




Future powered  
by excellence.



# ESG REPORT 2022



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# Management Statement



Looking back at 2022, this year will probably be remembered as another challenging one. After two years in which world economy but also daily life were influenced by the pandemic heavily, it seemed to become an optimistic start, but instead the next crisis followed. 2022 was marked by the shocking beginning of the war against Ukraine and the associated rise in energy prices, interest rates and inflation.

Even in this very challenging environment, Astotec Automotive's operating business performed well and was able to succeed in terms of both, volume and earnings. Additionally, Astotec Automotive found a new location in China to be present at the Asian market.

It was not only the economic development of Astotec Automotive that proved to be strong and stable: We were also successful in sustainability management and we are working to continuously improve our sustainability performance.

For Astotec Automotive, the main sustainability topics are safety and health of our employees, decarbonisation strategy, environmental and social aspects along the value chain as well as securing a sustainable business development.

Currently, the biggest challenge in sustainability management is and remains climate change. The effects of climate change were not only omnipresent in the media. The effects of climate change, such as floods, heatwaves, fires and tornados, were visible right outside the front door.

Our clear commitment to the Paris Climate Agreement is a central component of the sustainability strategy. Therefore, we are working on the development and implementation of a Net-Zero decarbonisation strategy for all locations

of Astotec Automotive. The first steps are to annually evaluate the emissions of scope 1 and 2 as well as three scope 3 categories and continuously working on reduction initiatives, such as invest in green electricity, thermal restoration of buildings and car sharing for commuting. Since 2021, we compensate all remaining emissions.

Besides the main topic of climate change, new regulations and laws as well as increasing customer requirements on sustainability, such as Corporate Sustainability Reporting Directive (CSRD), Corporate Sustainability Due Diligence Directive (CSDDD) and EU Taxonomy, accelerate the scope and value of sustainability.

As a family-owned business with more than 160 years of experience, we think in generations. At Astotec Automotive, we see it as a part of our strategic principles and our responsibility towards future generations to meet these challenges. Today, the success of a company is determined by cooperation, organization and dedication to sustainable action in an economic, ecological and social sense. In order to remain a successful company, we work actively and continuously to improve our market position, stay innovative and create sustainable value as well as economic growth.

In 2020, we founded our sustainability program FAIR. Our goal is to incorporate sustainability into our business model and align our strategic goals with the UN Sustainable Development Goals.

Our plan is ambitious but realistic. We want to start lighthouse projects in our environment, want to be a leader in this transformation. We want to change the way of doing business. We will collectively act for a better future, today and every day.

**Manfred Pock**  
Managing Director Sales & Innovation  
Astotec Automotive Group

**Stefan Eckhardt**  
Managing Director Operations  
Astotec Automotive Group

# Introduction

## About the report

In 2020, Astotec Automotive began to deal more closely with the topic of Corporate Social Responsibility (CSR) - the social responsibility of companies to operate sustainably. We started our journey to demonstrate commitment to sustainable business practices. After several external company visits and workshop series, the idea of our own sustainability program called FAIR came up. This program combines two holistic approaches on sustainability, the triple bottom line: people, planet, profit and the 17 Sustainable Development Goals (SDGs).

In 2022, we extend our sustainability concept by the term Environmental, Social and Governance. This development reflects the multitude of new law regulations and their necessity to put a quantifiable stamp of credibility on the sustainability performance of companies. Since then, Astotec Automotive focuses on evolving as environmental and people friendly company. This is our second report. We would like to present an overview on our activities in the field of CSR, to give our stakeholders insights into the

sustainability strategy of Astotec Automotive and to explain transparently where we stand and what we are working on. The report outlines our efforts to contribute to and align with the UN Sustainable Development Goals (SDGs).

The report contains information and data to illustrate the main activities of Astotec Automotive, its headquarter in Hirtenberg (AT) and its active subsidiaries in Winzendorf (AT), Pápa (HU), Brankovice (CZ), Changzhou City (CN) and inactive subsidiary in Auburn Hills (USA).

All topics mentioned in this report are analysed for the entire group of companies and data is provided where it is available. Our approach is implemented within the group, with additional measures implemented locally according to local laws and standards. The reporting period for the published key figures and descriptions covers the financial year and thus the period from January 1st to December 31st, 2022. We plan to update the sustainability report every three years.

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# Foundation for Sustainable Development

# FAIR

## Our sustainability program

In 2020, Astotec Automotive began to deal more closely with corporate reporting on sustainability by inventing our sustainability program called "FAIR". Until then, sustainability had already subliminally existed in many individual projects and initiatives.

With the concept of Corporate Social Responsibility - the social responsibility of companies to operate sustainable. We started our journey to demonstrate commitment to sustainable business practices. In 2022, we extent our sustainability concept by the term Environmental, Social and Governance. This development reflects the multitude of new law regulations and their necessity to put a quantifiable stamp of credibility on the sustainability

performance of companies.

Astotec Automotive aims to foster sustainable development in a systematic approach. In order to deliver on our promise as an environmentally friendly and socially responsible company, we launched a dedicated sustainability program in 2020 called "FAIR".

FAIR is a combination of the three pillars of sustainability: "People, Planet, Profit", and of the 17 Sustainable Development Goals agreed on by the United Nations (UN) - also known as the 2030 Agenda. This program enables us to combine a holistic approach with tangible goals that really promote sustainability.



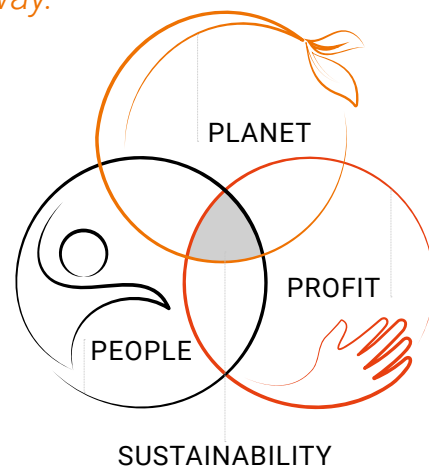
## FAIR - the logo



Together, the leaf and the hand wrap around the person in an assisting, supportive and protective way.

## 3 pillars of sustainability

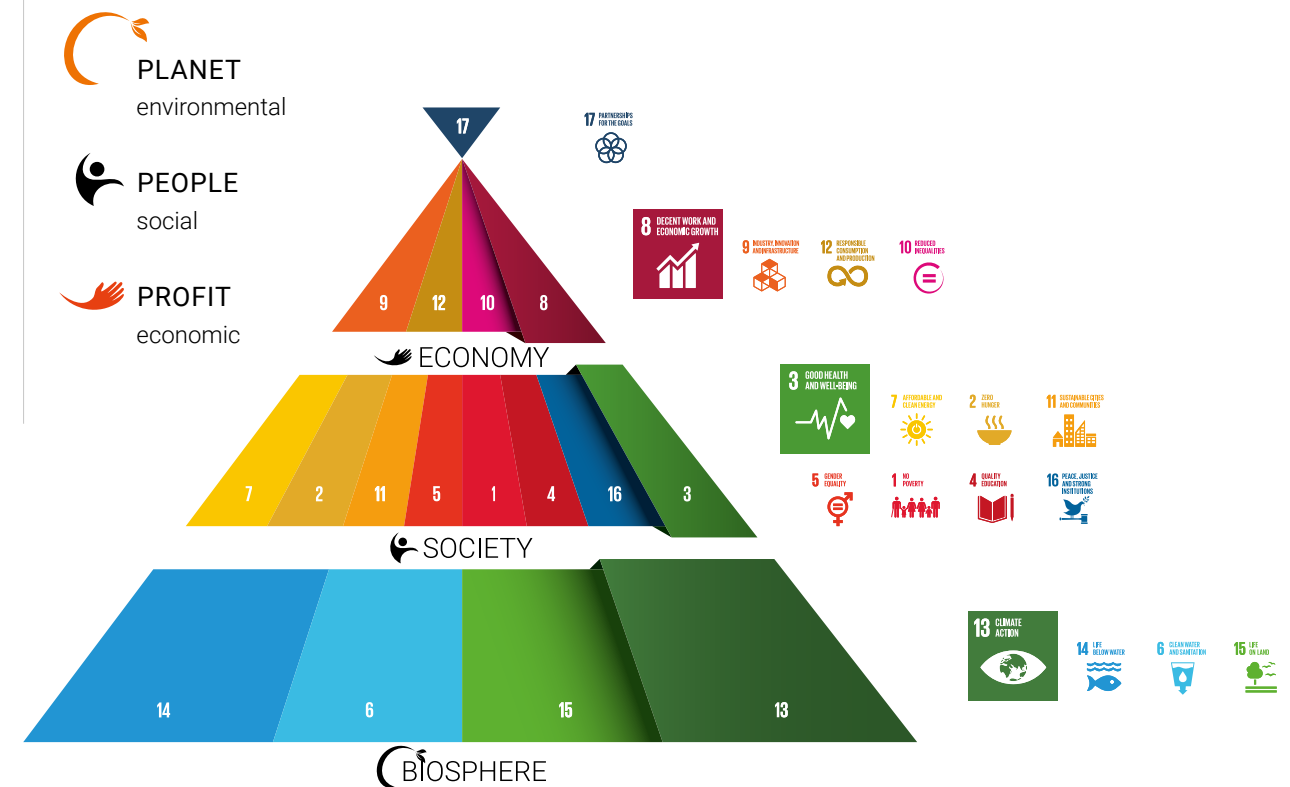
The three categories...  
...are mutually dependent.



- PLANET**  
environmental
- PEOPLE**  
social
- PROFIT**  
economic

### The three-pillar model of sustainability

is based on the idea that sustainable development can only be achieved through simultaneous and equal implementation of environmental, economic and social goals.



For Astotec Automotive, corporate social responsibility (CSR) means to operate sustainably. We can only ensure the long-term success of the company and add genuine value for both people and the planet, if we give equal consideration to social, environmental and

economic factors. Therefore, the approach of the Stockholm Resilience Centre to cluster the 17 SDGs into the three pillars of sustainability has emerged as most suitable concept for our sustainability program.

„Economies and societies should be seen as embedded parts of the biosphere. This vision is a move away from the current sectorial approach where social, economic, and ecological development are seen as separate parts.“

– Stockholm Resilience Centre

## Sustainable Development Goals



The Sustainable Development Goals (SDGs) were developed as a follow up for the Millenium Development Goals by a working group of the United Nations together with thousands of stakeholders.

The aim was to mobilise efforts around the world, to end all forms of poverty, to fight inequalities and to tackle climate change together. The SDGs were approved by the United Nations General Assembly as part of the World Summit on Sustainable Development in New York on September 25, 2015.

193 member states of the UN have committed to the 17 goals and 169 targets for global sustainable development and supporting objectives.

*„The economy serves society so that it evolves within the safe operating space of the planet.“*

– Stockholm Resilience Centre

## Overview 17 SDGs





# Company Profile

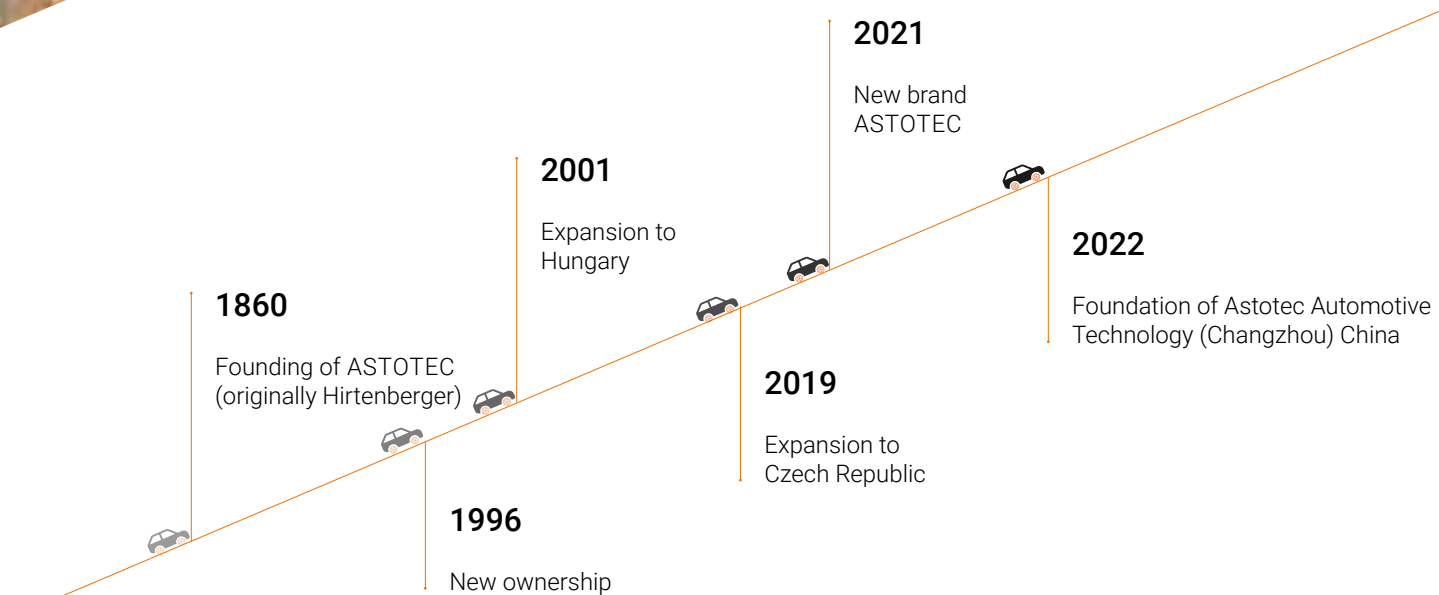
Who we are



Astotec  
Automotive

## Astotec Automotive – leaders in their field

We serve the automotive market and special pyrotechnic applications beyond automotive safety. Using our experience and expertise, we help to save lives in milliseconds.



Chapters in a succesful history



## Who we are

Location Astotec Automotive

Auburn Hills, USA

locations, EUROPE

Changzhou, CHINA

Brankovice, CZECH REPUBLIC

Hirtenberg, AUSTRIA

Pápa, HUNGARY



>1200  
EMPLOYEES



142 MIO €  
REVENUE



5  
LOCATIONS  
WORLDWIDE



>160  
YEARS OF  
EXPERIENCE

Astotec Automotive  
at a glance



## COMPANY PROFILE

### What we do

Astotec Automotive – leaders in their field.



#### Astotec Automotive

Astotec Automotive is a global player in occupant and electrical safety and the market leader in pedestrian safety solutions. We are a development partner for manufacturers and suppliers for safety applications with an in-house test center. The use of our own tailor-made igniters for pyrotechnic solutions guarantees the highest level of safety and reliability.

### What we stand for

We know the power of customized technologies. That is the reason why we focus on developing and supplying precision metalwork, sophisticated igniters and effective pyrotechnics.

#### Taking safety one step further

Astotec Automotive's developments and solutions help to save lives within milliseconds. Our knowledge and expertise give us the opportunity to create a safer world now and in the future.



#### Leading the way – shaping the future

Astotec Automotive works on the global megatrends in today's automotive and industrial sectors and aims to help reducing the 1.35 million traffic fatalities each year. **"Future powered by excellence"** is much more than a slogan. It drives all our employees to deliver innovative ideas and outstanding precision work that really move society forward.



#### A responsibility to society

At Astotec Automotive, corporate social responsibility is taken seriously: it means a true commitment to the company, people and the environment.







# Our Mission

## Future powered by excellence.

This guiding principle is what drives us to create innovative solutions that make the world a safer and better place every day.



# Our Values

Astotec Automotive has committed itself to certain immutable values and the highest standards defined in our Code of Conduct. Our desire to have open and positive relationships with employees can be traced back to our origins as a traditional Austrian family firm.

Astotec Automotive's team is comprised of employees from diverse locations and cultures. Our four core values are important to ensure the highest degree of trust and quality, not only internally, but also in our dealings with external partners.



### Innovation

Each day, we look for the best solutions for our customers and our company. By continuously optimizing our entire organization, we are creating a solid basis for a successful future for us all.



### Responsibility

We recognize our responsibility towards people, planet and profit. The combination of all three is our path to a sustainable, successful future.



### Passion & Motivation

Our work and achievements are our biggest passion. This is what drives us constantly.



### Teamspirit

We know we can be successful if we work as a team. After all, "Together Everybody Achieves More".



# Our Values

## What happened in 2022



### Q1: Passion & Motivation

#### ASTOTEC AUTOMOTIVE TREE OF LIFE

We produced and installed large laser-cut metal Astotec Automotive trees of life at all our locations. These trees of life symbolize a sign of life for our ValYOUs. We all filled the branches of the trees with our leaves. Leaves, with notes from us what is our personal Passion & Motivation at Astotec Automotive. We invite all to write on it what they like, why they like to work for us and what motivates them to give their best every day.



### Q2: Responsibility

#### SHOW OUR COMMON RESPONSIBILITY AT ASTOTEC AUTOMOTIVE

With our walking tree (living tree in a pot) that went from one company location to the next, we like to show our ability to take and give responsibility in a symbolic way. Each department hosted the tree for a certain time and took over responsibility for it. Our Responsibility Tree started its journey in the caring hands of Manfred Pock, Managing Director of Astotec Automotive. This year in May, we planted the tree healthy at our location in Hirtenberg.

Why another? A tree must be cherished and cared for in order to grow and thrive. This could be used as a metaphor for our company. Here, too, we all have a responsibility to do our utmost to ensure that the company grows and thrives, that our company develops positively, that we retain secure jobs and that we make good progress in these turbulent times.

#### ASTOTEC AUTOMOTIVE LOGO REFLECTORS

Another initiative from two value ambassadors was to produce reflector tags for school bags and backpacks in the shape of our logo. All Astotec Automotive employees received one reflector. Furthermore, we contacted the local schools in Hirtenberg, Winzendorf and Brankovice and jointly initiated a small campaign. All students of these three schools participated in a drawing competition. The theme of the competition is „What is important in road traffic“. For participating, each student received a reflector too. Furthermore, there were three winners per class, who won a gym bag, a rain cover for bicycle helmets and a small painting set. Due to the large number of elementary schools in Pápa, we agreed with the AHU ValYOU Ambassadors that instead of the students, the children of the employees should participate in the drawing competition.

Our products are indispensable when it comes to road safety and our Astotec Automotive reflectors are equally indispensable when it comes to visibility in road traffic. Now we are happy that so many children wear our logo as a tag on their school bags.



### Q3: Teamspirit

#### SOLO-PHOTOCHALLENGE

We started a photo challenge in Q3 and asked our employees to share with all of us their vacation photo, ideally with a great detail - with our company name Astotec Automotive or our logo, no matter in which way, whether written in the sand on the beach or in any other creative ways. The winners won the Astotec Automotive tour, which means that they all got the possibility to travel around to all Europe Astotec Automotive locations and let the team spirit prevail.



### Q4: Innovation

In Q4 we organized facilitated workshops at all sites according to the value. First we agreed on the definition of the goal and the framework. Main part of the workshop was to generate ideas and to evaluate them. Afterwards the elaboration of the final concepts take place.



# Stakeholder Engagement

Astotec Automotive is in a continuous exchange with its stakeholders and incorporates the knowledge gained from this interaction into its business decisions. We communicate our corporate activities transparently and also ask ourselves critical questions.

## DIFFERENT FORMS OF ONGOING STAKEHOLDER DIALOGUE:

- Customer and sales meetings
- Research and development cooperation
- Periodic employee events
- Quarterly and annual reports
- Dialogues with stakeholders
- Representatives from business and politics

As a development and series supplier of highly sensitive products, we are constantly challenged to recognize trends at an early stage, to adapt our corporate and sustainability strategies to them and to work consistently on their implementation. It is very important to us to enter into dialogue with our stakeholders in order to identify relevant topics and challenges.

Our stakeholders are people and groups, who have vested interests and claims directly or indirectly involving the business activities of the company. Responsible corporate management can only take place in dialogue with the company's stakeholders. The involvement of stakeholders in corporate decision-making processes is understood as a continuous process.

*"By taking concrete measures, we want to achieve comprehensible results and communicate them to our stakeholders."*



# ESG Strategy

Because it is our future



In order to sharpen the strategic orientation in terms of sustainability, three core SDGs - one SDG for each pillar of sustainability - were identified.



13

REDUCE CO<sub>2e</sub> EMISSIONS



8

FOSTER SUSTAINABLE GROWTH



3

SAVE LIVES







# People

3 GOOD HEALTH AND WELL-BEING



## Social challenges

Sustainable Development Goal 3, Astotec Automotive's core SDG for people, requests: **Ensure healthy lives and promote well-being for all at all ages worldwide.**



GLOBAL



COMPANY

Still, until today, due to the climate crisis, wars, COVID-19 and environmental disasters, poverty and famine continue to increase. According to the United Nations General Assembly, these circumstances result also in disrupted essential health services in 92% of the countries, halted progress on universal health coverage, a decrease in global life expectancy and immunization coverage as well as prevalence of anxiety and depression.

Furthermore, SDG 3 aims to reduce the number of global deaths and injuries from road traffic accidents drastically.

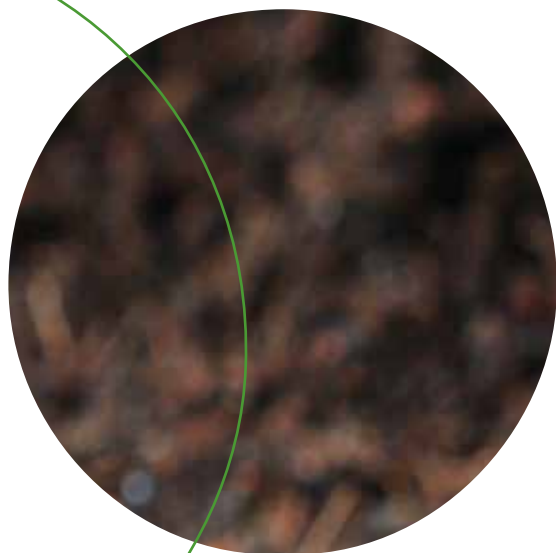
According to the World Health Organization, approximately 1.3 million people die each year as a result of road traffic crashes, road traffic injuries are the leading cause of death for children and young adults aged 5-29 years and more than half of all road traffic deaths are among vulnerable road users: pedestrians, cyclists, and motorcyclists. The main risk factors include for example speeding, driving under the influence, unsafe vehicles and nonuse of safety equipment, such as helmet or seatbelt.

Whether we look at the product range, or the day-to-day operation on site, the human being is at the center of our attention.

Astotec Automotive considers the employees as the most valuable asset of the company. Due to the fact that we work with pyrotechnics, it is our highest priority to keep our workplace safe. Therefore, the Health Safety and Environment team takes care of occupational safety and accident prevention by a variety of activities, such as regular trainings and an annual day of awareness for all employees, bi-weekly HSE-walks and certification after ISO 45001. Supplementary, an occupational health management team offers a variety of initiatives, such as medical screenings, mental health assistance program and training on healthy nutrition to promote the well-being of our employees.

Concerning our product strategy, we focus on products that protect. Astotec Automotive delivers safety products for the automotive industry as well as in the field of avalanche protection. With our product range we save occupants as well as pedestrians and also improve the safety of electrical vehicles.





### 3 GOOD HEALTH AND WELL-BEING



## Overview SDGs people

### 1 NO POVERTY



#### NO POVERTY

Code of Conduct  
Open-ended employment contracts  
WE CARE association for financial support  
Purchasing conditions for suppliers  
Financial and martial donations  
Charitable activities

### 2 ZERO HUNGER



#### ZERO HUNGER

On-site food services  
Free coffee and regular fruit basket  
Raised garden-beds

### 3 GOOD HEALTH AND WELL-BEING



#### GOOD HEALTH AND WELL-BEING

Range of products that save lives  
Occupational health management  
Free mental and physical health service  
Health care program  
Occupational sports program  
Health- and safety officers  
Safety trainings and events  
Physical and mental workplace evaluation

### 4 QUALITY EDUCATION



#### QUALITY EDUCATION

Personal development lab  
Digital learncamp  
Cooperation with universities  
Cooperation with research institutes  
Internships for pupils and students  
Supplier development program



## Overview SDGs people



### GENDER EQUALITY

Possibility of part-time work  
Flexible working hours  
Home office for white collars  
Maternity and paternity leave  
Fair pay



### AFFORDABLE AND CLEAN ENERGY

100% green electricity at all locations  
In total 1 MWhp photovoltaic panels  
Energy monitoring system  
Electric vehicle charging stations  
Remote control for new buildings



### SUSTAINABLE CITIES AND COMMUNITIES

Cooperation with local suppliers  
Annual cross-border soccer tournament  
Support of local non-profit associations



### PEACE, JUSTICE AND STRONG INSTITUTIONS

Code of Conduct  
Member of respACT  
Compliance officer



### PARTNERSHIPS FOR THE GOALS

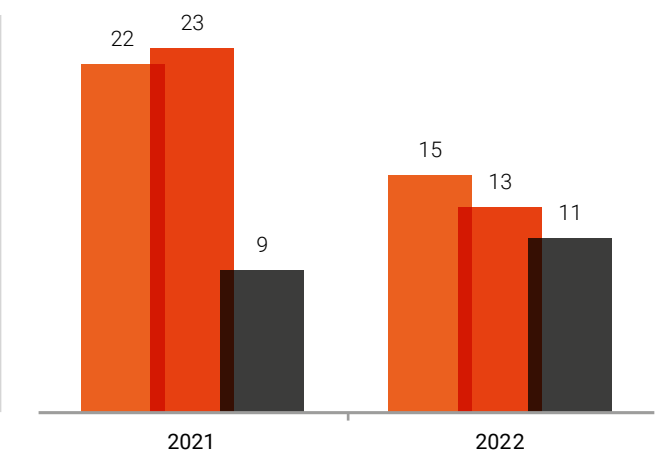
Various external certification  
Cooperations with research institutes  
Representation at IV NÖ

## Metrics people

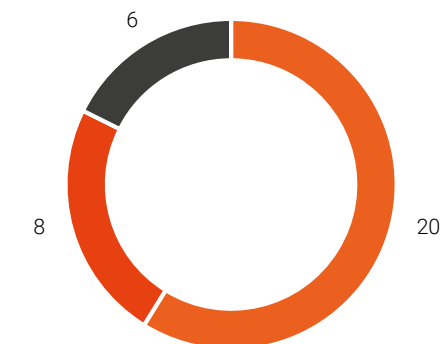
### COMPARISON 2021 TO 2022

Near Misses | First Aid Cases | Lost Time Injuries

■ Near Misses  
■ First Aid Cases  
■ Lost Time Injuries



### 2022: HEALTH ACTIVITIES IN TOTAL



■ Body  
■ Nutrition  
■ Mental health



## Employees as the most valuable asset

*"Employees are the most valuable asset of our company."*

*– President of the board Ing. Gerhard Schuster*

Only satisfied and healthy employees perform well on a long-term. Therefore, Astotec Automotive has been consistently striving for the well-being and work safety of our staff.

Astotec Automotive's health management rests on two pillars: occupational safety and accident prevention as well as workplace health promotion – each taking into account the special requirements of a company that deals with pyrotechnics.

## Occupational safety and accident prevention

For many years, Astotec Automotive has been working on a variety of ways to protect and further improve the health of our employees. We take care to ensure that the operating sites and the use of work machinery are safe and that production processes are as free as possible from hazards. In accordance with legal requirements, there is a safety officer at each location. This person is supported by safety representatives, first aiders, fire protection officers and environmental officers as part of the Health, Safety and Environment team.

Astotec Automotive provides its employees with appropriate protective clothing or equipment. Accidents and illnesses can never be completely avoided. Irrespective of this, we do everything possible to prevent personal injury in particular. Additionally, all automotive locations are certified after ISO 45001.

As a matter of principle, all our employees are called to work proactively on sustainable improvements and to get involved. For example, we encourage them to report near misses in order to prevent accidents from happening. In parallel with our own guidelines, we also comply with legal regulations and other applicable requirements in each country in which we do business. We also involve our employees in the respective work areas when dealing

with questions and issues relating to health and safety in the workplace.

Every accident has to be reported immediately to the superior and the safety officer. An accident report must be prepared on the course of the accident, documenting the situation and any health effects that may have occurred. Subsequently, the lessons learned are discussed in various committees and experience values and corresponding countermeasures are shared in order to create synergies and learn from each other.

In the past year 2022, there were in total 11 lost-time-injuries at work. Unfortunately, this means a slight increase compared to 2021 by two additional lost-time injuries.

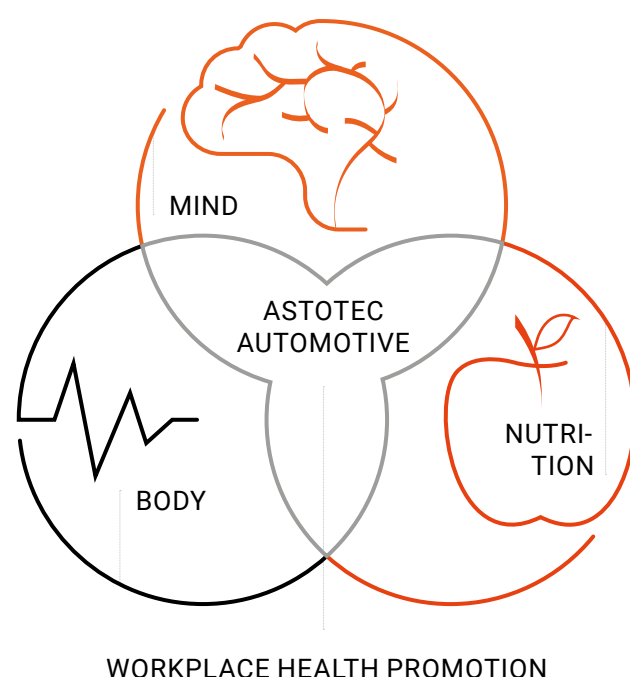
A lost-time injury is defined as an accident that kept the injured person away from work for more than three days. Furthermore, there were 13 cases of reported first aid incidents and 15 reported near misses. We consider these numbers a good starting point, given the fact that Astotec Automotive employs a workforce of around 1200 employees.

However, because every accident at work is one too many, Astotec Automotive tries to further reduce the already low number.




## Workplace health promotion

Workplace health promotion is the second pillar to support good health and well-being of our employees. Our goal is to foster their health as much as possible to prevent potential diseases. We are aware of the fact that healthy employees are safer, happier and more productive at work.




### Occupational health team

In 2020, a group of employees from different locations, mainly from Human Resource departments, established a common occupational health team called Astotec Automotive for Health. Together, this team develops the annual health calendar to foster employees' health in a holistic approach. The holistic approach refers not only to physical health and healthy nutrition, but mental and emotional health as well. Besides being physically fit, this shall result in employees that can cope with workplace pressures and manage their stress and emotions productively. Furthermore, the Astotec Automotive for Health team uses the regular meetings to exchange experience on barriers and incentives of fostering workplace health promotion.

 **BODY**  
Physical health

 **NUTRITION**  
Healthy food

 **MIND**  
Psychological health

Astotec Automotive offers a wide range of workplace health promotion, which varies depending on the location. It ranges from regular general medical checks by the company doctor, vaccination programs, free professional psychological help, to online learn cafés, which provide information and instructions on how to take responsibility for their own health to our employees. These consultations are flanked by on-site sport classes and more specific health checks as for example sight test, hearing test or examination of birth marks.

### Astotec Automotive for Health BODY

In the following passage, we would like to present selected Astotec Automotive for Health activities of 2022 to support the physical health of our employees.

#### ON-SITE PHYSIOTHERAPY



Prevention of sickness absences or employee termination due to musculoskeletal disorders.

#### ON-SITE MEDICAL CHECKS AND VACCINATION PROGRAM



Preserve the health of workers and contribute to preventive actions, better knowledge of working conditions for the provider of the medical checks, possibility of direct in-house consultations regarding health and safety issues and reduce lost time and travel expenses (incl. CO<sub>2e</sub>) due to travelling to and from external medical checks.

### SDG 3



In the last quarter of 2022, the first cycle for a group of 15 employees started. For this trial, employees with a potentially high-risk level for musculoskeletal disorder, due to their daily work tasks, were chosen. The cycle included up to six sessions as well as an entry and final diagnostic talk. On average, 4,9 sessions per participant were used. The results showed spontaneously positive reactions. In the beginning, the participants started with an average pain level of 3,5 points reduced to average pain level on output 1 point. The average pain level for population in the Czech Republic is 2,5 points on a scale of 1 to 10. 10 points being the maximum on this pain scale.

### SDG 3 | SDG 13



Since 2022, employees of all locations have the possibility of on-site medical checks. Besides regular appointments for medical checks by the company doctor, in autumn the employees had also the possibility to utilize the free birthmark examinations (69 participants), bioelectrical impedance analysis, which measures the current body composition (77 participants) and vaccination program against flu (37 participants).





## SPORTS PROGRAM AND COMPANY CHALLENGES



Preserve the health of workers and contribute to preventive actions, minimize financial and organizational challenges to do sport on a regular basis and support a good working climate.

## SDG 3



Since several years, Astotec Automotive has been organizing a weekly training for the local company soccer teams. As an annual highlight, the cross-national soccer tournament took place in Hirtenberg, where all location participated.

Besides the soccer training, Austrian employees are offered four different sport classes, which are free of charge if the employee participates more than 80% of the trainings. The offer includes self-defense training, preventive back training, functional as well as core training. As an additional incentive, the wild card was invented. It gives the employee the possibility to collect additional attendances in other sport classes to reach the attendance target of 80%.

In 2022, Astotec Automotive participated at four company competitions. In Hungary, a group of eight employees competed at the 16th Ultrabalaton - an annual race around lake Balaton.

In Austria, twelve employees participated at the Neunkirchner company race and took 2nd place. Furthermore, 57 employees participated at the Sparkasse race Wiener Neustadt and took 1st and 3rd place in the category female Nordic Walking as well as 2nd place in mixed Nordic Walking. At the Lower Austrian bicycle

challenge nine employees took part and collected 3,591 km between March and September of 2022.

Additionally, Astotec Automotive offered free running shoe analysis (20 participants), where employees got information about their personal perfect running shoe as well as the possibility to purchase running shoes with the company discount and free bicycle checks (32 participants), where small reparations were done, as supporting sport services.



## Astotec Automotive for Health MIND

The passage Astotec Automotive for Health Mind focuses on the second pillar of our workplace health promotion, the mental health. In the following, we will summarize the most important highlights that addressed this topic in 2022.

### EMPLOYEE ASSISTANCE PROGRAM FOR MENTAL HEALTH



#### SDG 3



Based on the regular mental stress evaluation of our employees, we decided to offer an employee assistance program with focus on mental health to our Austrian and Czech employees. The employee assistance program was implemented in cooperation with an external professional provider. Together, we address the increasing psychological and stress-related strains. With this offer, employees have an easily available, free-of-charge access to counselling in a professional but also private context, in order to effectively meet current challenges.

The offer includes the possibility of online coaching for both, professional and private issues. Experts, all qualified and experienced psychologists, advise on topics such as stress management, time management, dealing with overload, self-reflection, conflict management, topics relevant to leadership, motivation, self-confidence, resilience, goal setting, partnership, parenting, patchwork, marriage, grief and loss and many more.

Counselling is confidential and anonymous and can also be accessed from home - even in the evenings and at weekends. The initiative is accompanied by regular communication and deep dive webinars on mental health, which are accessible via our intranet in order to reach as many employees as possible.

Strengthen the understanding of mental health protection and a workplace that does not cause illness as a fundamental right of our employees, and provide anonymous psychological support for employees.

## Astotec Automotive for Health NUTRITION

The passage Astotec Automotive for Health Nutrition focuses on the third and last pillar of our workplace health promotion, healthy nutrition. In the following, we will summarize our approach and activities to support this topic in our company.

The tendency to eat unhealthy is one of the major negative side effects of industrialization. Not only are people in rich countries getting bigger and bigger, they are also eating more and more unhealthily. More than half of all deaths in industrialized nations are already linked to poor nutrition, e.g. due to diseases of the cardiovascular system, cancer diseases or metabolic diseases such as diabetes. On the positive side, however, the trend toward healthy eating is growing.

Therefore, we consider nutrition an important field of action for our health promotion in the context of occupational health management and aim to foster the interest in healthy nutrition.

### HEALTHY NUTRITION IN THEORY AND PRACTICE



#### SDG 3



Stress, lack of opportunities to eat or eat healthy, a lack of break culture, or simply a wrong understanding of healthy eating - the reasons why it does not work are many.

Unhealthy eating correlates strongly with lack of knowledge. Therefore, we provided an online learn café and participated at the AUVA health-day to transfer general information on healthy nutrition (healthy and unhealthy foods, but also about the right nutrient composition and healthy eating behavior), common myths and tips on how to eat healthy at your work place.

The results of the employee survey showed another important factor when it comes to healthy nutrition, the availability. Therefore, we improved the situation on suitable premises. For example, in Hungary and Austria, social rooms with the possibility to buy, reheat and eat food were extended. Depending on the location, employees can purchase food from the canteen, food trucks or local providers.

Because healthy food is often also a question of money, Astotec Automotive tries to lower that burden in various ways. For example, one location supports healthy food financially, another one offers regularly fruit and vegetable baskets invested in high-raised beds to grow vegetables and a third location gives away vitamin packages during winter time as a prevention action to seasonal sickness.

Strengthen the understanding of healthy nutrition and establish a workplace that does support break culture and healthy food on-site.



# Planet



## Environmental challenges

Sustainable Development Goal 13, which is our core SDG for planet, postulates: **Take urgent action to combat climate change and its impacts.**



GLOBAL

The consequences of climate change are already unstoppable, but without action, we will face a climate catastrophe. Scientific bodies as well as intergovernmental panels, such as Intergovernmental Panel on Climate Change and The United Nations, are warning about the impacts and eco-system vulnerability constantly. To keep our planet viable, we must limit global warming as far as possible. Otherwise, we face collapse of coral reefs, drastic sea level rise, further increase on medium- to large scale disasters and droughts that will result in an estimated displacement of 700 million people by 2030.

Until today, we still overuse the available resources provided by mother nature. The annual earth overshoot day arrives earlier and earlier each year. Additionally, we produce far too much waste and often it is not recycled, nor disposed properly. Many resources signal to us that they are finite. And others, like drinking water, show us that their availability comes to a crucial point.

One critical factor that is often underestimated is biodiversity. It is declining dramatically. This has the potential to fundamentally alter the natural interplay on the continents.



COMPANY

Astotec Automotive is committed to the Paris Climate Agreement. This agreement includes targets, such as limiting global warming to a maximum of 2 degrees Celsius above pre-industrial levels, reduce global greenhouse gas emissions to (net) zero by the middle of the 21st century as well as support measures by developing countries (through capacity building, technology transfer and financing).

Therefore, we measure our emission balance on an annual basis, invest in on-site green electricity on a large scale, constantly work on initiatives to reduce and avoid emissions, such as usage of waste heat, thermal restoration of company buildings and car sharing initiatives for commuting. All remaining emissions of scope 1, 2 and selected scope 3 categories are compensated with certificates of Gold Standard projects, such as clean drinking water project in Rwanda and clean energy production in Turkey.

Furthermore, as part of the ISO 14001 certification, our annual HSE-program focuses on increasing the depth of measuring environmental performance indicators, such as energy, water and pressured air consumption as well as reducing waste to a minimum and transfer knowledge on correct waste disposal to our employees. Drawing more attention on to the promotion of biodiversity, we started with our own beehives, created flower meadows and planted indigenous tree species on each location.



## 13 CLIMATE ACTION



## Overview SDGs planet

### 6 CLEAN WATER AND SANITATION



#### CLEAN WATER AND SANITATION

Responsible handling of harmful chemicals  
Annual check of water quality  
Tracking of water consumption  
Water dispenser for employees

### 13 CLIMATE ACTION



#### ACTIONS AGAINST CLIMATE CHANGE

Annual calculation of the CO<sub>2</sub> balance  
CO<sub>2</sub> neutrality as long-term goal  
ISO 14001 certification  
Improvement of environmental performance  
Annual environmental employee training

### 14 LIFE BELOW WATER



#### LIFE BELOW WATER

Responsible handling of harmful chemicals  
Environmentally friendly cleaning agents  
Re-use of process water

### 15 LIFE ON LAND



#### LIFE ON LAND

Concept for green areas  
Installation of bird boxes  
Astotec Automotive bees and flower meadow  
Tree and bush planting  
Raised-garden beds  
Worm boxes for biodegradable waste



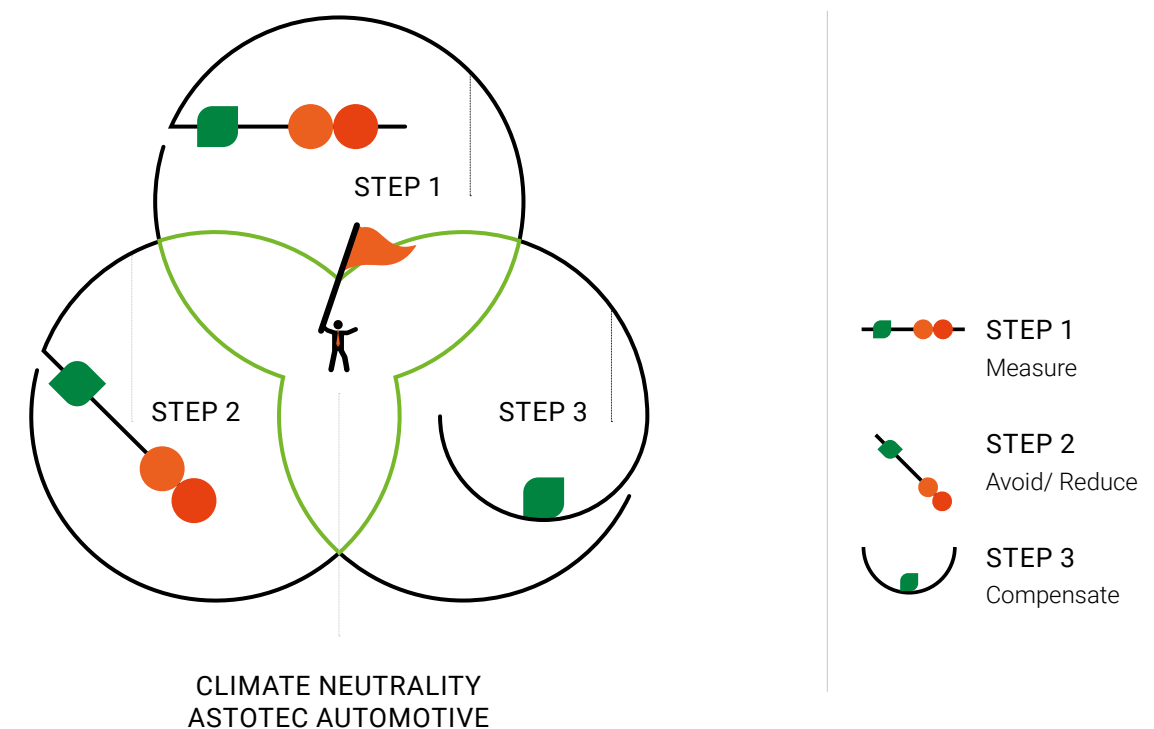
An aerial photograph of a forest with a central pond. The forest is composed of many trees, some with green foliage and others with brown, dry-looking leaves. The pond is dark blue and surrounded by a dense layer of brown, fallen leaves or low-lying vegetation. A large, solid orange arrow points downwards from the top left towards the pond. The text "NET-ZERO 2040" is overlaid in white on the left side of the image.

NET-ZERO  
2040



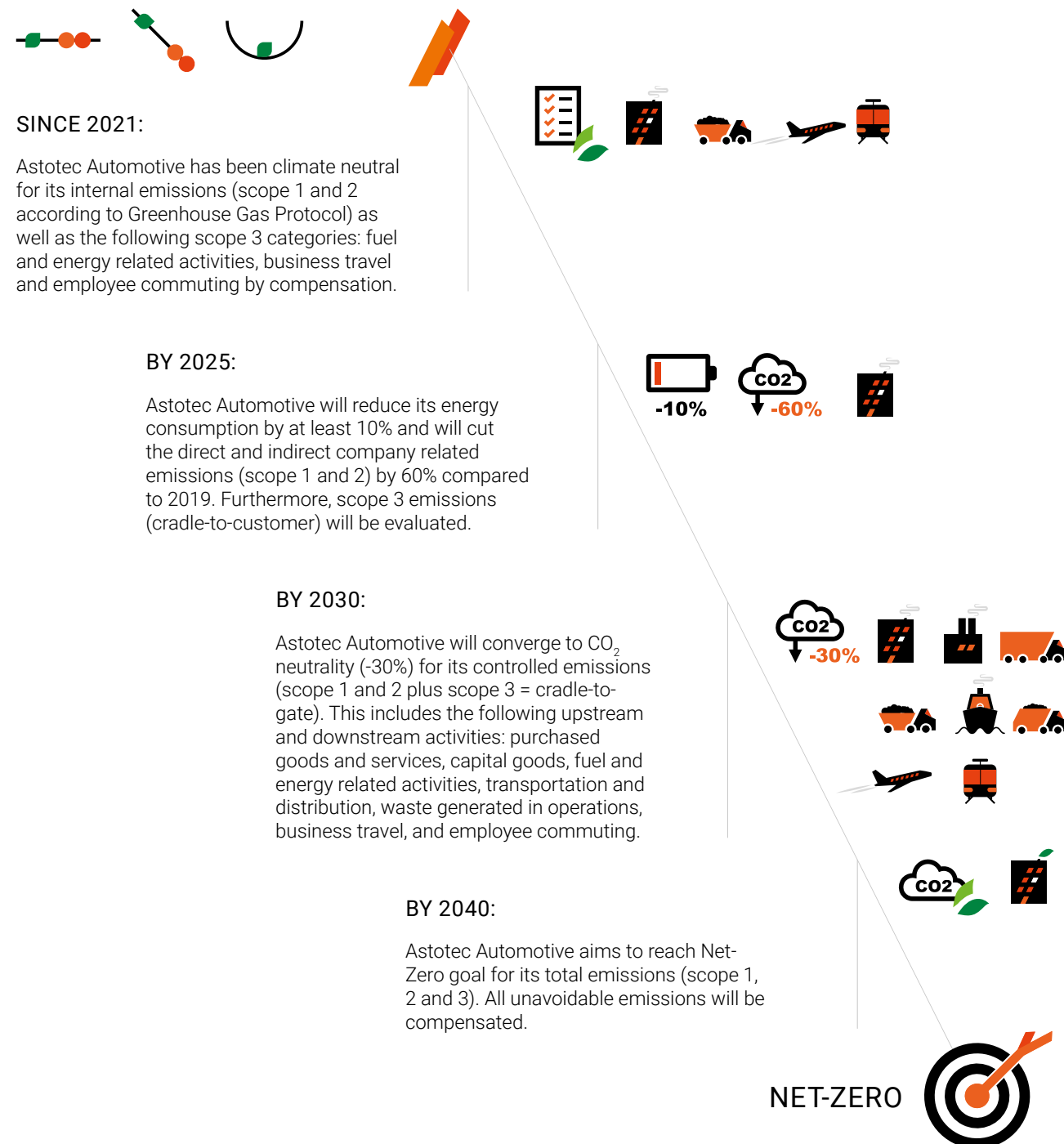
## Planet strategy to Net-Zero

The fight against climate change is crucial to the future of the entire society – and thus also for Astotec Automotive. Climate change affects every single person and community on our planet, and we all have to take part in limiting its progression. Therefore, Astotec Automotive advances sustainability at the heart of our corporate strategy and set itself the goal of establishing business model along the entire value chain that supports the goal of Net-Zero.





## Climate Neutrality Astotec Automotive



## Calculation according to Greenhouse Gas Protocol

In 2021, it was the first time, we measured our emission balance for the previous two years based on the Greenhouse Gas Protocol. The Greenhouse Gas Protocol

is a systemic approach to calculate a company's emission balance. This standard distinguishes based on the different emission sources scope 1, scope 2 and scope 3 emissions.

### SCOPE 1

emissions, also called direct, internal emissions, caused by combustion of fossil fuels within the company.

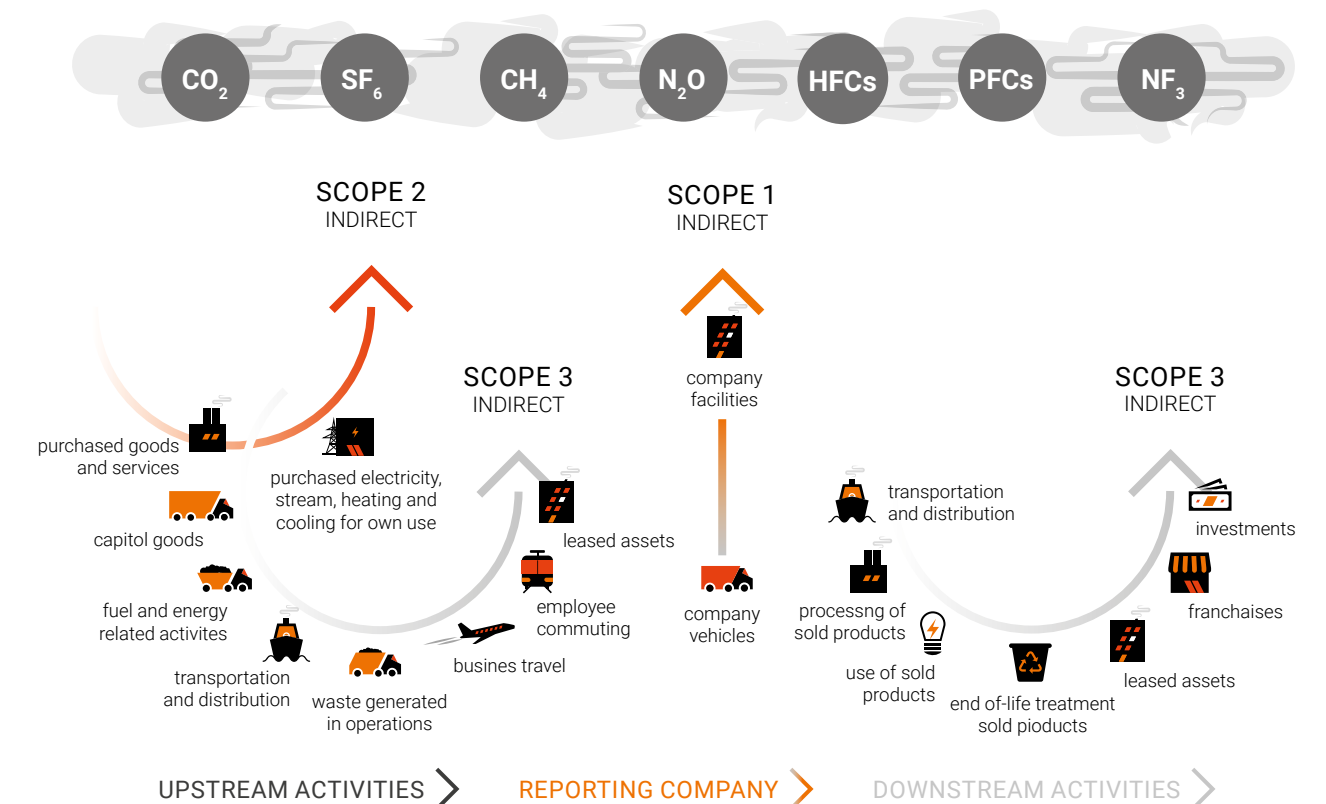
### SCOPE 2

refers to the indirect emissions caused by the consumption of externally generated electricity, heat, cool and steam.

### SCOPE 3

sums up the emissions of upstream and downstream value chain (e.g. purchased goods and services, transportation and distribution, waste generated in operations, business travel, employee commuting, use of sold products and end of life treatment of sold products).

THE GRAPHIC BELOW VISUALIZES THE CLASSIFICATION OF EMISSIONS ACCORDING TO THE GREENHOUSE GAS PROTOCOL.

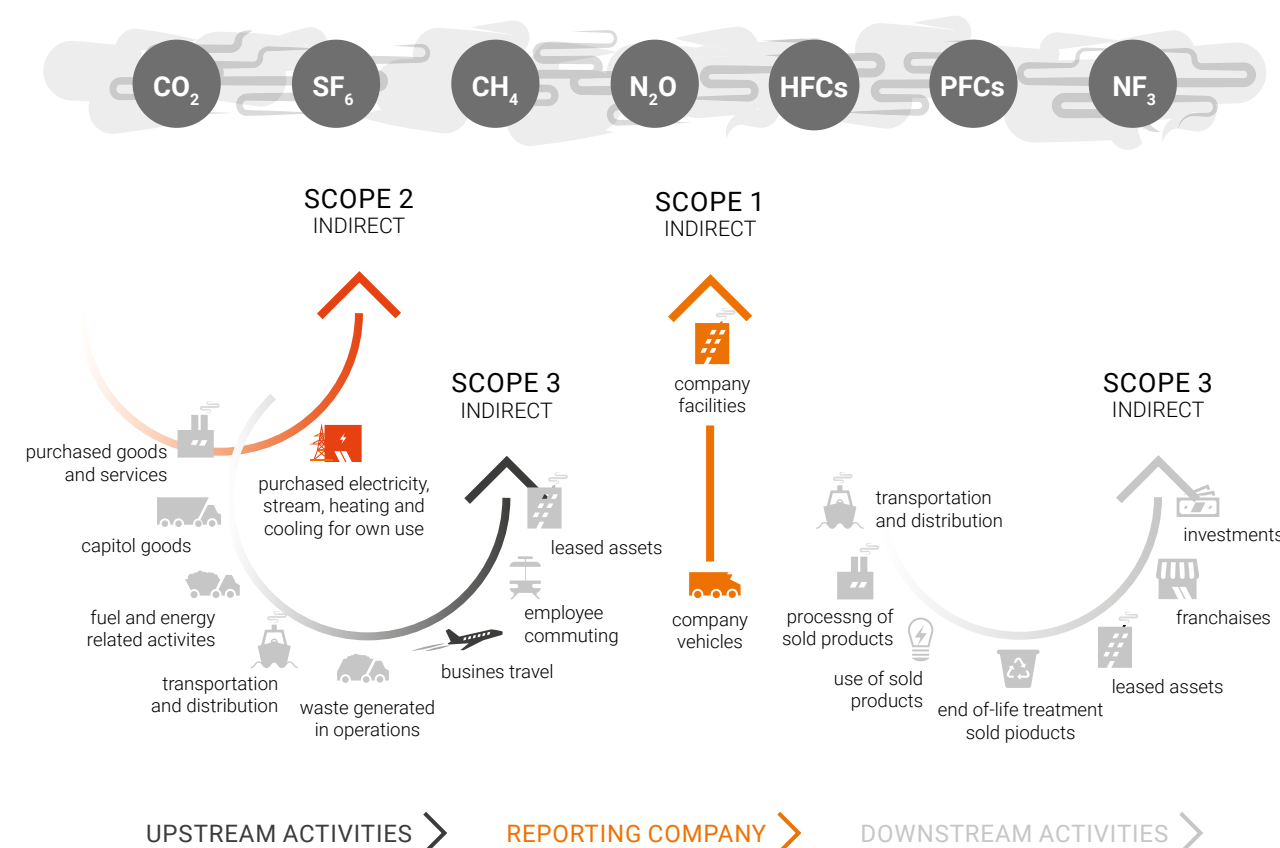


# Results of the emission balance calculations

## Emission balances for 2019 and 2020

In 2021, together with Graz University of Technology, we measured our emission balance for the first time. The emission balances for the previous two years were calculated based on the GHG (Green House Gas) Protocol. The operational system boundary was drawn

around the locations of Astotec Automotive. Within this system boundary, all scope 1 and scope 2 emissions as well as one upstream scope 3 category business travel were taken into account.

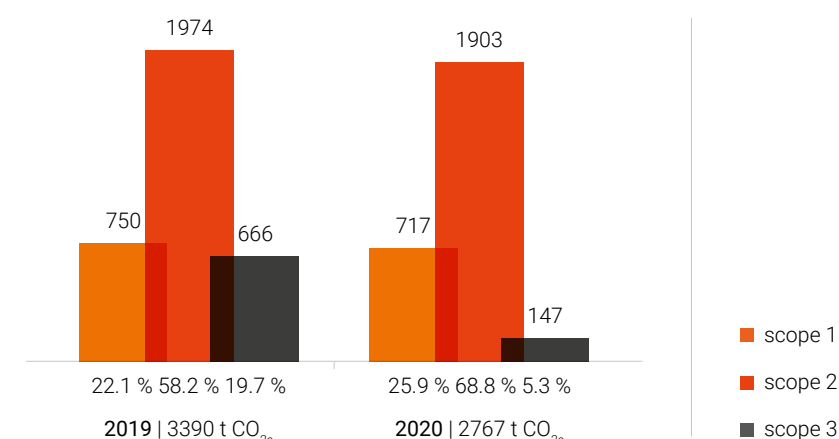


In a first step, all CO<sub>2</sub> relevant processes were determined and data on energy consumption was collected. In the next step, proper emission factors were chosen (e.g. scope 1: for company vehicles we took country-specific emission factors, scope 2: for purchased electricity at the Czech and

Hungarian location we took the location-based approach, whereas in Austria the market-based approach was taken, because we already had a contract for EACs (energy attribute certificates) in place).

## 2019 - 2020

Comparison of the CO<sub>2e</sub> emission balances



The result for 2019 shows that the total amount of CO<sub>2e</sub> emissions for ASTOTEC was about 3.390 t CO<sub>2e</sub>.

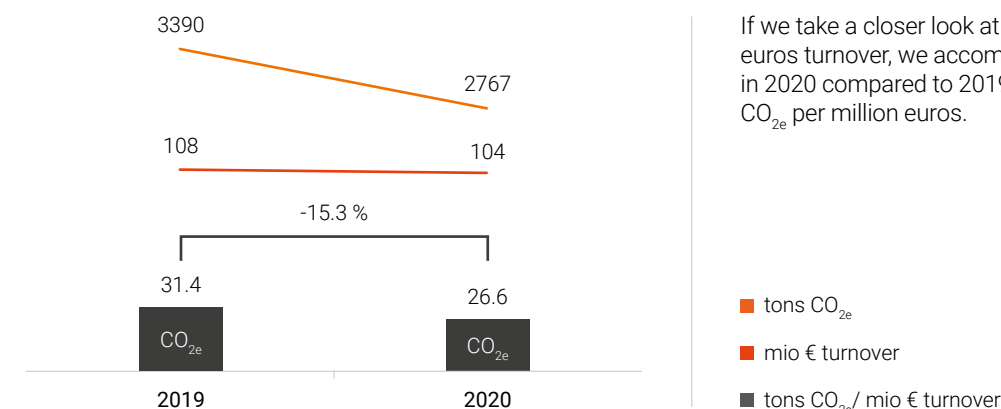
If we take a look at the results from a scope perspective, around 750 tons (22.1%) of the emissions are assigned to scope 1, 1.974 tons (58.2%) to scope 2 and 666 tons (19.7%) to scope 3 (notice, that only category business travel was evaluated). By far the largest part of all emissions (58.2% of the total emission balance) is caused in scope 2 by the electrical energy purchased in

Czech Republic and Hungary. Around 93.5% of the direct emissions (scope1) result from heating with fossil gas.

In comparison, 2020 shows a similar result of tons of CO<sub>2</sub> emissions for scope 1 (717 tons, 25.9%) and 2 (1.903 tons, 68.8%), only scope 3 (147 tons, 5.3%) was significant smaller as a result of COVID-19 related restrictions. The total amount of CO<sub>2e</sub> emissions for Astotec Automotive was about 2.767 t CO<sub>2e</sub>.

## 2019 - 2020

Comparison of tons CO<sub>2e</sub> per million euros turnover



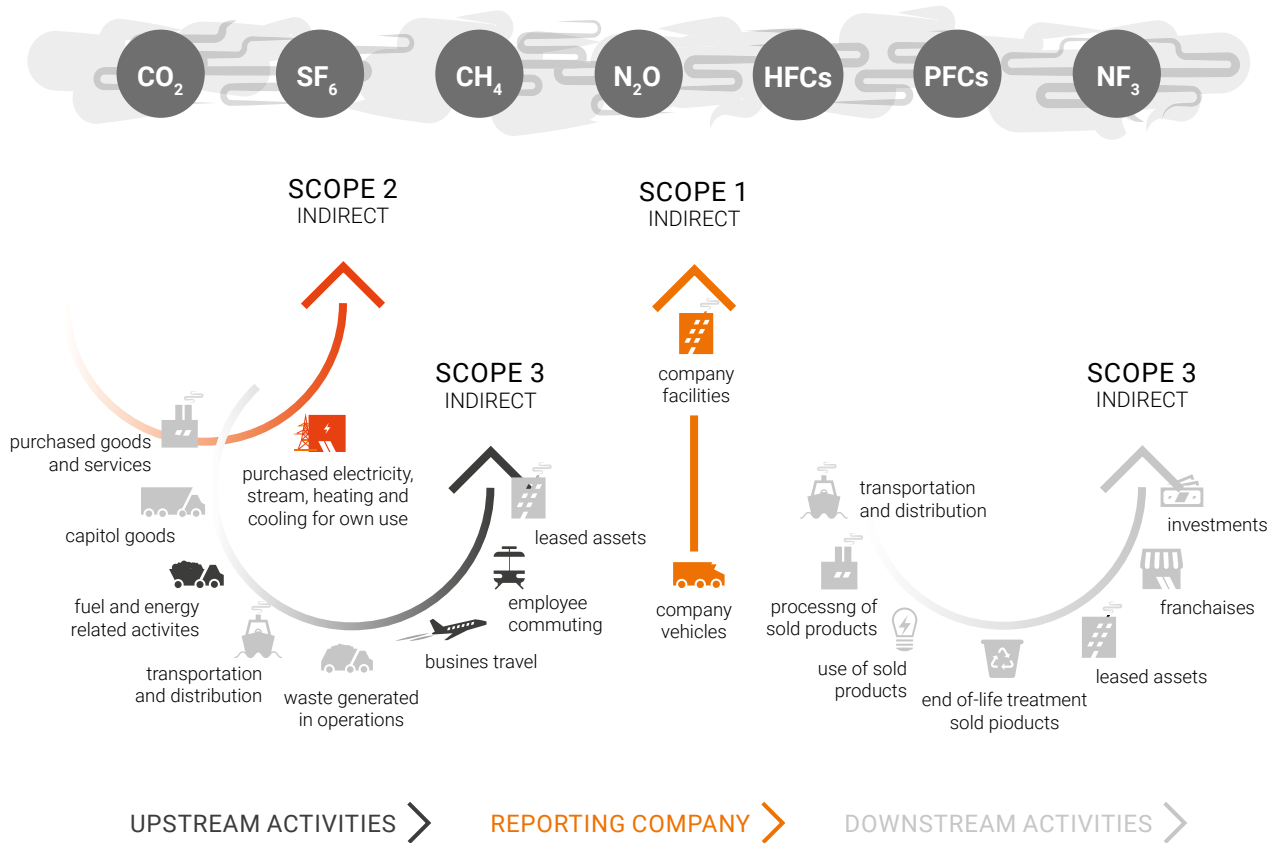
If we take a closer look at the tons CO<sub>2e</sub> per million euros turnover, we accomplished a reduction of 15.3% in 2020 compared to 2019 with a value of 26.6 tons CO<sub>2e</sub> per million euros.



Emission balances for 2021 and 2022

In 2022, we decide to broaden our operational system boundary. Additional to scope 1 (direct emissions from company facilities and vehicles), scope 2 (purchased electricity for own use and purchased heating, steam

and cooling for own use) and selected scope 3 category (business travel), we take two further scope 3 categories (employee commuting and fuel- and energy related activities) into account.



The result for 2021 shows that the total amount of CO<sub>2e</sub> emissions for Astotec Automotive is about 6,461.47 t CO<sub>2e</sub>. If we take a look at the results from a scope perspective, around 1,459.76 tons (22,6%) of the emissions are

assigned to scope 1. 2,178.31 tons (33.7%) to scope 2 and 2,823.4 tons (43.7%) to scope 3. Notice, that three categories employee commuting, fuel- and energy-related activities and business travel are evaluated.

CORPORATE CARBON FOOTPRINT FOR ASTOTEC AUTOMOTIVE 2021

Total results for the group 2021

EMISSION SOURCES	t CO <sub>2e</sub>	%
<b>SCOPE 1</b>	<b>797.90</b>	<b>15.0</b>
Direct emissions from company facilities	706.1	13.3
Heat (self-generated)	694.5	13.1
Refrigerant leakage	29.4	0.6
Direct emissions from company vehicles	91.8	1.7
Vehicle fleet	73.9	1.4
<b>SCOPE 2</b>	<b>2178.3</b>	<b>40.9</b>
Purchased electricity for own use 3	2178.3	40.9
Electricity (stationary)	2178.3	40.9
Electricity (vehicle fleet)	0.00	0.0
<b>SCOPE 3</b>	<b>2345.0</b>	<b>44.1</b>
Employee commuting	1213.9	22.8
Employee Commuting	1213.9	22.8
Fuel- and energy-related activities	1080.6	20.3
Upstream emissions electricity	940.2	17.7
Upstream emissions heat	118.88	2.2
Upstream emissions vehicle fleet	21.45	0.4
Business travel	50.58	1.0
Flights	24.33	0.5
Rental and private vehicles	26.25	0.5
<b>Overall results</b>	<b>5321.25</b>	<b>100.0</b>

Calculated using the market-based method.

SCOPE 1:

The largest absolute amount for scope 1 in 2021 is induced by Astotec Automotive Austria (399.4 t CO<sub>2e</sub>) as a result of the old building structure and the large number of heated area. Astotec Automotive Hungary takes second place with 232.42 t CO<sub>2e</sub> and Astotec Automotive Czech Republic comes in on third place with 166.04 t CO<sub>2e</sub>.

SCOPE 2:

In regard of scope 2 emissions, the locations in Hungary (1.225,67 t CO<sub>2e</sub>) Czech Republic (952,65 t CO<sub>2e</sub>) are the main contributors. Reason therefore is a combination of the national energy mix for electricity and high production-intensity.

SCOPE 3:

The main contributors in scope 3 are Astotec Automotive Hungary (1.365,89 t CO<sub>2e</sub>) and Astotec Automotive Czech Republic (601,16 t CO<sub>2e</sub>), due to the large absolute numbers of emissions in employee commuting and upstream emissions electricity. The high share of blue collars, which results in a low possibility for home office, and in case of Hungary, the highest number of employees. Due to COVID-19, companies as for example Astotec Automotive (location Austria) and Astotec Automotive Pyrotechnical Solutions have a small amount of emissions for business travels compared to a usual reference year. With regard to data quality on employee commuting, it is necessary to highlight that only Astotec Automotive Hungary was calculated with real data. The other locations used national values for employee commuting in terms of transportation means and distance between home and work location.



2021: CO<sub>2e</sub> EMISSIONS PER LOCATION AND SCOPE IN T CO<sub>2e</sub>,  
% OF LOCATION EMISSIONS AND % OF TOTAL EMISSIONS

2021	t CO <sub>2e</sub>	% of location emission	% of total emission
<div><div></div>Astotec Automotive Austria</div>	777.43		14.61
Scope 1	399.44	51.4	
Scope 2	0	0	
Scope 3	377.99	48.6	
<div><div></div>Astotec Automotive Czech Republic</div>	1719.85		32.32
Scope 1	166.04	9.7	
Scope 2	952.65	55.4	
Scope 3	601.16	35.0	
<div><div></div>Astotec Automotive Hungary</div>	2823.97		53.07
Scope 1	232.42	8.2	
Scope 2	1225.67	43.4	
Scope 3	1365.89	48.4	
Overall results	5321.25		100.0

A comparison between the individual locations displays the difference in their contribution to the overall emissions. In 2021, major contributors are Astotec Automotive Hungary with 53.07 % and Astotec Automotive Czech Republic with 32.32 % of the total emissions.

The result for 2022 shows that the total amount of CO<sub>2e</sub> emissions for Astotec Automotive is about 2,382.09 t CO<sub>2e</sub>. If we take a look at the results from a scope perspective, around 695.63 tons (29.2%) of the emissions are assigned

to scope 1, 3.46 tons (0.1%) to scope 2 and 1,683.0 tons (70.7%) to scope 3. For scope 3 three categories employee commuting, fuel- and energy-related activities and business travel are evaluated.

CORPORATE CARBON FOOTPRINT FOR  
ASTOTEC AUTOMOTIVE 2022

Total results for the group 2022

EMISSION SOURCES

	t CO <sub>2e</sub>	%
SCOPE 1	695.63	29.2
Direct emissions from company facilities	594.9	25.0
Heat (self-generated)	577.4	24.2
Refrigerant leakage	17.5	0.7
Direct emissions from company vehicles	100.7	4.2
Vehicle fleet	100.7	4.2
SCOPE 2	3.5	0.1
Purchased electricity for own use 3	2.9	0.1
Electricity (stationary)	2.9	0.1
Electricity (vehicle fleet)	0.0	0.0
Purchased heating, steam, and cooling for own use	0.6	0.0
Heat (purchased)	0.6	0.0
SCOPE 3	1683.0	70.7
Employee commuting	1248.7	52.4
Employee Commuting	1248.7	52.4
Fuel- and energy-related activities	298.6	12.5
Upstream emissions electricity	176.0	7.4
Upstream emissions heat	98.92	4.2
Upstream emissions vehicle fleet	23.65	1.0
Business travel	135.75	5.7
Flights	115.88	4.9
Rental and private vehicles	18.59	0.8
Rail	1.29	0.1
Overall results	2382.09	100.0

The major contributors in 2022 are Astotec Automotive Hungary with 24.0 %, Astotec Automotive with 223.0% and Astotec Pyrotechnical Solutions with 20.2% of the total emissions.

SCOPE 1:

Similar to the previous year, the largest absolute amount for scope 1 in 2021 is induced by Astotec Automotive Austria (345.68 t CO<sub>2e</sub>) as a result of the old building structure and the large number of heated area. Astotec Automotive Hungary takes second place with 210.38 t CO<sub>2e</sub> and Astotec Automotive Czech Republic comes in on third place with 138.57 t CO<sub>2e</sub>.

SCOPE 2:





In regard of scope 2 emissions, only the new location in China emits emissions. All the other locations are already purchase energy attribute certificates to guarantee the usage of green electricity.

SCOPE 3:

The main contributors in scope 3 are Astotec Automotive Hungary (753.76t CO<sub>2e</sub>), Astotec Automotive Austria (578.54 t CO<sub>2e</sub>) and Astotec Automotive Czech Republic (338.92 t CO<sub>2e</sub>). The high absolute amount of emissions in Hungary is due to the large number of employees. New are the Austrian locations as large contributor in scope 3. This is the result of returning to flying again after the COVID-19 caused business travel break.



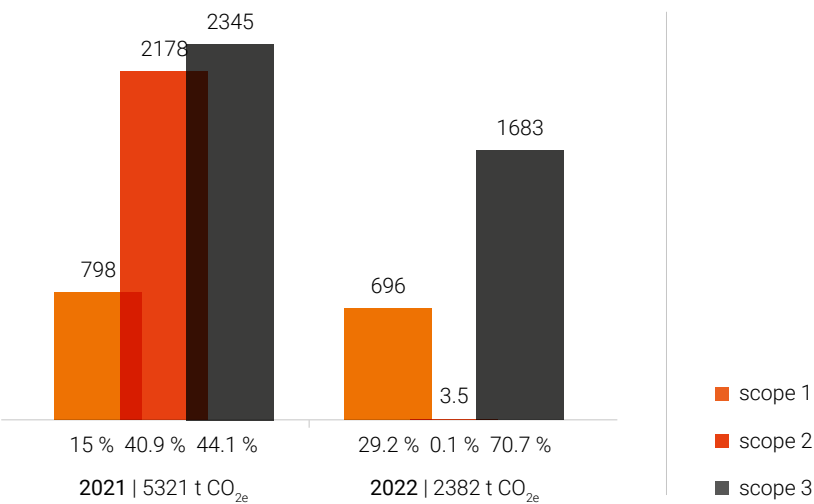
2021: CO<sub>2e</sub> EMISSIONS PER LOCATION AND SCOPE IN T CO<sub>2e</sub>  
% OF LOCATION EMISSIONS AND % OF TOTAL EMISSIONS

2022	t CO <sub>2e</sub>	% of locations emissions	% of total emissions
 Astotec Automotive Austria	924.21		39.0
Scope 1	345.68	37.4	
Scope 2	0	0	
Scope 3	578.54	62.6	
 Astotec Automotive Technology China	15.24		0.6
Scope 1	0	0	
Scope 2	3.46	22.7	
Scope 3	11.78	77.3	
 Astotec Automotive Czech Republic	478.49		20.2
Scope 1	139.57	29.2	
Scope 2	0	0	
Scope 3	338.92	70.8	
 Astotec Automotive Hungary	964.15		40.7
Scope 1	210.38	21.8	
Scope 2	0	0	
Scope 3	753.76	78.2	
Overall results	2366.85		100.0

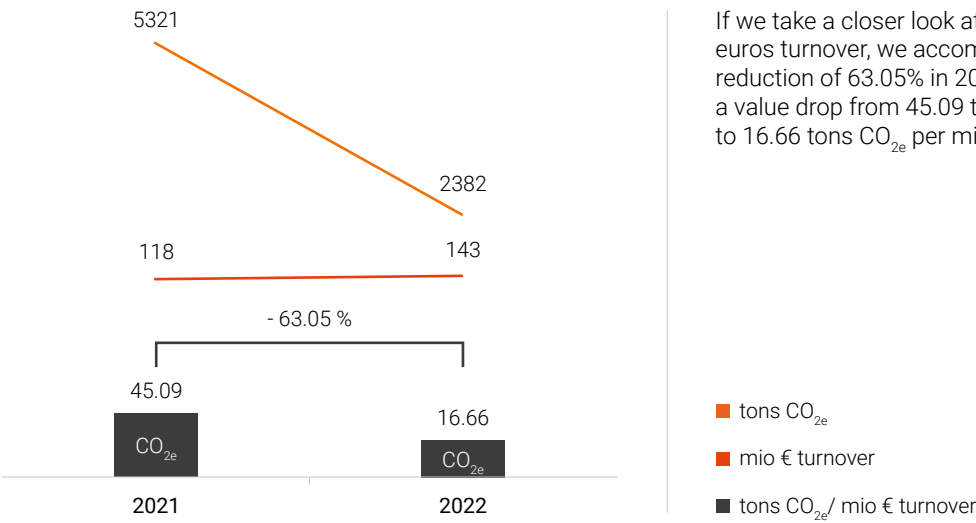
In comparison, the total amount of CO<sub>2e</sub> emissions dropped drastically in 2022 compared to 2021. The decrease from 5.321 tons of CO<sub>2e</sub> to 2.382 tons of CO<sub>2e</sub> is mainly based on the shift from national energy mix in Czech Republic and Hungary to green electricity. This change results in a decrease in scope 2, by 2175 tons of CO<sub>2e</sub>, as well as in the fuel- and energy-related activities of scope 3, by more than 782 tons of CO<sub>2e</sub>. A closer look at scope 1 shows a reduction of 117 tons because of a

decrease of energy consumption for heating at almost all locations. Fortunately, the higher number of emissions due to business travel, more specific flights, as well as the total increase at employee commuting, as a result of a smaller share of home office, is more than neutralized by the cut at fuel- and energy-related activities, more specific upstream emissions electricity. Therefore, the total number dropped by more than 662 tons of CO<sub>2e</sub>.

2021 - 2022  
Comparison of the CO<sub>2e</sub> emission balances



2021 - 2022  
Comparison of tons CO<sub>2e</sub> per million euros turnover



If we take a closer look at the tons CO<sub>2e</sub> per million euros turnover, we accomplished significant reduction of 63.05% in 2022 compared to 2021 with a value drop from 45.09 tons CO<sub>2e</sub> per million euros to 16.66 tons CO<sub>2e</sub> per million euros.



## Compensation projects

According to our repetitive three-steps-process to reduce our Corporate Carbon Footprint, after evaluation and reduction, follows compensation as the final step.

In 2022, we compensate our total CCF (scope 1, 2 and three scope 3 categories: fuel- and energy-related activities, business travel and employee commuting) for the first time. In 2021, our Astotec Automotive emission balance is 5,321.25 tons of CO<sub>2e</sub>, whereof we compensate 2,821.25 tons of CO<sub>2e</sub> by a Gold Standard gas recovery project in Istanbul, Turkey and 2,500 tons of CO<sub>2e</sub> by a Gold Standard clean drinking water project in Nyagatare, Rwanda.

### Clean energy production on two continents

With more than 15 million inhabitants, Istanbul is the largest city in Turkey and one of the largest in the world. Since 1995 the city's municipal waste is being disposed to two landfills: Kömürçüoda on the Asian side of the city holding more than 30 million tons of municipal solid waste (MSW), covering 44 hectares and disposing of approximately 6,000 tons of MSW daily, and Odayeri on the European side with 55 million tons of MSW on 90 hectares, disposing 13,000 tons of MSW daily.

The purpose of our project is to collect the emitted landfill gas and produce electricity through gas engines coupled with generators. Together, both sites have an installed capacity of 48 MW. The electricity is fed into the national grid, substituting the baseline energy mix which is mainly based on fossil fuels. Excess landfill gas is combusted via a flaring system. Before the project started, waste was deposited and left for decay without any collection or destruction of the gas, which led to massive methane emissions. Landfill gas contains about 50 percent methane, which is a potent greenhouse gas.

#### CONTRIBUTION TO THE UN SUSTAINABLE DEVELOPMENT GOALS (SDGs)

##### **SDG 6** CLEAN WATER AND SANITATION

Groundwater and surface water can be contaminated by untreated leachate from the landfill. The leachate is collected and is transferred to a water treatment plant via drainage systems.

##### **SDG 7** AFFORDABLE AND CLEAN ENERGY

The project generates clean and sustainable electricity that is fed into the national grid, where it increases the share of renewable energy in the conventional electricity mix.

##### **SDG 8** DECENT WORK AND ECONOMIC GROWTH

Through the construction and operation of the plant, the project creates jobs in a region with high unemployment and poverty rates. Employees are trained to operate and maintain the plant, which gives them new skills and technical know-how.

##### **SDG 13** CLIMATE ACTION

The project saves about 818,840 tonnes of CO<sub>2</sub> emissions per year.



### Clean water through borehole renewals

The project aims to provide safe and clean water to hundreds of households within the Nyagatare District in Rwanda by repairing existing and – if necessary – installing new boreholes. In the rural region in the north of Rwanda locals use wood or coal fuelled three-stone fires to purify their water. This is not only inefficient but also releases lots of CO<sub>2</sub> emissions. Many existing boreholes are not used anymore, because maintenance has been poorly managed or was too expensive.

#### CONTRIBUTION TO THE UN SUSTAINABLE DEVELOPMENT GOALS (SDGs)

##### **SDG 3** GOOD HEALTH AND WELL-BEING

The project drastically reduces the confirmed waterborne illnesses in the respective households.

##### **SDG 6** CLEAN WATER AND SANITATION

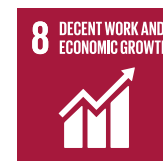
Local households will have access to clean water.

##### **SDG 13** CLIMATE ACTION

The project saves about 105,210 tonnes of CO<sub>2</sub> emissions per year.



# Profit



## Economic challenges

Sustainable Development Goal number 8, which is our core SDG for profit, states: **Promote inclusive and sustainable economic growth, employment and decent work for all.**



GLOBAL

Furthermore, it requests to take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of child labour. Another goal is to protect labour rights and promote safe and secure working environments for all workers. Additionally, SDG 8 requests to achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors and to improve progressively global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation.

Unfortunately, the current status report by The United Nations shows that the global economic recovery is hampered by new waves of COVID-19, rising inflation, supply-chain disruptions, policy uncertainties and labour market challenges.

Additional pressure is currently arising because of the large number and high frequency of laws and regulations addressing formulating a climate-neutral and socially fair future, such as Green Deal, CSRD (Corporate Sustainability Reporting Directive), CSDDD (Corporate Sustainability Due Diligence Directive) and EU Taxonomy.



COMPANY

Astotec Automotive is driven by its future-oriented business model. We want to stay a fair and attractive employer. Therefore, the group invests heavily in employees, especially in the areas of work and life balance, education, equal opportunities and occupational health and safety.

Astotec Automotive considers leadership development a key element to stay an internationally active and growing group. As a supportive training, our leaders lab program focuses on three aspects: leading the organization, people and themselves. The final goal is to get them fit to lead their colleagues into our future powered by excellence. Based on our Code of Conduct and our company values, we established high social and environmental standards. We also expect our business partners to behave ethically in all respects. In addition to comply with external requirements in the form of regulations, laws and customer requirements, we as a company also have to drive forward our own sustainability issues along the value chain. We have set the target to achieve Net-Zero cradle-to-gate (this includes scope 1, 2 and upstream categories of scope 3) by 2040.

We are preparing ourselves for the regulations that we will have to meet in the future, such as the CSRD, the CSDDD and the EU taxonomy.





## 8 DECENT WORK AND ECONOMIC GROWTH



## Overview SDGs profit

### 8 DECENT WORK AND ECONOMIC GROWTH



#### DECENT WORK AND ECONOMIC GROWTH

Range of products that support e-mobility  
 Production in line with the highest safety standards  
 IATF, ISO 14001, ISO 45001 and TISAX certification  
 Safe working conditions as first priority  
 Annual day of awareness for employees  
 Flexible working models (flextime, home office)  
 Attention to work-family balance  
 co-operation with universities and research centers

### 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



#### INDUSTRY, INNOVATION AND INFRASTRUCTURE

Test center for pyrotechnical products  
 Innovation and idea management  
 Focus on resource and energy-efficiency

### 10 REDUCED INEQUALITIES



#### REDUCED INEQUALITIES

Market-driven wages and additional benefits  
 code of Conduct as basis for equal opportunities  
 Support for employees in (financial) crisis  
 Support for charitable associations

### 12 RESPONSIBLE CONSUMPTION AND PRODUCTION



#### RESPONSIBLE CONSUMPTION AND PRODUCTION

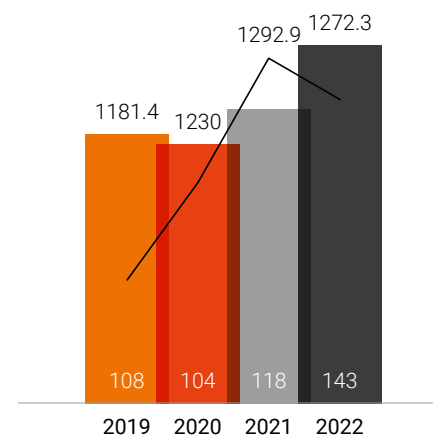
Avoidance of harmful materials  
 Local for local supply strategy  
 Promotion of circular economy  
 waste avoidance and reduction  
 Sensible use of returnable packages



## Metrics profit

### DEVELOPMENT OF FTE AVERAGE AND TURNOVER OF ASTOTEC AUTOMOTIVE

- FTE average
- 2019 turnover in mio €
- 2020 turnover in mio €
- 2021 turnover in mio €
- 2022 turnover in mio €



2022

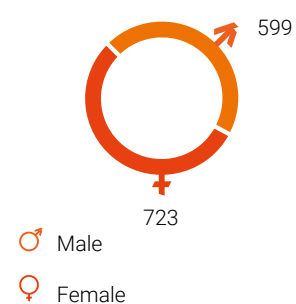
total number of employee per company



- Employee
- Employee
- Employee
- Employee

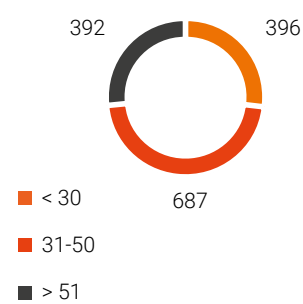
2022

Headcount by gender for  
Astotec Automotive



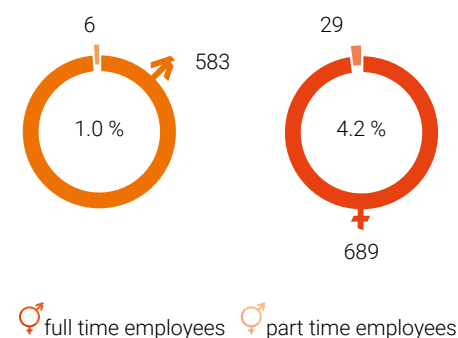
2022

Breakdown by age for  
Astotec Automotive



2022

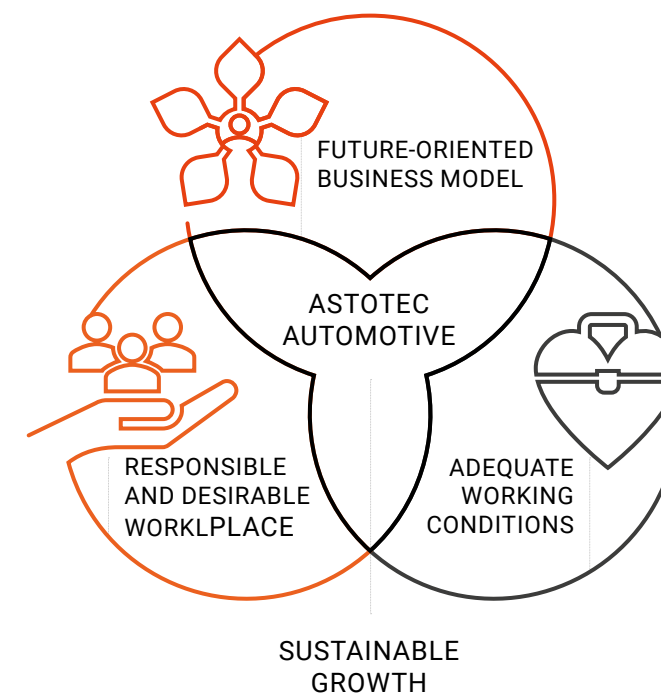
Part time rate female/male for  
Astotec Automotive



## Sustainable growth and fair employer

In accordance with Sustainable Development Goal No. 8 *Decent work and economic growth*, we strive to achieve profitable growth along with financial stability.

By continuously improving our financial performance through internationalization, product development, technology upgrades and innovation, we are safeguarding Astotec Automotive's viability and providing a desirable working environment for our employees.



- FUTURE-ORIENTED BUSINESS MODEL
- ADEQUATE WORKING CONDITIONS
- RESPONSIBLE AND DESIRABLE WORKPLACE



## Future-oriented business model

The future viability of the business model has a high priority at Astotec Automotive and contributes to economic growth along with financial stability. With our new vision, „**Future powered by excellence.**“, Astotec Automotive took the first step into the next chapter. Relevant trends, as for example electro mobility and

digitalization, are actively followed and integrated into the strategy. Astotec Automotive fosters economic growth and productivity through investment in research and development. Furthermore, Astotec Automotive includes the ecological and social goals constantly renewed and expanded along the entire value chain.



## Responsible and desirable workplace

Desirable employment is equally important to us. We emphasize the importance of guaranteed values and of a corporate culture applied to daily life. Above all, we see our managers as role models with the responsibility to live and breathe the corporate culture and to act on the basis of our core values passion and motivation, responsibility, team spirit and innovation. In addition to our newly derived values, we also defined value ambassadors. Their future focus is on communicating our values and implementing ideas that bring our values to life. Besides values as well as legal and ethical standards, desirable employment also includes internal development opportunities for our employees. Employee satisfaction, motivation, qualification, as well as health and safety of our employees, are the prerequisites for our success. Alongside the initiatives we mentioned in chapter „people“, we offer existing and future employees desirable jobs with exciting and meaningful work content. It is important to us that our employees can identify with their work and

the company in general. For continuous improvement, we regularly conduct an extensive, anonymous employee survey. The survey helps us understand the expectations of our employees, capture the mood within the company and receive valuable feedback.

In accordance with the principle of lifelong learning, Astotec Automotive relies on continuous education and training. All employees - both full-time and part-time - have access to a comprehensive educational training landscape. Since 2020, new digital media such as webinars and e-learning are increasingly being used. Astotec Automotive values diversity and equal opportunities. All employees have the same opportunities to exploit their potential and develop professionally - regardless of age, gender, origin, religion or sexual orientation. For further development on creating good framework conditions for the work-life balance, Astotec Automotive starts family & job certification process in 2022.

## Adequate working conditions

Astotec Automotive acts according to legal and ethical standards. We not only meet this requirement within our company borders.

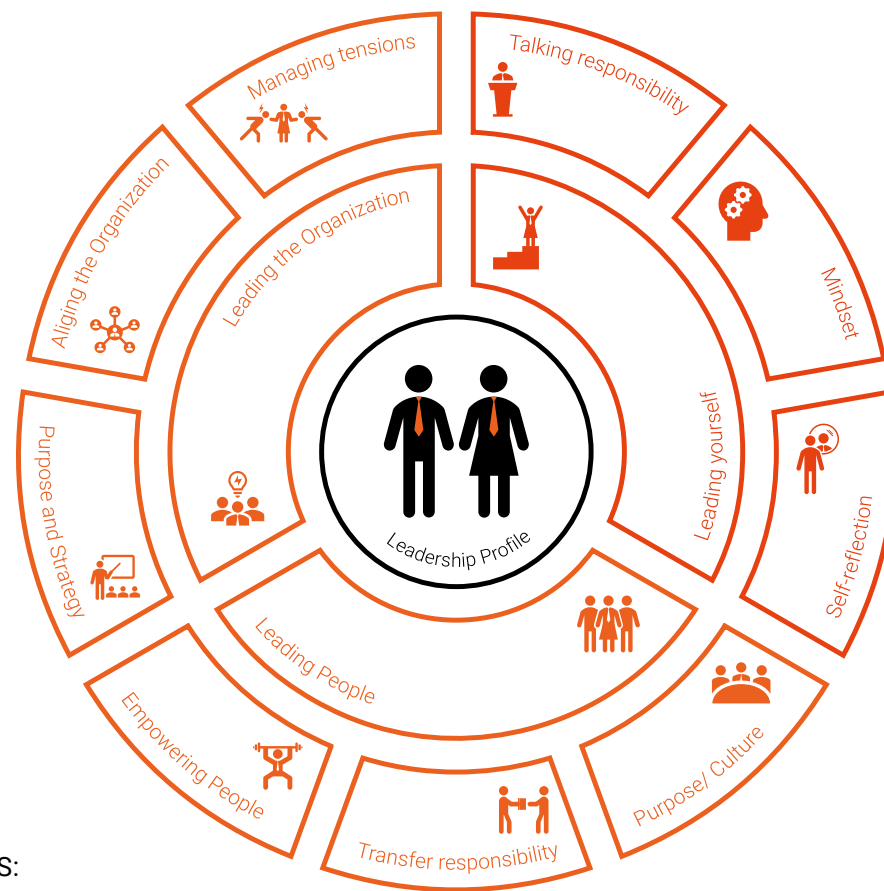
Human rights violations and corruption are considered morally unacceptable. Therefore, we have a mandatory Code of conduct for compliance introduced to all Astotec Automotive employees, business partners, suppliers and dealers. Our Code of Conduct forms the basis for all activities and decisions within the company. Our aim is to act as an environmentally friendly and social responsible company. This document is the basis for morally, ethically and legally irreproachable behavior of all employees. In addition, the Code of Conduct aims to prevent mistakes and to promote the contained core values and principles. In all business activities, Astotec Automotive is committed to respecting human rights.



## Leaders lab

For an internationally active and growing group of companies like Astotec Automotive, leadership development is a key issue.

We support and promote our managers. We accompany them and show them development paths. Training programs for managers and junior managers are important stages for us, through which our (future) managers reflect on their skills and learn to lead at different levels. As part of our leaders lab, for example, we give our managers the opportunity to reflect on their roles and tasks as well as their responsibilities as managers.



### LEADERS LAB PROGRAM FOCUSES ON THREE ASPECTS:

leading the organization, people and themselves.

Leading the organization includes strategic orientation, further development of the organization and dealing with tensions Purpose and strategy are well known.

Leaders shall identify with the company's purpose, know the company's strategy and be able to derive an aligned strategy for their area. Furthermore, leaders are also be aware of the challenges the company faces. It is their clear task to ensure a clear communication structure, so that the employees are informed about the direction of the company and future goals and also know how they can contribute to the fulfilling.

A leader is (co-)responsible for the success of the company, ensures continuous development of the business model, processes and interfaces in their sphere of influence. In their role as a leader they enable employees to solve operational problems and serve as the escalation level when a problem cannot be solved by the level below. Tensions in the team or interfaces shall be identified and eliminated precautionary by appropriate changes in the process. Nevertheless, a leader is responsible to provide an environment in which each person can freely express his or her opinion.

Leading people contains empowering people, transfer of responsibility and living culture.

Astotec Automotive sees leader as personnel developer of his or her team who responds to the needs of the existing team and creates perspectives for development. A leader anticipates changes in the future and prepares the team in advance, not only in regards of skills and

competencies, but also transfers the necessary mindset to meet the challenges of the future. To be a successful team leader the requirements for each position are well-known and staffed with the right person. The focus is on result orientation without sacrificing empathy. Therefore, the leader establishes clarity about the scope of tasks and defines the expectations, but still gives the employees the freedom to carry out their task independently.

Furthermore, as a leader at Astotec Automotive, it is expected to be a role model for other employees.

Leading themselves includes self-reflection, taking responsibilities and the right mindset.

Without any doubt, a leader has to reflect on his or her leadership style and behavior. Furthermore, awareness on personal values, strengths and weaknesses are mandatory for a leader's personal development. Constructive feedback shall be seen as a gift and shall be requested actively. Unpleasant issues have to be confronted in order to learn from them.

Astotec Automotive expects is leaders to take responsibility, focus on the sphere of influence and react flexibly to change by taking responsibility for the results assigned to them. Instead of the question of guilt, the focus is on finding solutions and learning from situations. This shall be supported by a general positive mindset.

In summary, managers shall use the opportunity to reflect on their roles and tasks as well as their responsibilities as managers. The aim is to reconsider historically evolved behaviors from everyday work and compare them with our values and principles, changing them if necessary. The aim is to work out standards for innovative and efficient leadership and to implement them in everyday life.



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