2-8	Workers who are not employees		Information unavailable/incomplete: Autoneum does not currently systematically collect data on the number of workers who are not employees and whose work is controlled by the organization. Corresponding data collection is currently being developed.	
	Governance				
	2-9	Governance structure and composition	AR 2, p. 42		
	2-10	Nomination and selection of the highest governance body	AR 25, p. 42		
	2-11	Chair of the highest governance body	AR 25, p. 43		

GRI Standard/ other source	Disclosure		Location*/Information	Omission (requirement omitted, reason, explanation)	Assured by KPMG
	2-12	Role of the highest governance body in overseeing the management of impacts	CRR 25, p. 16		
	2-13	Delegation of responsibility for managing impacts	CRR 25, p. 17		
	2-14	Role of the highest governance body in sustainability reporting	CRR 25, pp. 16-17		
	2-15	Conflicts of interest	AR 25, pp. 49-50		
	2-16	Communication of critical concerns	CRR 25, pp. 16, 81		
	2-17	Collective knowledge of the highest governance body	AR 25, pp. 43-46		
	2-18	Evaluation of the performance of the highest governance body	CRR 25, pp. 16		
	2-19	Remuneration policies	AR 25, pp. 141-152		
	2-20	Process to determine remuneration	AR 25, pp. 141-152		
	2-21	Annual total compensation ratio		Information unavailable/incomplete: Autoneum does not currently have complete data for calculating the ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees.	
	4. Strategy, Policies, and Practices				
	2-22	Statement on sustainable development strategy	CRR 25, p. 6		
	2-23	Policy commitments	CRR 25, pp. 16,64,79		
	2-24	Embedding policy commitments	CRR 25, pp. 16,64,79		
	2-25	Processes to remediate negative impacts	CRR 25, p. 81		
	2-26	Mechanisms for seeking advice and raising concerns	CRR 25, p. 81		
	2-27	Compliance with laws and regulations	CRR 25, p. 83		
	2-28	Membership associations	CRR 25, p. 20		
	5. Stakeholder Engagement				
	2-29	Approach to stakeholder engagement	CRR 25, p. 19		
	2-30	Collective bargaining agreements	CRR 25, p. 73		

Material topics

GRI Standard	Disclosure		Location*/Information	Omission (requirement omitted, reason, explanation)	Assured by KPMG
	Materiality Analysis and List of Material Topics				
GRI 3: Material Topics 2021	3-1	Process to determine material topics	CRR 25, p. 21		
	3-2	List of material topics	CRR 25, p. 22		
	Climate Change Adaptation				
GRI 3: Material Topics 2021	3-3	Management of material topics	CRR 25, p. 29		
	Climate Change Mitigation				
GRI 3: Material Topics 2021	3-3	Management of material topics	CRR 25, p. 32		
GRI 302: Energy 2016	302-1	Energy consumption within the organization	CRR 25, p. 48		✓
	302-3	Energy intensity	CRR 25, p. 48		✓
	302-4	Reduction of energy consumption	CRR 25, pp. 35,48		
	302-5	Reductions in energy requirements of products and services	CRR 25, p. 34		
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	CRR 25, pp. 36,49		✓
	305-2	Energy indirect (Scope 2) GHG emissions	CRR 25, pp. 36,49		✓
	305-3	Other indirect (Scope 3) GHG emissions	CRR 25, pp. 36		✓
	305-4	GHG emissions intensity	CRR 25, p. 49		✓
	305-5	Reduction of GHG emissions	CRR 25, pp. 36,49		✓
	Resource Inflows				
GRI 3: Material Topics 2021	3-3	Management of material topics	CRR 25, p. 38		
GRI 301: Materials 2016	301-2	Recycled input materials used	CRR 25, p. 48	Information unavailable/incomplete. Autoneum does not yet systematically collect data on the use of recycled materials from its suppliers (301-2 a). Autoneum is exploring ways to collect this information in the mid term.	
	301-3	Reclaimed products and their packaging materials		Information unavailable/incomplete. Autoneum does not yet track its reclaimed products and their packaging. Autoneum is developing monomaterial products to facilitate reclaiming in the future at the end of life.	
	Waste				
GRI 3: Material Topics 2021	3-3	Management of material topics	CRR 25, p. 44		
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	CRR 25, p. 44		
	306-2	Management of significant waste-related impacts	CRR 25, p. 44		

GRI Standard	Disclosure		Location*/Information	Omission (requirement omitted, reason, explanation)	Assured by KPMG
	306-3	Waste generated	CRR 25, pp. 45-48	Information unavailable/incomplete. Data not available to classify waste depending on the type of material, e.g., plastic, metal, textile (306-3 a).	✓
	306-4	Waste diverted from disposal	CRR 25, p. 48		
	306-5	Waste directed to disposal	CRR 25, p. 49		
	Water				
GRI 3: Material Topics 2021	3-3	Management of material topics	CRR 25, p. 46		
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	CRR 25, p. 46		
	303-3	Water withdrawal	CRR 25, pp. 47,48	Information unavailable/incomplete. Data (303-3-b-v) not available for the breakdown of third-party water.	✓
	303-4	Water discharge		Information unavailable/incomplete. No data available for total water discharge to all areas in megaliters.	
	303-5	Water consumption		Information unavailable/incomplete. Data not available for water consumption from all areas in megaliters. Assumed to be low.	
	Health and Safety				
GRI 3: Material Topics 2021	3-3	Management of material topics	CRR 25, p. 53		
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	CRR 25, pp. 54,56		
	403-2	Hazard identification, risk assessment, and incident investigation	CRR 25, p. 54	Information unavailable/incomplete. Data (403-2 a-d) not available for workers who are not employees but whose work and/or workplace is controlled by the organization.	
	403-3	Occupational health services	CRR 25, p. 54	Information unavailable/incomplete. Data not available for workers who are not employees but whose work and/or workplace is controlled by the organization (403-3 a).	
	403-4	Worker participation, consultation, and communication on occupational health and safety	CRR 25, p. 54		
	403-5	Worker training on occupational health and safety	CRR 25, pp. 55, 57-58		
	403-8	Workers covered by an occupational health and safety management system	CRR 25, p. 56	Information unavailable/incomplete. Data (403-8 a-c) not available for workers who are not employees but whose work and/or workplace is controlled by the organization.	
	403-9	Work-related injuries	CRR 25, pp. 57-58	Information unavailable/incomplete. Data for high-consequence work-related injuries for all employees and for workers who are not employees but whose work and/or workplace is controlled by the organization is not available (403-9 a ii & 403-9 b ii). Separate data not available for the number of hours worked for all employees and for workers who are not employees but whose work and/or workplace is controlled by the organization (403-9 a v & 403-9 b v). As a result, separate IFR data is not available for each of these groups.	✓

GRI Standard	Disclosure		Location*/Information	Omission (requirement omitted, reason, explanation)	Assured by KPMG
				The data for accidents and planned hours worked is not available for the following locations: Winterthur (Switzerland); Aubergenville (France); Munich and Sindelfingen (Germany); Farmington Hills (USA); Shanghai and Changchun (China); Seoul (Korea); and Chonburi (Thailand) (403-9 a iv & v).	
	Training and Skills Development				
GRI 3: Material Topics 2021	3-3	Management of material topics	CRR 25, p. 59		
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	CRR 25, pp. 62,73	Information unavailable/incomplete. Data not available to provide information by employee category and gender for average hours of training. (404-1 a.i. & 404-1 a.ii)	✓
	404-2	Programs for upgrading employee skills and transition assistance programs	CRR 25, p. 60	Information unavailable/incomplete. Autoneum does not currently provide training for employees who are retiring or who have been terminated at all locations (404-2 b).	
	404-3	Percentage of employees receiving regular performance and career development reviews	CRR 25, p. 61	Information unavailable/incomplete. Data not available to provide information by employee category and gender (404-3 a).	
	Diversity				
GRI 3: Material Topics 2021	3-3	Management of material topics	CRR 25, p. 64		
GRI 405: Diversity and equal opportunity 2016	405-1	Diversity of governance bodies and employees	CRR 25, p. 74		✓
	405-2	Ratio of basic salary and remuneration of women and men	CRR 25, p. 66	Information unavailable/incomplete. Data not yet available for most locations (405-2 a). Provided whenever there is a legal requirement. Case-by case renumeration analysis is done during the hiring process or annual salary review.	
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	CRR 25, p. 67		
	Employee Participation and Engagement				
GRI 3: Material Topics 2021	3-3	Management of material topics	CRR 25, p. 68	Information unavailable/incomplete. Data (3-3 e) not fully tracked.	
	Consumers and End-Users				
GRI 3: Material Topics 2021	3-3	Management of material topics	CRR 25, p. 71	Information unavailable/incomplete. Data (3-3 e) not fully tracked.	
GRI 416: Customer Health and Safety 2016	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	CRR 25, p. 72		
	Corporate Culture				
GRI 3: Material Topics 2021	3-3	Management of material topics	CRR 25, p. 79		
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	CRR 25, p. 83		

GRI Standard	Disclosure		Location*/Information	Omission (requirement omitted, reason, explanation)	Assured by KPMG
	205-2	Communication and training about anti-corruption policies and procedures	CRR 25, pp. 82,83	Information unavailable/incomplete. Data not available for total number and percentage of business partners (205-2 c) that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region.	✓
	205-3	Confirmed incidents of corruption and actions taken	CRR 25, p. 83		✓
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	CRR 25, p. 83		
	Supply Chain				
GRI 3: Material Topics 2021	3-3	Management of material topics	CRR 25, p. 84		
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	CRR 25, p. 87	Information unavailable/incomplete. In 2025, Autoneum started screening all of its existing direct material and tool suppliers (including new suppliers) for ESG criteria using the IntegrityNext platform. However, we did not have a breakdown between existing and new suppliers in 2025 (308-1 a).	
	308-2	Negative environmental impacts in the supply chain and actions taken	CRR 25, p. 91		
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	CRR 25, p. 92	Information unavailable/incomplete. In 2025, not all suppliers completed the ESG assessment sent via the IntegrityNext platform (408-1 a & b).	
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	CRR 25, p. 92	Information unavailable/incomplete. In 2025, not all suppliers completed the ESG assessment sent via the IntegrityNext platform (409-1 a).	
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	CRR 25, p. 87	Information unavailable/incomplete. In 2025, Autoneum started screening all of its existing direct material and tool suppliers (including new suppliers) for ESG criteria using the IntegrityNext platform. However, we did not have a breakdown between existing and new suppliers in 2025 (414-1 a).	
	414-2	Negative social impacts in the supply chain and actions taken	CRR 25, p.91		

Independent limited assurance report on selected sustainability information of Autoneum Holding AG

To the Board of Directors of Autoneum Holding AG, Winterthur

We have undertaken a limited assurance engagement on Autoneum Holding AG's (hereinafter "Autoneum") and its subsidiaries (the Group) following selected Sustainability Information in the "Corporate Responsibility Report" (hereinafter "Sustainability Report") for the year 2025 (hereinafter "Sustainability Information").

Our limited assurance on selected Sustainability Information consists of key performance indicators in the areas

- Energy consumption within the organization (as per GRI 302-1)
- Energy intensity (as per GRI 302-3)
- Water withdrawal (as per GRI 303-3)
- Direct (Scope 1) GHG emissions (as per GRI 305-1)
- Energy indirect (Scope 2) GHG emissions (as per GRI 305-2
- Other indirect (Scope 3) GHG emissions (as per GRI 305-3)
- GHG emissions intensity (as per GRI 305-4)
- Reduction of GHG emissions (as per GRI 305-5)
- Waste generated (as per GRI 306-3)
- Employees (as per GRI 2-7)
- Work-related injuries (as per GRI 403-9)
- Average hours of training per year per employee (as per GRI 404-1)
- Diversity of governance bodies and employees (as per GRI 405-1)
- Communication and training about anti-corruption policies and procedures (as per GRI 205-2)
- Confirmed incidents of corruption and actions taken (as per GRI 205-3)

for the year 2025, which are marked with a checkmark " ✓ " within the GRI-Index Table (hereinafter "selected key performance indicators").

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Our Limited Assurance Conclusion

Based on the procedures we have performed as described under the *'Summary of the work we performed as the basis for our assurance conclusion'* and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Sustainability Information in the areas of selected key performance indicators is not prepared, in all material respects, in accordance with:

- Global Reporting Initiative (GRI) for GRI related KPIs
- GHG Protocol, Corporate Standard, for GHG (Greenhouse gas) related KPI,

(hereinafter "reporting criteria").

Our assurance report and our assurance conclusion regarding the selected sustainability information do not extend to other information relating to prior reporting periods or to forward-looking information that accompanies or includes the sustainability information, nor do they extend to any other information included in the Sustainability Report, the Financial Report or the Business Report, to any information linked from these reports.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Understanding how Autoneum Holding AG has Prepared the Sustainability Information

The reporting criteria have been used as criteria references for the disclosures of selected key performance indicators. Consequently, the Sustainability Information needs to be read and understood together with the criteria.

Inherent Limitations in Preparing the Sustainability Information

Due to the inherent limitations of any internal control structure, it is possible that errors or irregularities may occur in disclosures of the Sustainability Information and not be detected. Our engagement is not designed to detect all internal control weaknesses in the preparation of the Sustainability Information because the engagement was not performed on a continuous basis throughout the period and the audit procedures performed were on a test basis.

The accuracy and completeness of selected sustainability information, including the quantification of greenhouse gas emissions, are subject to inherent limitations due to their nature and the methods used to determine, calculate, and estimate these data. In addition, the quantification of sustainability information is associated with inherent uncertainty, as scientific knowledge regarding the factors underlying emission factors and the values required, for example, to combine the emissions of different gases, is incomplete.

Autoneum Holding AG's Responsibilities

The Board of Directors of Autoneum Holding AG is responsible for:

- selecting or establishing suitable criteria for preparing the sustainability information, taking into account applicable law and regulations related to reporting the sustainability information;
- preparing the sustainability information in accordance with the criteria; and
- designing, implementing and maintaining internal control over information relevant to the preparation of the sustainability information that is free from material misstatement, whether due to fraud or error.

Our Responsibilities
We are responsible for:

- planning and performing the engagement to obtain limited assurance about whether the Sustainability Information is free from material misstatement, whether due to fraud or error;
- forming an independent conclusion, based on the procedures we have performed and the evidence we have obtained; and
- reporting our independent conclusion to the Board of Directors of Autoneum Holding AG.

As we are engaged to form an independent conclusion on the Sustainability Information as prepared by the Board of Directors, we are not permitted to be involved in the preparation of the Sustainability Information as doing so may compromise our independence.

Professional Standards Applied
We performed a limited assurance engagement in accordance with International Standard on Assurance Engagements 3000 (Revised) *Assurance Engagements other than Audits or Reviews of Historical Financial Information* and in respect of greenhouse gas emissions, with the *International Standard on Assurance Engagements (ISAE 3410) Assurance Engagements on Greenhouse Gas Statements*, issued by the International Auditing and Assurance Standards Board (IAASB).

Our Independence and Quality Control
We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) of the International Ethics Standards Board for Accountants (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Our firm applies ISQM 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our work was carried out by an independent and multidisciplinary team including assurance practitioners and sustainability experts. We remain solely responsible for our assurance conclusion.

Summary of the Work we Performed as the Basis for our Assurance Conclusion
We are required to plan and perform our work to address the areas where we have identified that a material misstatement of the Sustainability Information is likely to arise. The procedures we performed were based on our professional judgment. Carrying out our limited assurance engagement on the Sustainability Information included, among others:

- assessment of the design and implementation of systems, processes and internal controls for determining, processing and monitoring sustainability performance data, including the consolidation of data;

- inquiries of employees responsible for the determination and consolidation as well as the implementation of internal control procedures regarding the selected disclosures;
- inspection of selected internal and external documents to determine whether quantitative and qualitative information is supported by sufficient evidence and presented in an accurate and balanced manner;
- assessment of the data collection, validation and reporting processes as well as the reliability of the reported data on a test basis and through testing of selected calculations;
- analytical assessment of the data and trends of the quantitative disclosures included in the scope of the limited assurance engagement; and
- assessment of the consistency of the disclosures applicable to Autoneum with the other disclosures and key figures and of the overall presentation of the disclosures through critical reading of the Sustainability Report 2025.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement.

KPMG AG

Florin Janine Krapp
Licensed Audit Expert

Florian Martin Häller
Licensed Audit Expert

Zurich, March 11, 2026

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