

SUSTAINABILITY REPORT 2022



carcoustics
● ● ● ○ ○ ○

FOREWORD

Dear readers,

the past year has tested the resilience and adaptability of organizations worldwide, and our company was no exception. While navigating the complexities of a global pandemic, we also faced the repercussions of the Ukraine war, a conflict that has significantly disrupted supply chains and geopolitical dynamics. The automotive industry has experienced supply shortages, logistical challenges, and increased costs due to these disruptions. I want to express my gratitude to our employees, customers, and partners for their support and collaboration during these trying times. Their dedication and commitment have been instrumental in helping us overcome the challenges presented by these unforeseen circumstances.

As we look towards the future, we recognize that sustainability is not only essential for mitigating risks but also for driving long-term growth and creating value for all stakeholders. Our commitment to sustainability has become even more resolute, and we are

fully aware of the role we must play in addressing the pressing environmental and social issues of our time.

As part of a newly formulated sustainability strategy, we are going to prioritize several areas where we believe we can make a significant impact in the coming year. Firstly, we recognize that sustainable supply chain management is vital for the long-term viability of our business and the overall industry. We will collaborate closely with our suppliers to ensure responsible sourcing practices, ethical labor standards, and effective waste management throughout our supply chain. By fostering transparency and accountability, we aim to build strong partnerships that uphold the principles of sustainability and support the United Nations Sustainable Development Goals.

Secondly, we are placing a renewed focus on reducing our carbon footprint. We will continue to work on innovative and sustainable solutions for our customers that enhance energy efficiency across our product portfolio. Furthermore, we are committed to implementing renewable

energy sources in our operations, aiming to minimize our reliance on fossil fuels and contribute to a low-carbon future.

Lastly, we understand the importance of fostering diversity, equity, and inclusion within our organization. We will enhance our efforts to cultivate an inclusive work environment that values and respects the diverse backgrounds, perspectives, and talents of our employees. By championing diversity and promoting equal opportunities, we believe we can foster a culture of innovation and creativity that drives our company's success.

As we embark on this journey towards a more sustainable future, we are committed to regularly monitoring and measuring our progress. By setting clear targets and engaging with our stakeholders, we will continuously improve our sustainability performance and ensure that our actions align with our values and the expectations of all parties.

I extend my sincere thanks to all of our stakeholders for their continued trust and support.

Together, we can create a brighter and more sustainable future for our industry, communities, and the planet. I invite you to delve into this report, explore our sustainability initiatives, and join us on this transformative journey.

Sincerely,

Kai Frühauf,
Chief Executive Officer



10

Countries on 3 continents







2512

Employees

7

Manufacturing processes


Europe

-  **Austria**
Klaus
-  **Germany**
Leverkusen
Haldensleben
Wolfsburg
-  **Belgium**
Genk
-  **Poland**
Wroclaw
-  **Spain**
Valencia
-  **Slovakia**
Novaky
Senec

Asia

-  **China**
Langfang
Shanghai
Shenyang
-  **Japan**
Tokyo

Americas

-  **United States**
Troy / Howell
Buford
-  **Mexico**
Querétaro
San Miguel de
Allende

>1500

Materials

TABLE OF CONTENT

| | | |
|------|---|------|
| ● 2 | FOREWORD | |
| ● 5 | THE COMPANY | |
| 6 | TECHNOLOGIES | |
| 8 | CORE COMPETENCIES | |
| 9 | PORTFOLIO | |
| 10 | PRODUCT SOLUTIONS | |
| ● 11 | CARCOUSTICS' STRATEGY | |
| 12 | TRENDS IN THE AUTOMOTIVE INDUSTRY | |
| 13 | SUSTAINABILITY STRATEGY | |
| ● 14 | SUPPLY CHAIN & PRODUCTON | |
| 15 | PURCHASING AND SUPPLY CHAIN | |
| 17 | PRODUCTION & ADDED VALUE | |
| 17 | POLICIES | |
| 17 | CERTIFIED MANAGEMENT SYSTEMS | |
| 18 | VALENCIA SUSTAINABILITY PERFORMANCE | |
| 19 | COMPLIANCE | |
| 19 | RESPONSIBILITIES AND ORGANIZATION | |
| 20 | COMPLIANCE TRAININGS | |
| 20 | COMPLIANCE TOPICS | |
| ● 21 | RESOURCES & EMISSIONS | |
| 22 | MATERIALITY ASSESSMENT OF ENVIRONMENTAL ASPECTS WITHIN THE CARCOUSTICS GROUP | |
| 23 | MATERIAL USAGE | |
| 23 | OVERALL ENERGY USAGE | |
| 24 | ENERGY USE INDICATOR | |
| 24 | EMISSIONS | |
| | | 25 |
| | | 26 |
| | | 26 |
| | | 26 |
| | | 27 |
| | | 27 |
| | | ● 28 |
| | | 29 |
| | | 30 |
| | | 30 |
| | | 31 |
| | | 32 |
| | | 32 |
| | | 33 |
| | | 33 |
| | | 33 |
| | | 34 |
| | | 35 |
| | | ● 36 |
| | | 36 |
| | | 37 |
| | | 38 |

THE COMPANY



Carcoustics is an innovative, medium-sized company with a global footprint. The company develops and produces acoustic, thermal and electromagnetic insulation components for the automotive and commercial vehicles industry. People may not be aware of Carcoustics' products, yet without them passenger cars and commercial vehicles would be so noisy that we would certainly miss these insulating and damping materials. But we are not only good at insulating engines and making loud things quiet. Our core competence lies in the ability of our experts to use their precise knowledge of different technologies and materials to find the best solutions for our customers. By combining, for-

ming and reworking we create products that offer the best combination of price, performance and quality.

Carcoustics brings together the concentrated expertise of regional development centers in Europe, Asia and the Americas, and a manufacturing structure that allows it to be in close proximity to our customers in the major automotive markets. This means we can quickly and efficiently make the best benefits of new innovations available world-wide. Carcoustics' many customers include major automotive and commercial vehicles manufacturers. The company's success is attributed to the individual contributions made by every one of its 2.512 employees in its 18 locations in Europe, Americas and Asia.



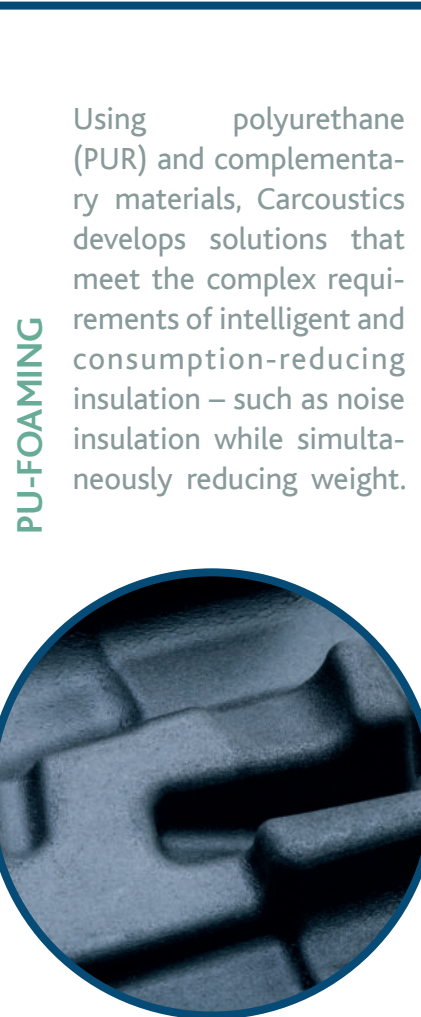
Technologies

We are independent from raw materials and working with seven different production technologies: Thermoforming, Aluminum-forming, PU Foaming, Die Cutting, Vacuum forming, Blow Molding and Injection Molding. Thereby we are very flexible in the development of products and the according production processes. We are thus able to always find the best solution for the individual specifications of the customer.

Our development competence is bundled in our product and process and innovations departments all over the world, existing of experts in the areas of acoustics, thermodynamics, electromagnetic compatibility, prototyping, testing, automation and many more.



ALUMINUMFORMING Carcoustics' aluminum components such as heat shields and structural parts are used in large numbers in automotive applications. Thanks to many years of experience in manufacturing and innovations, the individual requirements of our customers can be met.



PU-FOAMING

Using polyurethane (PUR) and complementary materials, Carcoustics develops solutions that meet the complex requirements of intelligent and consumption-reducing insulation – such as noise insulation while simultaneously reducing weight.

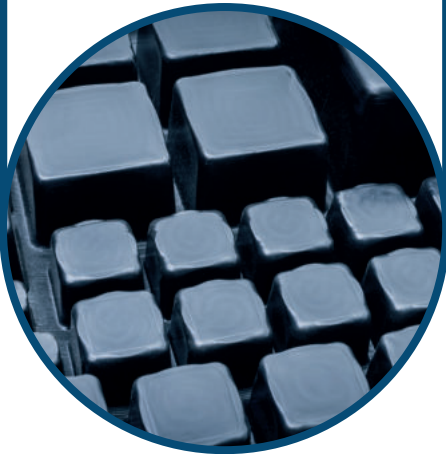


THERMOFORMING Thermoforming is perfectly suited for producing acoustically and/ or thermally effective components for e.g. paneling. By combining different materials, further functions such as structural load-bearing capacity, robustness and optical properties of the surfaces can be integrated into the component.

Technologies

BLOW MOLDING

When acoustical or thermal components require special geometric structures – for stiffening or sound absorbing resonators, for example – blow molded polyurethane is often the best solution. Carcoustics is currently using the blow molding technology primarily for engine and transmission enclosures in commercial vehicles.

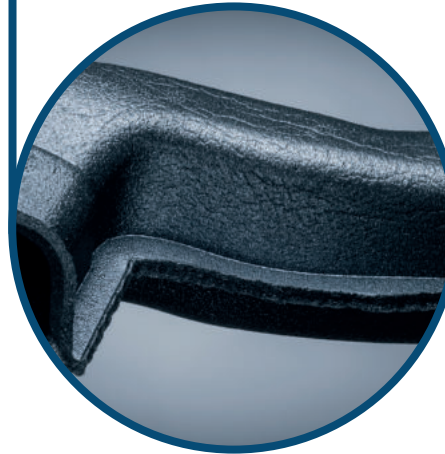


DIE CUTTING

Several hundred materials specifically adapted to the application are used for Die Cutting, which are processed into several thousand different parts. This makes it possible to find the right solution for almost every problem.

VACUUMFORMING

The range of vacuum-formed products includes not only classic single-layer components but also hollow bodies and assemblies. Carcoustics plays a pioneering role in the Twin Sheet process. Using this special process, a highly automated manufacturing facility can produce particularly lightweight and flexible ducts which improve acoustics in the passenger compartment.



INJECTION MOLDING

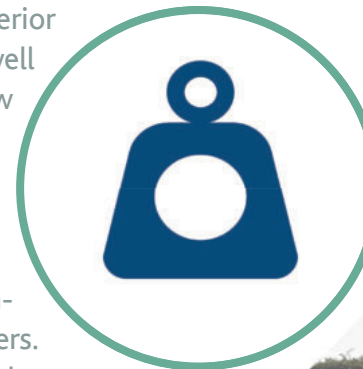
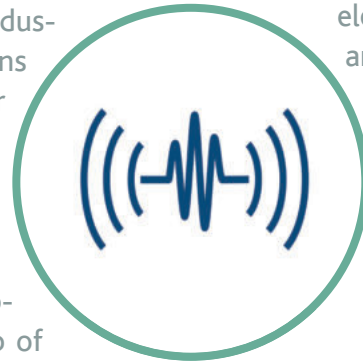
The processing of TPE material can be used for various items, e.g. dash inner or the encapsulation of different electronic devices. With Injection Molding, it is possible to realize variable mass distribution in acoustical spring-mass systems.

Core Competencies

The biggest challenges global OEMs face are simultaneous weight reduction, comfort improvement, increased efficiency/reduced emissions, overall cost reduction, global platforms with high model capacities and innovative powertrain solutions, and electromagnetic compatibility throughout the vehicle. Carcoustics' core competencies are making loud things quiet, heavy things light, voluminous things compact, hot things cold, wet things dry or find the optimum between flexible and rigid. With this, the company meets the named challenges and comes to customer-oriented solutions which include innovative products to reduce weight, improvement of interior acoustic, improved thermal management for better fuel economy, customized solutions for hybrid and fully electric vehicles, global production with several batch sizes just in time as well as competitive pricing, fast delivery and high quality.



Carcoustics applies its design and manufacturing expertise to a wide range of applications and industries. Our innovative solutions can be found wherever there is a need for reliable, effective products for acoustical, thermal and electromagnetic insulation. Carcoustics supports its customers every step of the way, from identifying the problem to finding the perfect combination of materials and processes. Our product portfolio is split into the four major areas of applications in a vehicle to serve the customers' individual requirements well: the exterior of the vehicle, the interior and the powertrain area as well as new solutions for New Energy Vehicles (NEV). Carcoustics' products improve the comfort of vehicles in all automotive sectors, from premium brands to price conscious, high-volume manufacturers. We are experts in the area of elec-



tromagnetic compatibility and benefit from the megatrends light weight, electrification, autonomous driving and environmental friendliness. They increase the demand for our composite solutions. We are an experienced specialist when it comes to battery-related applications, flame protection and electromagnetic compatibility.



Portfolio

INTERIOR SOLUTIONS

The interior of a car is the key factor for the passengers' comfort – and the well-being during a journey. The sound, the touch, the smell, the haptics: They all have a very direct impact on the passenger's experience. The Interior Solutions focus on optimizing the customers' interior equipment especially regarding acoustical and thermal requirements and thereby improving the passenger's driving experience and comfort.



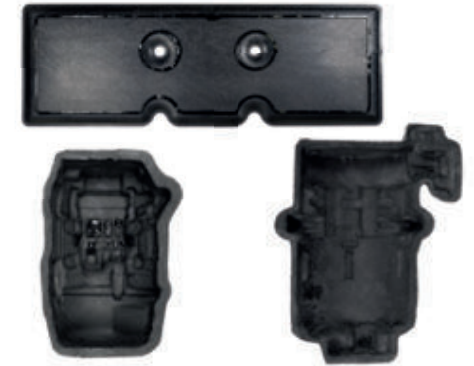
EXTERIOR SOLUTIONS

You may not be aware of the products needed for optimizing the exterior of a car. But a passenger car's equipment in this area is essential for protecting the car from outer influences coming from the road, the thermal management and acoustical insulation of the whole vehicle, as well as to optimize its crash management. Carcoustics' products in the Exterior provide support in all relevant topics and thereby greatly contribute to the passenger's safety and well-being.



POWERTRAIN SOLUTIONS

The powertrain is the heart of a vehicle and not only essential for driving at all, but also essential for driving safely and sustainably. On the other hand it also sets up various requirements regarding noise, vibration and harshness topics. Our Powertrain Solutions provides products and optimization for the whole engine bay area. The focus lies on acoustical and thermal solutions for the engine compartment and all drives.



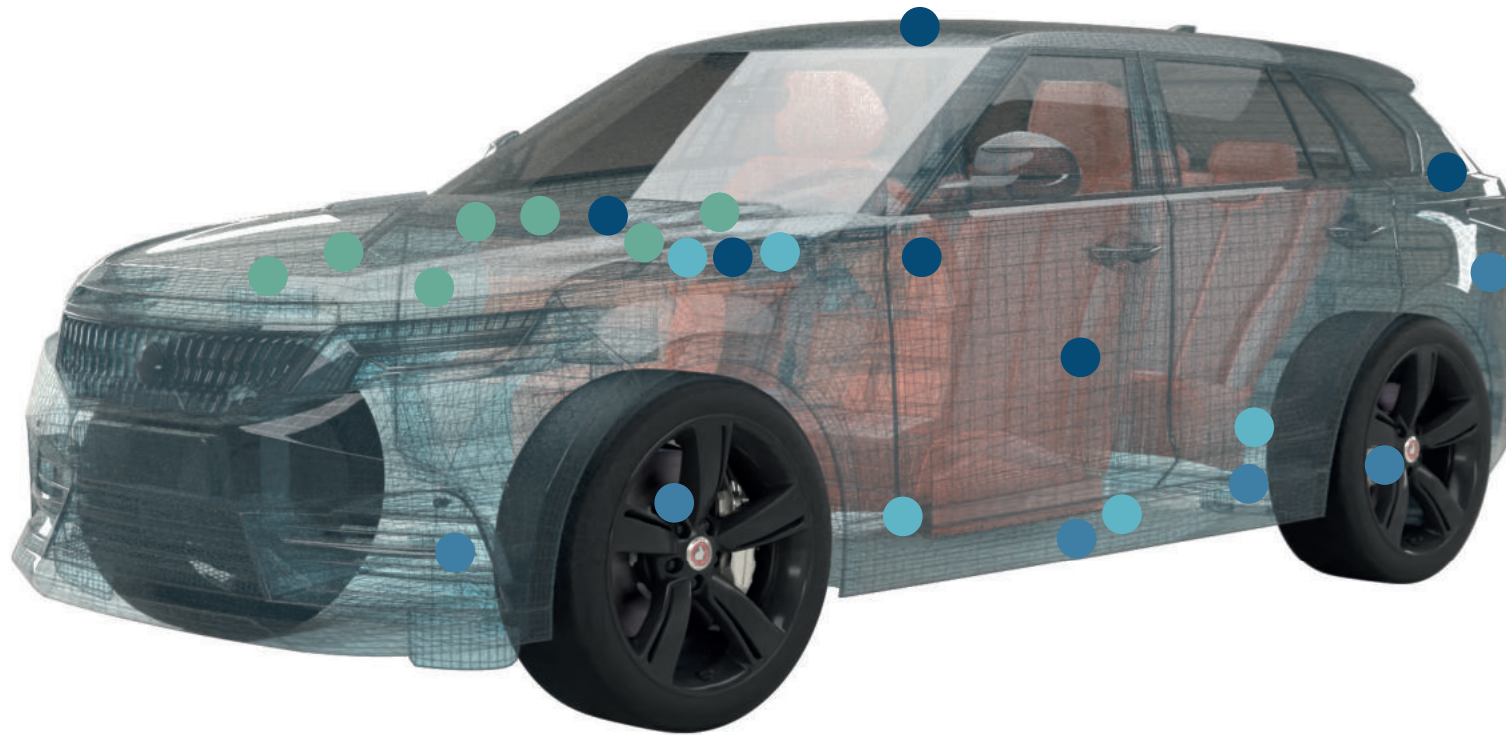
NEW ENERGY VEHICLES

Mobility concepts are transforming. Due to the omission of classic combustion engines in e.g. electric vehicles, different noise sources become much more present and thereby the need for acoustic insulation in these areas increases. Additionally, electric drive units generate whole new sets of electromagnetic fields in a vehicle. Another topic is the thermal management in the passenger compartment as well as around the battery and in the control units. All these aspects are worked on to extend the range of NEVs which goes along with lightweight construction.



Product Solutions

● INTERIOR ● EXTERIOR ● POWERTRAIN ● NEV



CARCOUSTICS' STRATEGY

As the global community grapples with environmental challenges and the automotive industry takes proactive measures to reduce its ecological footprint, we at Carcoustics believe that sustainability must play a pivotal role in the strategic direction of an automotive supplier. We think that embracing sustainability not only demonstrates corporate responsibility but also enhances a supplier's long-term viability.

That is why the guiding principle of sustainable development already played a central role in our original vision for the year 2025, in which Carcoustics, with a motivated and multicultural team, will establish itself as a global technology and quality leader for thermal, acoustic, and electromagnetic insulation solutions and ensure sustainable and profitable growth in all relevant automotive markets - for the benefit of our customers.

Recent times have also shown that adopting sustainable practices can lead to increased efficiency and cost savings. We believe that by optimizing processes, minimizing waste, and using renewable resources, we can improve our bottom line while reducing resource depletion. It also aligns with shifting consumer preferences. Today's customers demand eco-friendly products, and suppliers that can meet these expectations gain a competitive edge and attract a broader customer base. As Carcoustics follows sustainable practices we therefore expect stronger relationships with our customers since embracing sustainability promotes collaboration, boosting credibility, and securing long-term contracts. In essence, our corporate trajectory hinges on sustainability integration. It aligns us with market expectations, fosters innovation, and safeguards our competitive edge.

As Vice President Business Excellence & Strategy, I'm dedicated to steering our company towards a future where success and sustainability coexist harmoniously, leaving a lasting positive impact on both the industry and our planet.



Lars Johannsen
Vice President
Business Excellence
& Strategy

Trends in the Automotive Industry

NEW ENERGY VEHICLES

Contrary to the assumption that vehicles powered by alternative drive systems need fewer acoustical and thermal components, the opposite is actually true: The direct impact of thermal management on the performance and range of electric motors and batteries provides even more scope for Carcoustics' products than vehicles with traditional combustion engines. In addition, the reduced engine noise extends the need for acoustic solutions to suppress rolling and ambient noises while electromagnetic shielding is needed for the growing number of electronics built into modern vehicles.



AUTONOMOUS DRIVING

Although still a long way to go, the market is steadily moving towards autonomous driving which will change the way we think about passenger and freight transportation. Long distance journeys will be used for productive work or recreational time, creating new requirements for the passenger compartment in terms of ergonomics and comfort. Carcoustics' products not only assist with the noise and thermal management in this regard, but also with the insulation of cameras and sensors to make this futuristic technology become reality.

SUSTAINABILITY

The continuously growing world population comes with an accompanying growth in demand for consumer products and individual transportation. Providing these commodities while ensuring future generations will be able to do so as well poses a great challenge to industries and societies as a whole. Carcoustics contributes to taking on this challenge by committing to reduce the carbon footprint of our products and business activities while also reducing waste and increasing the use of recycled materials. In addition, the lightweight characteristics of our products help reducing the noise and pollutant emissions of our customers' products during their time of utilization.



Sustainability Strategy

In order to meet both the interests of our stakeholders and our responsibility to society and the planet, as well as to realize the business potential in the transformation to a sustainable future, Carcoustics has developed a sustainability strategy that is in line with the target picture for the year 2025 and beyond.

Based on current and upcoming legislation as well as the specific requirements of our customers, we have divided these into the areas of Compliance, Operations, Products, People & Culture and Suppliers in order to fully integrate the guiding principle into our business model. For each of these areas, a strategic goal has been formulated in the form of a mission statement to be achieved by pursuing related operational objectives:

In the area of **Compliance**, we want to ensure that risks for violations are better identified, minimized and actively prevented through a reorgani-

zation and new processes. This will be helped by the establishment of a grievance and whistleblowing channel, better communication of our values and risks through regular training, and open and comprehensive reporting.

The standards and policies used in this process will also continue to be applied to our **Suppliers** in order to fulfill our due diligence obligations in this regard. This means that ESG criteria will not only be used for risk assessment, but also to a greater extent for supplier evaluation and selection. Furthermore, we aim

to reduce the carbon footprint of our upstream logistics through ongoing assessment and evaluation.

Operations generally aims to improve our overall resource efficiency and reduce our corporate footprint. This includes reducing our energy intensity, avoiding production waste and using water sparingly. Maintaining our high standards to prevent occupational accidents is also part of this concept. The negative environmental impacts of our **Products** are to be reduced by increasing

the proportion of recycled raw materials, improving recyclability through greater consideration in the development process, and thus supporting the general approach of a circular economy. We plan to

make this measurable by preparing life cycle analyses in accordance with ISO 14040.

In **People & Culture**, we will continue to focus on the development of our employees and the local communities. In addition to promoting diversity and inclusion and increasing the scope of training and additional offerings for employees, we want to make our contribution to society through regular activities at each of our locations. We will present details, quantified targets and our roadmap to a sustainable future.



SUPPLY CHAIN & PRODUCTION

After the COVID19 pandemic subsided, the year 2022 once again presented us with major challenges. The Russo-Ukrainian War led to a substantial increase in energy and raw material prices and hit us as a manufacturing company with full force. Since then, our already existing focus on resource efficiency has become even stronger, which we are now driving forward with a new Operations Improvement Projects department. In addition to implementing a holistic lean culture in the company, this will serve to centrally manage the areas of maintenance and facility management to share best practices more efficiently between our plants. With a photovoltaic plant installed in Valencia and existing plans for further sites, the expansion of renewable energies is also making progress.

Administratively, extensive preparations are underway for the Supply Chain Act coming into effect, for which we are fundamentally revising our risk assessment and supplier selection processes to meet our obligations and responsibilities. On the one hand, a reorganization of our compliance structure will ensure that risks or incidents from all ESG areas are better identified, documented and actively avoided. Secondly, a comprehensive grievance mechanism will ensure that internal and external stakeholders can bring these to our attention, taking into account the applicable whistleblower protection regulations, and contribute to satisfactory problem resolution.



Peter Krause
Executive Director
Global Operations



Purchasing & Supply Chain

The Carcoustics team for Global Purchasing and Supply (GPS) is globally responsible for all our Production Material (PM) as well as the non-production material (NPM). For production material and machines as well as tools, there is a defined strategy for all of our locations. This strategy includes evaluating all Carcoustics suppliers for production materials - before they are contracted and periodically throughout the duration of the collaboration. The assessment of the environmental management system and the distance to the respective Carcoustics location is one aspect of the supplier evaluation. As part of the measures in our sustainability strategy, the criteria under consideration are to be expanded further and ensure that any standards are met - set by us, our customers or legislation. Our goal is to work exclusively with suppliers who share our vision, basic principles and understanding of a sustainable business relationship.

Furthermore, all of Carcoustics' sup-

pliers (as well as employees, compliance, ...) are scanned regarding the export control regularly: A tool automatically scans any changes in the supplier list as well as in the official, public sanction lists and matches the lists with each other. By this it is made sure that none of the suppliers is listed in a sanction list.

In addition, we have revised our Terms and Conditions of Purchase and Supplier Code of Conduct following submission of the AIAG Standard for Improving Sustainability in the Supply Chain, so that the company only buys from suppliers that:

- Comply with the basic principles of business ethics with regard to general compliance, export control and trade and economic sanctions, establish a grievance mechanism and allow for redress in the event of incidents

- In the environmental field, strive to reduce their emissions, resource consumption and negative impact on the ecosystem, as

well as support the concept of a circular economy through product design and waste prevention

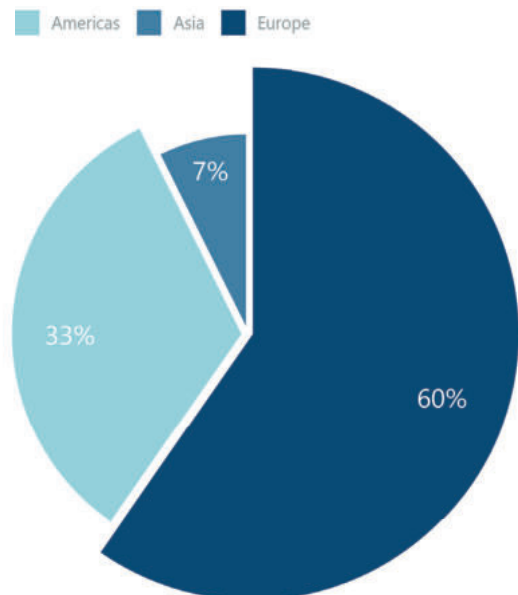
- Respect all internationally proclaimed human rights and create working conditions that respect them without exception

- Provide safe working conditions that protect their workers from accidents to the best of their ability and, in the event of incidents, deals responsibly with their resolution and future prevention

To perform their own due diligence and manage their supply chain responsibly.



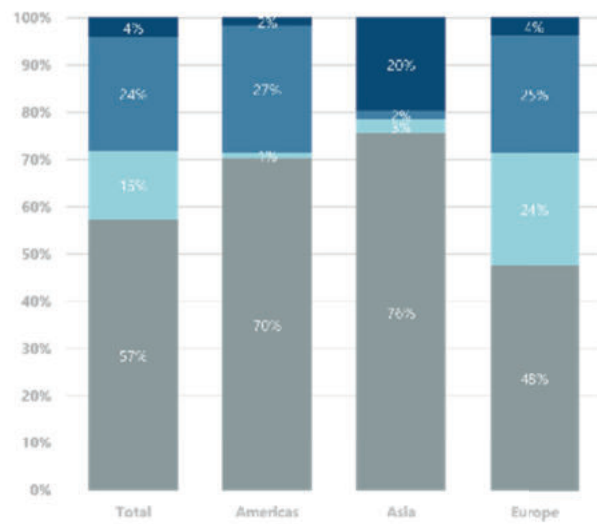
In 2022 Carcoustics did not register any breaches of these conditions by any of its suppliers. Nevertheless, in all supplier evaluations and assessments, these are core topics. If a supplier does not meet these requirements the cooperation will be stopped as soon as possible. As a part of our corporate social responsibility, Carcoustics is trying to reduce the emissions generated by the transport of its production material. In order to have a first reference point for future analyses and measures, the distance of the suppliers to the production sites is shown for all relevant regions:



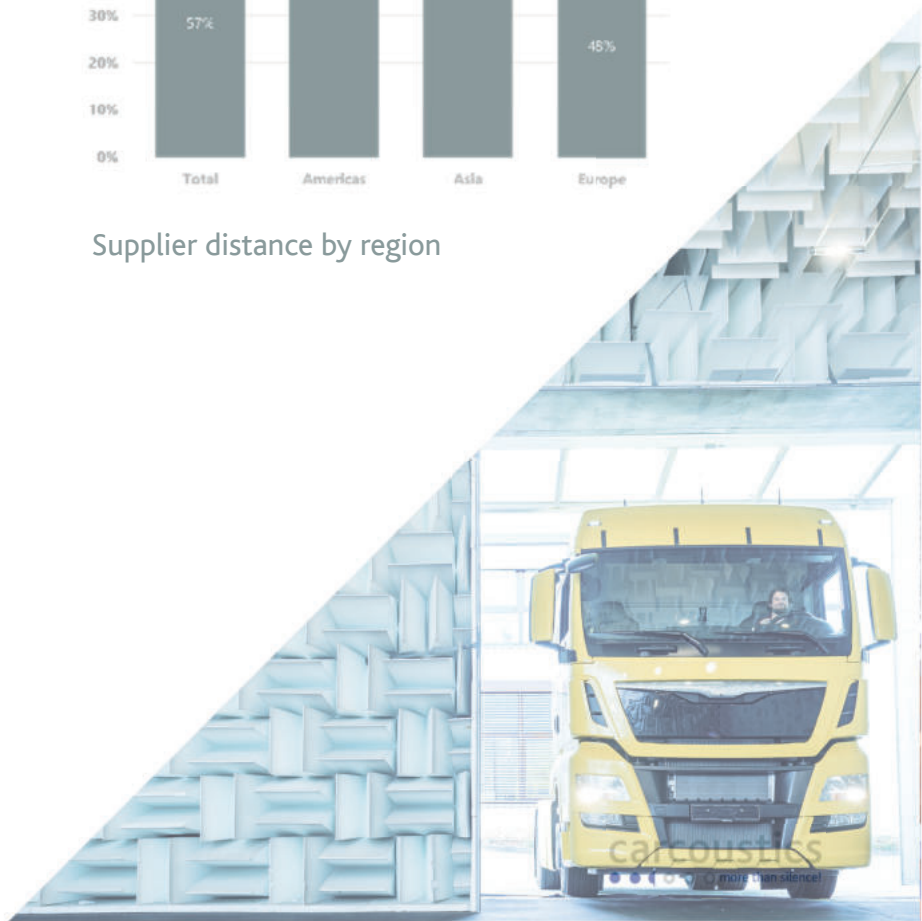
Revenue by region

Legend for Supplier distance by region:

- < 100 km
- 100 km to 500 km
- 500 km to 1000 km
- > 1000 km



Supplier distance by region



Production & Added Value

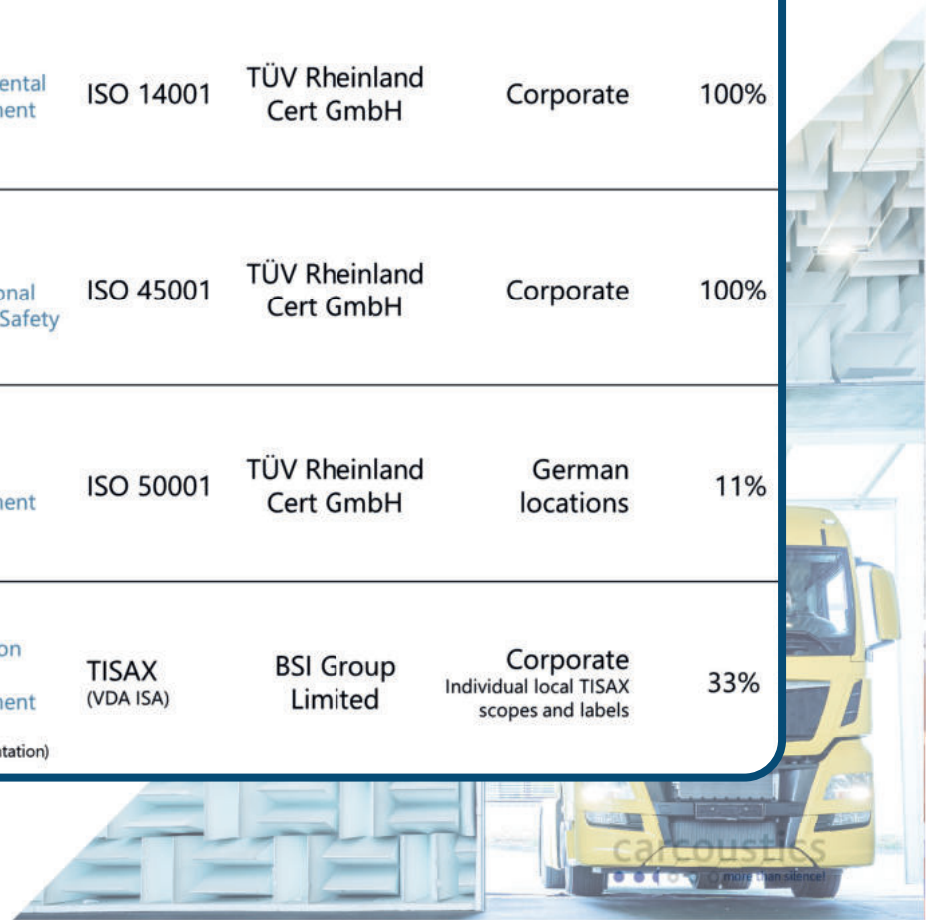
POLICIES

The framework of the Carcoustics Quality - Environmental and Occupational Health & Safety Management System is our corporate policy. Within the yearly management reviews, its adequacy and validity is checked by the top management. In addition to the comprehensive expectations of the automotive industry in regards of compliance and environmental protection, we as Carcoustics hold ourselves to the same standards as our suppliers and try to set a good example by exceeding them. For this reason, we are currently undertaking a fundamental revision of our corporate guidelines in order to bring them into line with our ambitious goals and ideas for a sustainable business practice.

CERTIFIED MANAGEMENT SYSTEMS

Carcoustics' certified Integrated Management System (IMS) includes the following norms and standards as a basis for managing any sustainability aspect. We are proud that in 2022 our company-wide certification for ISO 14001 and 45001 has been confirmed for all our plants. One of our central goals for the coming years is to extend ISO 50001 to the remaining sites and to use it as a basis for measures to increase our energy efficiency.

| Management System | Standard / Norm | 3 rd party certification | Scheme / Scope | Pct. covered |
|--|-----------------|-------------------------------------|---|--------------|
| QMS Quality Management System | IATF 16949 | TÜV Rheinland Cert GmbH | Corporate | 100% |
| EMS Environmental Management System | ISO 14001 | TÜV Rheinland Cert GmbH | Corporate | 100% |
| OH&S Occupational Health & Safety | ISO 45001 | TÜV Rheinland Cert GmbH | Corporate | 100% |
| EMS Energy Management System | ISO 50001 | TÜV Rheinland Cert GmbH | German locations | 11% |
| ISMS Information Security Management System (in implementation) | TISAX (VDA ISA) | BSI Group Limited | Corporate Individual local TISAX scopes and labels | 33% |



Valencia Sustainability Performance

Carcoustics' Valencia plant is striving to become a pioneer in sustainability and is well positioned to do so for a variety of reasons. In addition to low fossil fuel consumption, a newly installed photovoltaic system will ensure that the plant generates all of its own electricity needs and feeds excess energy into the local grid. In addition, the plant is manufacturing one of the first Carcoustics products to be made almost entirely from recycled input materials.

These and other circumstances led to the plant being awarded the Gold Medal of the EcoVadis Sustainability Rating in 2022. The plant achieved above-average performance in three of the four categories, placing it in the top 7% of the highest-rated companies in the industry. We are proud that our efforts and progress have been recognized and see

the result as a cornerstone for a more sustainable corporate future. EcoVadis is one of the largest and most recognized providers of holistic ratings in the field of corporate responsibility and sustainability. The rating is based on a multi-step process that includes self-disclosure, document review, and monitoring of reports that are finally analyzed and evaluated by experts.



Compliance

The goal of compliance at Carcoustics is to ensure that the company and all employees comply with applicable rules and applicable legislation. This enables the company and its employees to minimize risks for violations, avoid negative consequences, and helps maintain our trustworthiness and reputation as a reliable business partner.

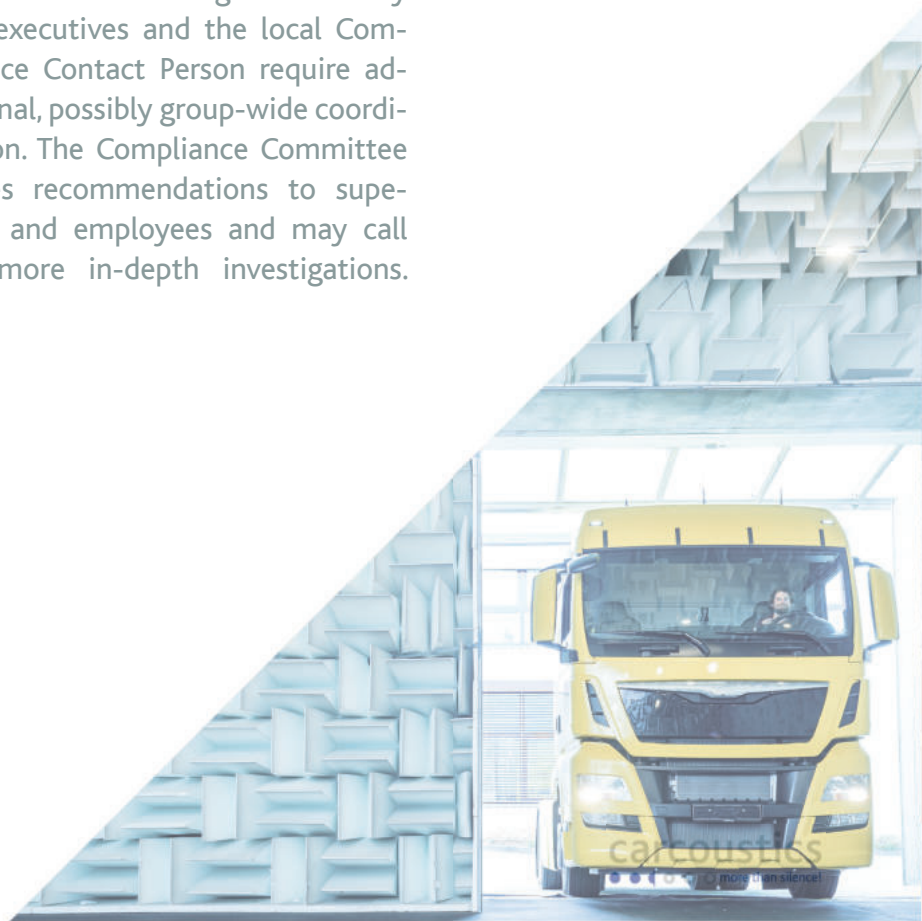
RESPONSIBILITIES AND ORGANIZATION

The responsibility for compliance lies with the management of the Carcoustics group. A Compliance Officer for the Group and local Compliance Contact Person for each legal entity have been appointed. They work to develop the Compliance Organization and are the first point of contact for any questions, issues or clarifications needed. In addition, they compile and aggregate compliance issues and propose recommendations to decision makers. They report on Compliance in regularly held



meetings. External consultants may be asked to get involved if necessary.

Also, a Compliance Committee is in place and is represented by the Compliance Officer, a Regional Director and the Vice President People & Culture. The Compliance Committee is always active if topics or issues that are being assessed by the executives and the local Compliance Contact Person require additional, possibly group-wide coordination. The Compliance Committee issues recommendations to superiors and employees and may call for more in-depth investigations.



COMPLIANCE TRAININGS

In addition to this support function, the People & Culture department coordinates our basic training on the Code of Conduct and specific compliance training sessions. A training schedule is available and lists the trainer – either an external expert, the Compliance Officer, the Compliance Contact Person or export control manager. Superiors conduct further training if their employees have not participated directly in the general training sessions. For the CoC training, there is an e-learning tool including a test with multiple choice questions which has to be completed by new employees and annually by our existing staff. The results of the tests are being tracked and reviewed.

As a first step towards meeting our new responsibilities, the scope of this training has been expanded to include the topics of occupational safety, protection of human rights, business ethics and prevention of discrimination.

COMPLIANCE TOPICS

The topics currently covered by the Carcoustics Compliance process are the following:

Signature Guideline:
describes the process of who is allowed to represent the company

Anti-corruption:
avoiding a dishonest and fraudulent business conduct

Anti-trust:
aiming at free and fair competition

Export control:
adhering to export control regulations such as restrictions, prohibitions and authorization requirements

IT Security:
regulating the use of Carcoustics IT systems and applications

With the reorganization of our compliance structure, the future system

will also cover the relevant topics from the environmental and social areas and place an expanded focus on conscientious documentation and processing of any cases.



RESOURCES & EMISSIONS

The consequences of the Ukraine war have once again shown us how dependence on fossil and primary raw materials can have a negative impact on the economy and corporate development. Likewise, they have once again highlighted the direct link between a consistent focus on the efficient use of natural resources and the associated financial benefits.

At Carcoustics, we have taken these circumstances as an opportunity to further align our strategy in the direction of resource efficiency and the circular economy, and to implement further measures to counteract the adverse cost trend. As a result, we succeeded in meeting our long-term target of a 2% annual reduction in energy consumption last year, and in particular in cutting our consumption of fossil fuels such as natural gas, diesel and LPG by 7-9%. This is also reflected in our intensity metrics, which we were also able to reduce by high single-digit percentages.

Specific measures that helped achieve this were the systematic regulation of our heating systems, the continued electrification of our company vehicles and forklifts, and the purchase and self-generation of green electricity. By consistently pursuing our sustainability strategy, we thus expect to achieve short- and medium-term success in reducing our corporate footprint.

In the coming year, we also want to step up our efforts in the area of product life cycle assessments, which we expect to add value not only for our customers but also for our product and process development. Here, too, the goal is to reduce the environmental footprint through the use of reused materials, the reduction of transport distances, and efficient processing into our products.



Dirk Pérez
Vice President
Quality & OHS

Materiality Assessment

of environmental aspects within the Carcoustics group

As part of the Integrated Management System and the annual environmental management review, Carcoustics regularly conducts a materiality analysis of the following aspects as a basis for product and process improvements:

PRE-OPERATIONAL ASPECTS

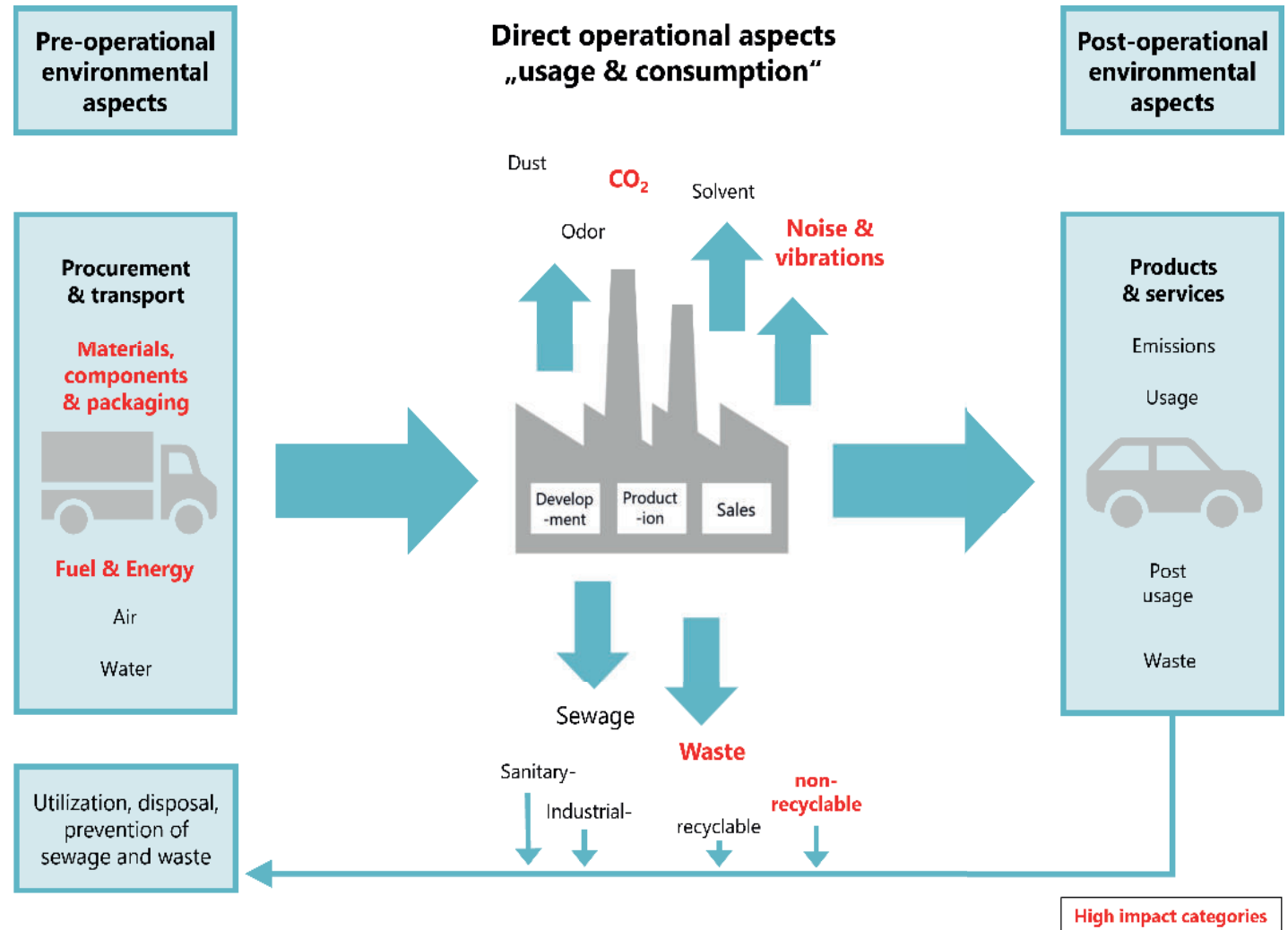
- Raw material extraction
- Reprocessing at suppliers
- Preparation and delivery
- Purchased production goods (e.g. components, machines, materials, etc.)

DIRECT OPERATIONAL ASPECTS

- Raw material utilization and consumables
- Use of energy sources (e.g. energy, fuels, etc.)
- Emissions (e.g. noise, dust, solvent, CO₂, etc.)
- Waste and sewage

POST-OPERATIONAL ASPECTS

- Onward transport to the customer
- Influence on the use phase
- Disposal and recycling (end-of-life)

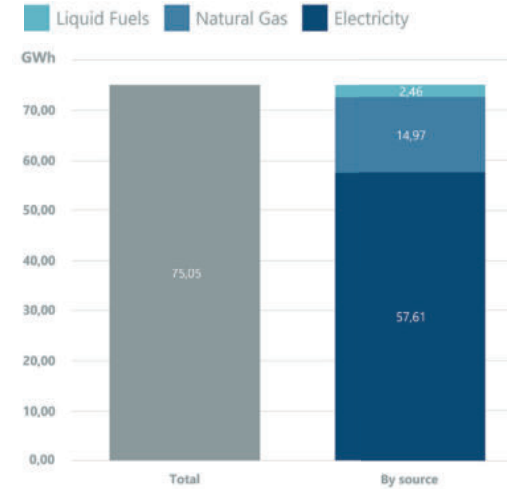


MATERIAL USAGE

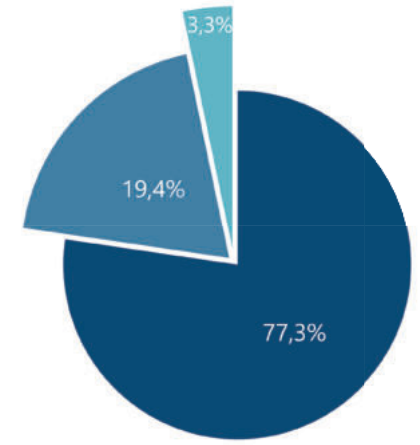
The optimal use of materials is a key factor for all Carcoustics products and processes, as economic and ecological aspects are interconnected. From the early stages of the product and process development, computer aided technologies are used to create the best possible material usage and to avoid waste and scrap. In serial production, Carcoustics is running continuously QIP projects (Quality Improvement Projects) to reduce the internal and external scrap rates. This QIP projects are staffed with multidisciplinary members, led by highly qualified specialist from Quality or Lean Management departments, using state of the art problem solving and improvement techniques, like Six Sigma, PDCA and DoE. After two years of new minimum figures for the scrap rate, it rose again slightly last year, but remains below our target value and within the acceptable corridor. In the upcoming years we plan to maintain this low level while incorporating new, innovative and greener materials and production technologies.

OVERALL ENERGY USAGE

Making up more than 77% of the total energy consumption, electricity is the major energy source used at Carcoustics. The highest portion of electric energy is used for production processes and machines, especially for heating of materials and tools. As of 2022, about 27% of the electricity obtained is from renewable energy sources other than nuclear energy. However, we are working closely with our partners at the local energy providers to up this figure and/or increase the portion generated directly at our plants via photovoltaic systems. At our Valencia plant, for example, we have just commissioned a new photovoltaic system that will reach full output by mid-2023 and supply the site with green electricity in excess of its own requirements. Natural gas is the second biggest energy source used on Carcoustics group level containing 19% of total energy use. It is mainly used for the heating of buildings and only little in processes. Other energy sources account for less than 4% of total energy consumption and inclu-



Total energy consumption by source

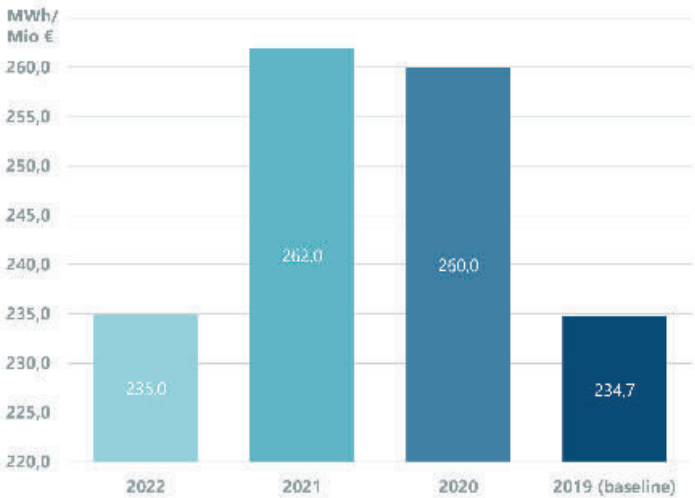


Shares of energy consumption

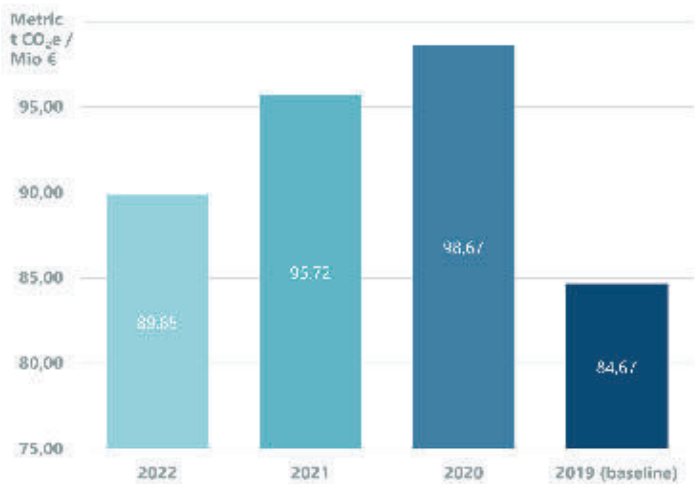
de liquefied petroleum gas (LPG) for forklifts and kitchens, and diesel or gasoline for operating our company cars, although 48% of these are also already at least partially electrified.



Scrap rate trend



Energy intensity
 Relative to 2021: **-10,3%**
 Relative to 2019 (baseline): **+0,1%**



Emission intensity
 Relative to 2021: **-6,1%**
 Relative to 2019 (baseline): **+6,1%**

ENERGY USE INDICATOR

To initiate and control a continuous improvement process and reduce overall energy consumption, Carcoustics is monitoring various energy use KPIs, e.g. measuring the energy demand in annual kWh per 1 Mio € Turn Over Finished Goods. Apart from possible impacts of unusual circumstances we aim to reduce our energy consumption by at least 2% per year. Measures to achieve this target are defined in all plants, led by plant managers and local „energy saving teams“. The results of improvement projects and best practice are shared within the Carcoustics group. In 2021 the ongoing corona pandemic forced us to take several measures with lower energy efficiency to protect our employees from possible infections and keep production running. Restrictions in machine employment density and idling to avoid even less efficient warm-up processes, coupled with further restrained demand and supply chain difficulties, resulted in further poor, but not as meaningful, metrics. Our short term goal is to reach pre-pandemic levels by 2023 and continue

our progress from the previous years by investing in on-site electricity generation and saving measures.

EMISSIONS

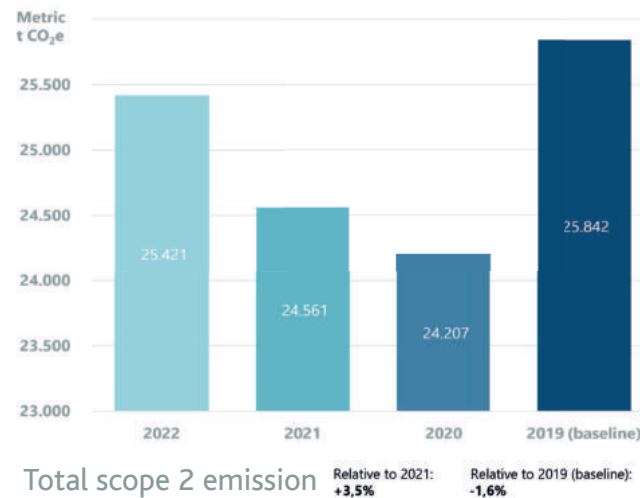
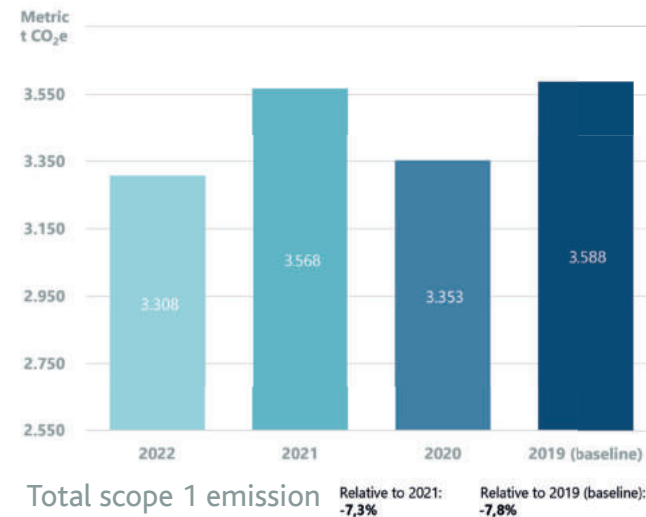
Driven by the responsibilities and obligations that come with our position in the global automotive supply chain, Carcoustics is working intensively on the expansion of the scope of our emission calculation. As of 2022 we are able to reliably report the direct (scope 1) and indirect (scope 2) emissions related to our business activities and energy purchases, which are going to be third party verified from the coming year. We are also currently working on including our upstream Scope 3 emissions in the calculation within the next year and having the already formulated targets validated by SBTi. To this end, we are participating in a project to reduce greenhouse gas emissions initiated by the BVMW, i.e. the German Association of Small and Medium-sized businesses, which is intended to support us in this endeavor.

PRODUCT LIFECYCLE ASSESSMENT

In order to better understand the environmental impact of our products during all phases of their life cycle and to draw conclusions and potential for future product generations, we have created the necessary infrastructure and started calculating product-related life cycle assessments according to ISO 14040. As the as-is analysis progresses and the tools are used for first development projects, initial results have confirmed one of our basic assumptions - due to our core competencies of developing and supplying „light-weight“-products, Carcoustics contributes positively to the weight reduction of vehicles and thus their CO₂ emission during usage.

This is also true for our products in new energy vehicles (NEVs), where the battery pack alone can weigh up to one fourth of the vehicles total mass and therefore increases the need for lightweight

construction of the body. We will continue to strengthen our expertise in this area and not only deliver added value for our customers, but also steadily reduce the environmental impact of our products.



Recycling & Waste

PREVENTION OF WASTE

The Carcoustics business model contains the strategy to develop and offer a wide range of solutions for our customers to improve acoustic insulation, sealing and maximum comfort properties of vehicles. To reach and maintain the maximum performance of customized products, Carcoustics purchases most materials and components. This gives Carcoustics the flexibility to always choose the best material solution for customized products and specific applications. To assure competitiveness, it is given for Carcoustics to permanently improve the material usage. Not only because of the financial aspect, the prevention of waste is number one priority when developing and implementing production processes.



For instance, state of the art software is used to calculate minimum usage of materials and a robust process design to keep the material blanks as small as possible, which also reflects in our low figures in the KPI of scrap rate.

RECYCLING & DISPOSAL

Carcoustics waste disposal intensity has been stable below 0,7% of disposal cost versus total net sales over the last three years, and could even be reduced to 0.63% in 2022. Our products or processes do not cause any critical or dangerous waste. Although the prevention of waste is priority, we are continuously developing and applying recycling concepts. Standard materials like cardboard, metal, plastics, wood, and electrics are separated and delivered to local recycling companies. Customized materials are converted into recycling products, e.g. stuffer bags or rebonded foam blocks. In 2022, we started to take a more in-depth look at our global production waste to improve overall recyclability and evaluate suitable disposal and further processing options in



our own and third-party operations. In the running year, we also want to deepen the dialog with dismantling companies to better understand what happens to our products at the end of their life cycle and how to close the loop to waste-free reuse.

WATER & EFFLUENTS

As freshwater scarcity is one of the most relevant topics coming along with the increasing world population and industrial development, a responsible handling of this resource is not only important for maintaining Carcoustics' business activities but also for the local communities around our production plants. Carcoustics' water consumption is limited to our sanitary facilities as we do not need any for our production processes. Nevertheless, we preventively identified our plants in Mexico, China and Belgium as branches in areas with high water stress so we can pay special attention to measures obviating unintentional spills and leakages. As it is true for all our plants, all employees are made aware of the economical use of water with corresponding information signs at all tapping

points, as well as a clear prohibition of the disposal of other waste in our sanitary facilities. We can assure that all of our effluents meet the local and global quality standards.



Carcoustics commits itself to complying with any present and future environmental legal frameworks, believing that a better future for our planet also means a more successful and sustainable future for our business and employees. As a basis for this, we are proud to have achieved corporate ISO 14001 certification for all our plants and are working hard to improve our standards beyond this. Of course, Carcoustics not only bears direct responsibility for the environmental impact of its business activities but also for its employees and supply chain. Therefore the regular training program for all employees include information on how their behavior can have a positive impact on the company's eco-balance and suppliers are checked for their legally compliant behavior in environmental matters.

In 2023 we have not detected any violations from employees or suppliers and no business relations had to be terminated because of this.

EMPLOYEES & SOCIAL RESPONSIBILITY

Having overcome the pandemic and its impact on day-to-day business and personal life through strong communities at each of our sites, the war in Ukraine and its implications is causing further stress and uncertainty. As we recognize the significant challenges our employees continue to face, we have further strengthened our focus on employee well-being and satisfaction. Our goal is to foster a positive work culture and motivation by ensuring a safe and healthy work environment, both physically and mentally.

At the same time, the events of the past year have once again highlighted the importance of supporting local communities. With the aim of being an active part of society, we created donation opportunities for employees, collected financial and in-kind donations for Ukraine, Turkey and Syria, and participated in community projects at our sites.

As part of our long-term strategy regarding recruitment and talent acquisition, we continue to

pursue fair and unbiased hiring practices to foster an inclusive and diverse work culture where employees from different backgrounds feel valued and respected.

At the same time, we plan and encourage to fill vacancies even more often with our own employees by providing continuous training opportunities through a virtual training platform with digital learning solutions that can prepare our employees for new challenges.

With a consistent approach to our sustainability strategy, we are convinced that, together with our employees, we are well prepared for future challenges.



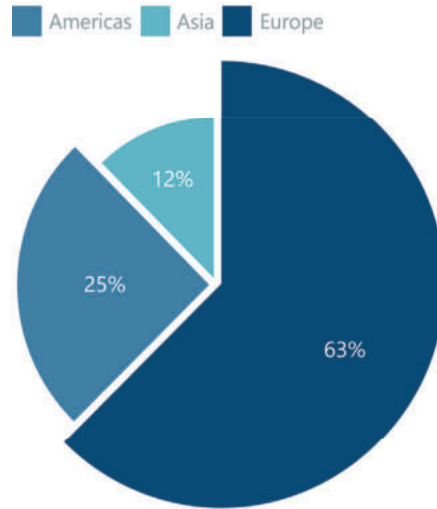
Ulrich Brode
Vice President
People & Culture

People, Culture & Community

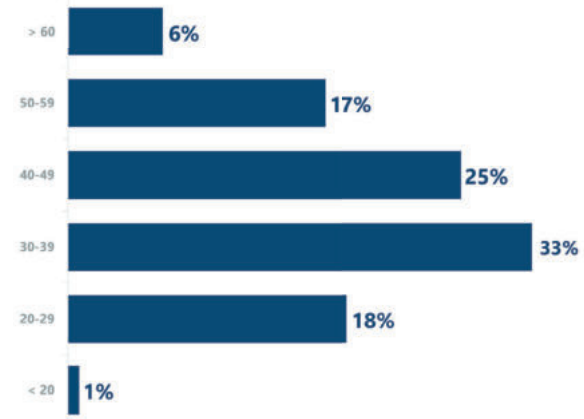
WORKING COMMUNITY

Carcoustics' employees are the company's most important asset. Especially in times of work absences due to illness and quarantine, the shortage of skilled workers and the highly competitive talent acquisition, our employees have been the most essential success factor.

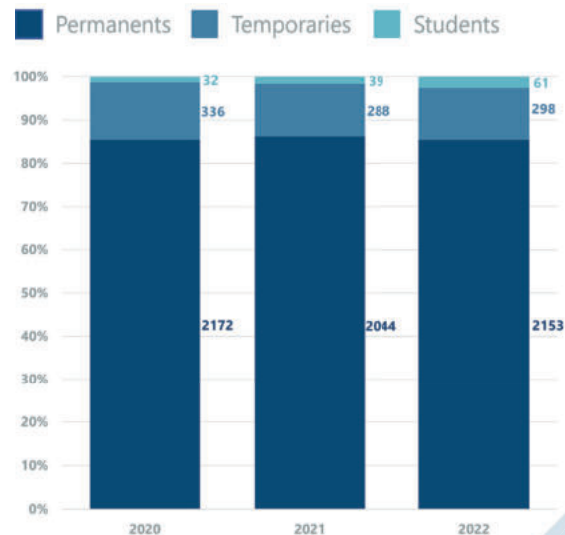
Currently, Carcoustics has 2,512 employees in 18 locations and 10 countries. Moreover, the company strives in developing Young Talents by offering apprenticeships, internships, dual student positions and trainee positions and is happy to be able to develop many of our "Young Talents" into permanent positions.



Share of headcount by region



Share of headcount by age group



Employee structure

FROM PRACTICE

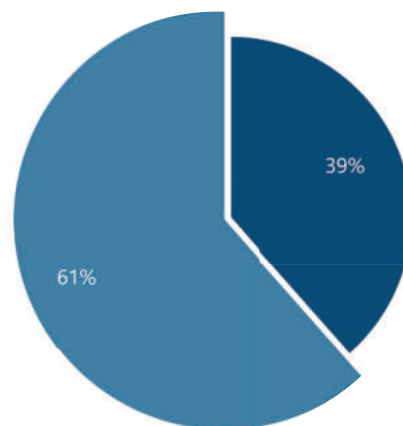
„HAPPY WORLD WOMEN'S DAY!

We are proud of our amazing Carcoustics women! Congratulations to each and every woman out there!"

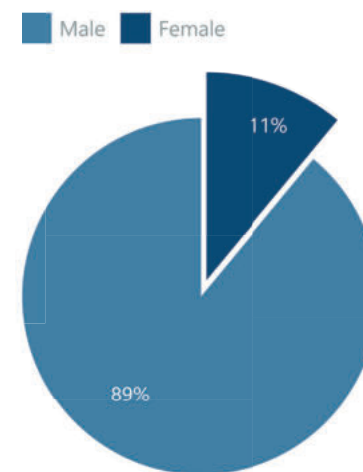


PEOPLE & DIVERSITY

For Carcoustics as a company with a global presence and diverse as well as international teams, working together on a daily basis, diversity and non-discrimination play an important role. Ethical behavior and non-discrimination are part of our onboarding process from day one and guide our employees as they continue their journey at Carcoustics. A diverse workforce, whether in terms of age, gender, background, education or even interests, is a key factor in Carcoustics' success. To promote our overall diversity and especially disadvantaged groups, we offer special training and awareness programs.



Share of headcount by gender



Share of women in top management

TRAINING & DEVELOPMENT

To support lifelong learning, our employees have been offered access to an e-learning provider since 2019. We were able to successfully integrate the OpenSesame course program into our learning system (SAP SF). OpenSesame is a platform which offers over 20,000 different e-learning courses on topics such as business skills, technology and sustainability, but also security, human rights and compliance. This allows our employees to receive targeted training on these topics and develop an increased awareness of their importance. To support our employees in selecting the right and high-quality courses, we pre-select OpenSesame's extensive e-learning offering, transfer the interesting and relevant courses to SAP SF, and group them there into new topic categories.

Our goal is to provide our employees with needs-based and sustainable access to learning resources and to encourage and enable them to focus independently on the responsibility for permanent and individual qua-

lification. For this reason, we launched the „You@carcoustics“ training program in 2022. In an internal intranet area of the same name, our employees can find all the information they need on the wide range of further training opportunities (e-learning, classroom training, English training, mentoring, learning weeks ...) offered by Carcoustics. Furthermore, the intranet pages offer support in planning and organizing one's own further training path. In order to focus on the personal development of employees, You@carcoustics is divided into these four areas:

Young Talents

New Colleagues

Qualification & Training

Power of Leadership

No matter what stage of career our employees are in, You@carcoustics has adapted tips, tricks and opportunities for develop-

ment. In the future, we will continue to work on expanding You@carcoustics and orienting our training program even more strongly to the needs and wishes of our employees.



PEOPLE BENEFITS & SATISFACTION

Carcoustics is committed to fair compensation, appropriate benefits and modern workplace design. Therefore, for example, we place great emphasis on flexible scheduling and workplace design so that the work-life balance of our employees can be improved. Offering remote work (flexible, up to 100%) to a large number of employees allows them to better adapt to their personal needs and lifestyle. This also contributes to a more sustainable work environment, as there are fewer trips to the company. In addition, several employees take advantage of the sabbatical program to take time off for their personal desires or to participate in our company-sponsored e-bike program. Further improving performance, employee satisfaction and retention is a key objective of Carcoustics' People & Culture strategy. The company not only receives internal feedback, but also constantly benchmarks its processes against those of other companies. Carcoustics is very proud of several awards, such as „Family Friendly Company“.

FEEDBACK & PERFORMANCE

Feedback and performance appraisals are an important part of Carcoustics, employee development. Only through feedback do employees know in which areas they are performing well and where their areas of development are. This helps to create an open culture, which is one of Carcoustics' core values. One tool for managers and specialists is the target agreement. At the beginning of each year, individual and group goals are created in a workshop. Individual and group goals are derived from and aligned with the company's Balanced Score Card. Financial targets, but also sustainable, innovative and cultural targets are at the core of our group goals. In ongoing review workshops, employees discuss goals and what is needed for success in their area. We also review goals at least twice a year to ensure their success. An added benefit for employees is a bonus payment based on goal achievement, which is in line with our „pay for performance“ strategy. During the performance review, employees receive feedback on their

performance and how they are doing in line with the company's values. The employee reviews also discuss, define and evaluate the employee's career prospects and development goals. We were able to digitize the annual appraisal interview process by integrating it with SAP SF. This allowed us to reduce the complexity of the process and expand transparency. Since continuous feedback is essential for the success of learning processes, we use a modern feedback tool in addition to the annual performance review, which employees and managers can use at any time to pass on constructive feedback and appreciative impulses. Personnel development is an important priority for the top management of Carcoustics. In addition to the development of all employees, we also focus on the identification and special promotion of high-potential employees.



Health & Safety

MANAGEMENT & CERTIFICATION

Carcoustics is committed to providing a healthy and safe working environment for its employees and all others who interact with our company. The goal of the health and safety program at Carcoustics is to prevent accidents, injuries or illnesses before they happen. Health and safety is everyone's responsibility! The original goal of continuously laying the foundations at Group level from 2020 has been fully achieved. There is a fully implemented occupational health and safety management system covering all our production sites. After a series of successful audits by TÜV Rheinland in early 2021, it was confirmed that our management system is fully compliant with ISO45001, which we received on July 6, 2020. The central position of „Global Occupational Health and Safety Officer“ continues to ensure the maintenance of the management system throughout our group and works with local occupational health and safety officers at all

our plants to implement new concepts for continuous improvement. Many occupational health and safety-related sub-processes are now fully integrated into the company's integrated management systems (IMS). Examples of these corporate standards are:

- Management of the health and safety risks and opportunities (KP8.6.4PD01)
- OH&S risk and opportunities matrix (KP8.6.4FO01)
- Disciplinary safety guideline (KP8.6.4DO1)
- Accident and near miss process and report (KP8.6.4PD02 & KP8.6.4FO02)
- Lessons Learned Card (LLC) for safety accident (KP8.6.4FO04)
- Status of OH&S (MP4.3.4FO07)

ACCIDENT MANAGEMENT

Accident and near miss tracking tracks every incident, regardless of severity, and is reported monthly. A campaign organized in the past year has significantly increased the number of near misses investigated. Examining and establishing corrective/preventive actions for all individual near misses is the key factor in eliminating further serious accidents and thus the 1000 Man Quota.

Our general target for the "1000 Man Quota" is:

- up to 10 – acceptable
- more than 20 - not acceptable

The trend over the last years is tracked for each plant. There is also an annual report where all serious accidents of the Carcoustics Group can be seen immediately. In 2022 we had 24 accidents (with absences > 3 working days in the Carcoustics Group and an average of 2507 em-

ployees), 61 minor accidents and 77 Near misses. This means that our 1,000-Man Quota was 8.5, below our target ceiling and continuing the long-term trend of a falling ratio. In a market comparison, this is also a reasonable result. Nevertheless, we are of course not satisfied with this result but are continuously working on minimizing risks for our employees. Our programs at the various sites include many different measures, ranging from a compa-

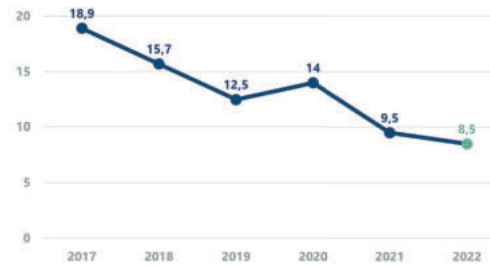
ny doctor, the offer of vaccinations and voluntary health checkups, to regular meetings attended not only by our management team but also by team members from different areas. Until the end, top management and other occupational health and safety staff were still very focused on eliminating the negative effects of the Covid-19 pandemic:

- A task force was formed to publish regular news on current activities, emergency actions and trends in all plants (countries).

- Numerous emergency measures have been established, e.g. measuring the body temperature of our employees, providing appropriate PPE (masks, protective shields, respirators, etc.), disinfection and cleaning measures, Covid-19 testing for our employees at most of the affected sites in cooperation

tion with local medical services.

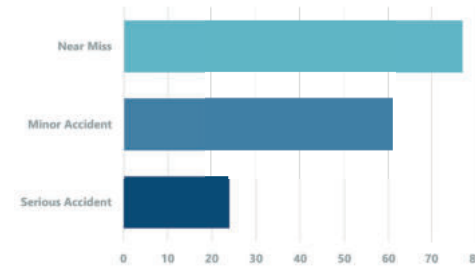
- An extended implementation of the mobile work
- Flexible working hours
- Production planning with a focus on sufficient manpower and minimizing risks on production areas



1000 man quota trend

LESSONS LEARNED

One of the highest priorities since the beginning of the implementation of ISO45001 has been to strengthen and standardize the thorough investigation of safety accidents using the 8D approach. A very detailed root cause analysis and definition of corrective and preventive actions is organized in our plants and ends with the „lessons learned card“. A new international sharing system has been developed and put into practice.



Accidents & near misses

Social Engagement

In 2022, for example, our Caroustics plant in San Miguel de Allende, Mexico, participated in a project for soil decontamination and the planting of 324 “Maguey pulquero” plants in Dona Juana in San Miguel de Allende.



Caroustics believes that it is not only important to deliver great quality to the customer, but also to be aware and to contribute to the environment and society. The company’s locations manage activities independently and with different focus areas as deemed most important locally. The concept of having the locations decide themselves will further enhance their engagement in contributing to society.

Serce Caroustics dla Ukrainy
Nie zwlekaj! Okaż serce!

Zbieramy dla naszych Pracowników z Ukrainy oraz ich rodzin, w kantynie i w biurze (1 piętro)

- artykuły higieniczne i kosmetyczne
- żywność o dłuższym okresie przechowywania
- śpiwory, koce, pościel
- leki przeciwbólowe

w dziale HR:

- środki finansowe

Україно, ми з тобою

Rekrutujemy! Dyrekcja oraz kierownictwo caroustics Wrocław



In Germany, Caroustics set up a fundraising campaign during its summer party: During a raffle with small prizes, colleagues could buy tickets or just spend money to support the organization “Tafel Leverkusen”. The “Tafel” is a social institution that supports disadvantaged families and persons by handing over free food and daily essentials. With the money collected in the fundraising campaign, Caroustics bought and donated needs-oriented food to the “Tafel” which then distributed those to people in the local area.

Our Polish plant in Wrocław meanwhile made a monetary donation to help people in Ukraine suffering from the effects of the Russo-Ukrainian war. In addition, a campaign called “Caroustics – Heart for Ukraine” was carried out among the employees, collecting practical items such as food, medicines, clothes, cosmetics and cleaning products. These were then handed over to Ukrainian employees and their families.

CLOSING STATEMENT

SUSTAINABLE IMPLEMENTATION IN THE CORPORATE CULTURE

In contrast to the slow recovery from the economic impact of the pandemic and the Russo-Ukrainian War, the shift in technology and demand towards sustainable product solutions in the automotive industry has continued to accelerate. Carcoustics sees this development not only as an urgent need to safeguard the livelihood of future generations, but also as an opportunity to become a pioneer in the insulation products supply industry through innovation and experience.

In addition to a now established staff position for general sustainability management, the core team consisting of the heads of the most relevant departments provides the right impetus to establish the guiding principle of sustainable development in all areas. As a result, further successes and initiatives can be reported:

Following the publication of the AIAG /DS Standard for Sustainability in the Automotive Industry, we have adapted our policies to ensure that the values and ideas are effectively communicated to our employees and suppliers and taken into account in the evaluation and selection process. With regards to products, we have developed a recycling concept in which production waste from thermoforming is shredded and reused as filler material in new products. At our Valencia location, a photovoltaic system enables the plant to fully cover its electricity needs and run self-sufficiently from the local power grid.

Half of our company fleet of vehicles has already been at least partially electrified and the necessary charging infrastructure has been created, which can also be used by our employees. Various plants and their

employees supported initiatives for victims of the war in Ukraine and the earthquakes in Turkey and Syria. In the coming reporting period, the focus will be on preparations for the German and European Supply Chain Act to come into force: The consideration of all ESG dimensions in risk analysis and avoidance will necessitate a reorganization of the global compliance structure and the expansion of our active supplier dialog. In conjunction with a project with the German BVMW to reduce our greenhouse gas emissions, we are expanding our calculation of the corporate carbon footprint to include upstream Scope 3 emissions and formulating medium- and long-term targets that are SBTi-conformant and validated.

We expect the general trend towards sustainability playing an increasingly important role

for consumers, customers and the industry as a whole not only to continue, but to intensify. However, with our measures already ongoing and planned, we believe we are well positioned to take full advantage of the resulting opportunities for corporate development.

REPORTING PRACTICE AND STANDARDS

Sustainable operating practices also include the open handling of information that is in the interest of all internal and external stakeholders. We have therefore again used the standards of the Global Reporting Initiative (GRI) as a guide in preparing this year's Sustainability Report and have endeavored to expand the information considered and reported. The report refers to most of the GRI Core Standards and a few more in each of the topic-specific segments. The following Content Index provides an overview of the disclosures made and refers to the relevant section of the report. In preparation for the changes to non-financial reporting triggered by the European CSRD, we will already be aligning to the ESRS standards specified by the latter from the coming year and adapting our reporting methods and content accordingly.

The calculation and evaluation of our greenhouse gas emissions are based on the GHG Protocol and the publications and databases which it is based on. This will also be used for the future inventory of our Scope 3 emissions, which we are planning for the first time in the current fiscal year.

For the life cycle analysis of our products, we use the LCA for Experts (form. GaBi) tool, which is widely used in the industry and prepares the life cycle assessment in accordance with the CML method as per DIN EN ISO 14040.

IMPRINT

CARCOUSTICS
SHARED SERVICES GMBH
Neuenkamp 8
51381 Leverkusen

+49.(0)2171.900-0
infocarcoustics.com
www.carcoustics.com

RESPONSIBLE FOR CONTENT

Patrick Altena
Global Sustainability Manager

Mareike Poell
Head of Corporate
Communications & Marketing

LAYOUT

Janine Labus
Marketing & Graphics Specialist

GRI STANDARD CONTENT INDEX

PAGES / INFORMATION

Universal Standards

GRI 102: General Disclosures

Organisational Profile

| | | |
|--------|--|----------------------------------|
| 102-1 | Name of the organization | Carcoustics Shared Services GmbH |
| 102-2 | Activities, brands, products, and services | p. 5-10 |
| 102-3 | Location of headquarters | p. 2 |
| 102-4 | Location of operations | p. 2 |
| 102-5 | Ownership and legal form | p. 5 |
| 102-6 | Markets served | p. 2 |
| 102-7 | Scale of the organization | p. 2, 5-10 |
| 102-8 | Information on employees and other workers | p. 29 |
| 102-9 | Supply chain | p. 14 |
| 102-10 | Significant changes to the organization and its supply chain | p. 4, 11-13 |
| 102-11 | Precautionary Principle or approach | p. 22, 25-27, 34 |
| 102-12 | External initiatives | p. 30, 35 |

Strategy

| | | |
|--------|---------------------------------------|------------------|
| 102-14 | Statement from senior decision-maker | p. 4 |
| 102-15 | Key impacts, risks, and opportunities | p. 11-14, 21, 28 |

Ethics & Integrity

| | | |
|--------|--|--------------------|
| 102-16 | Values, principles, standards, and norms of behavior | p. 4, 15-17, 19-20 |
|--------|--|--------------------|

Reporting Practice

| | | |
|--------|--|----------|
| 102-48 | Restatements of information | p. 37 |
| 102-49 | Changes in reporting | p. 37 |
| 102-50 | Reporting period | p. 1, 37 |
| 102-51 | Date of most recent report | p. 37 |
| 102-52 | Reporting cycle | p. 37 |
| 102-53 | Contact point for questions regarding the report | p. 37 |
| 102-54 | Claims of reporting in accordance with the GRI Standards | p. 37 |
| 102-55 | GRI content index | p. 38 |

GRI 103: Management Approach

| | | |
|-------|--|------------------|
| 103-1 | Explanation of the material topic and its boundary | p. 4, 14, 21, 28 |
| 103-2 | The management approach and its components | p. 4, 14, 21, 28 |
| 103-3 | Evaluation of the management approach | p. 4, 14, 21, 28 |

Economic Standards

GRI 204: Procurement Practices

| | | |
|-------|---|-------|
| 204-1 | Proportion of spending on local suppliers | p. 16 |
|-------|---|-------|

Environmental Standards

GRI 302: Energy

| | | |
|-------|--|-------|
| 302-1 | Energy consumption within the organization | p. 23 |
| 302-3 | Energy intensity | p. 24 |

GRI 303: Water and Effluents

| | | |
|-------|---|-------|
| 303-1 | Interactions with water as a shared resource | p. 27 |
| 303-2 | Management of water discharge-related impacts | p. 27 |

GRI 305: Emissions

| | | |
|-------|---|-------|
| 305-1 | Direct (Scope 1) GHG emissions | p. 25 |
| 305-2 | Energy indirect (Scope 2) GHG emissions | p. 25 |
| 305-4 | GHG emissions intensity | p. 24 |

GRI 307: Environmental-Compliance

| | | |
|-------|--|-------|
| 307-1 | Non-compliance with environmental laws and regulations | p. 27 |
|-------|--|-------|

Social Standards

GRI 403: Occupational Health and Safety

| | | |
|-------|--|-----------|
| 403-1 | Occupational health and safety management system | p. 17, 33 |
| 403-2 | Hazard identification, risk assessment, and incident investigation | p. 33-34 |
| 403-3 | Occupational health services | p. 34 |
| 403-4 | Workers covered by an occupational health and safety management system | p. 17, 33 |
| 403-5 | Work-related injuries | p. 34 |
| 403-6 | Work-related ill health | p. 34 |

GRI 404: Training and Education

| | | |
|-------|--|----------|
| 404-2 | Programs for upgrading employee skills and transition assistance programs | p. 31-32 |
| 404-3 | Percentage of employees receiving regular performance and career development reviews | p. 32 |

GRI 405: Diversity and Equal Opportunity

| | | |
|-------|--|-------|
| 405-1 | Diversity of governance bodies and employees | p. 30 |
|-------|--|-------|

GRI 413: Local Communities

| | | |
|-------|--|-----------|
| 413-1 | Operations with local community engagement, impact assessments, and development programs | p. 30, 35 |
|-------|--|-----------|