autoneum

Corporate Responsibility Report 2022

Sustainability in focus:
Fully recyclable carpet systems
made of 100% polyester

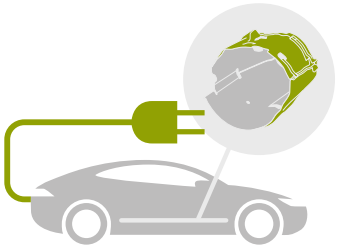
33 plants are
certified according to

ISO 50001

for **energy management**

53 production facilities
in **24 countries**

Autoneum receives **numerous customer awards**



Proven concepts for **noise protection extended to new applications related to electric drives**

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SBTi CO_2

Commitment to **ambitious science-based emission reduction targets**

IATF
16949
All plants certified

Launch of the **Autoneum Women's Network**

Foreword

Dear Reader

2022 was the third challenging year in a row for the automotive supply industry and, at the same time, the most demanding. Production volumes fluctuated sharply due to supply bottlenecks at vehicle manufacturers. The war in Ukraine, corona-related lockdowns in China, the rise in energy and raw material prices as well as record high inflation worsened the situation. Despite all these challenges, we continued to pursue our ambitious Group-wide environmental, social and ethical goals as we are committed to promoting sustainability over the long term.

In 2022 we again made measurable progress in the areas of environment, people and communities, governance and compliance. Autoneum committed to ambitious science-based targets in 2022, which were validated by the Science Based Targets initiative at the beginning of this year. The Company succeeded in reducing overall greenhouse gas emissions by 14.8% on a relative basis and by 33% on an absolute basis compared to the baseline in 2019. For Scope 3, this reduction is also linked to the increasing use of recycled materials and our sustainable Pure technologies. Finally, at the end of 2022, 33 plants worldwide hold a ISO 50001 certification in accordance with the energy management norm in order to better track and control energy consumption in the future.

We have strengthened the Corporate Responsibility Organization throughout the Company to focus more on sustainability. The committees and the Board of Directors have been more closely involved in the processes, as you will read in this report. As of the 2022 financial year, the Board of Directors extended the executive and Group bonus plan by adding environmental, social and governance target criteria.

In 2022, Autoneum gained first awards for its innovative and fully recyclable 100% polyester carpet system based on Autoneum Pure technologies. In the field of sustainable noise protection in the engine bay, the Company also won further customer awards for e-motor encapsulations featuring its patented innovation Hybrid-Acoustics PET. With the announced acquisition of the Borgers automotive business, Autoneum is taking an important strategic step toward further expanding its global market and technology leadership with sustainable and lightweight acoustic and thermal management solutions for vehicles in the future. Borgers' tradition began with the recycling of textiles over 150 years ago, and their expertise with sustainable products and processes will significantly enrich Autoneum's portfolio.

Autoneum has rolled out a global e-learning platform with more than 40 selected courses in different languages. In addition, a women's network was launched to promote exchange among women on topics such as career development, family and work. In the area of occupational health and safety, Autoneum posted another decline in the number of accidents in 2022, with a drop in the accident rate of 26.5%. 214 eco-efficiency projects focusing on waste, energy and water efficiency – almost triple the number of projects in previous years – were carried out at 37 plants during 2022. Finally, our employees carried out 67 community engagement projects, an impressive number.

For 2023, successful integration of Borgers will be a decisive step for Autoneum, also in terms of sustainability strategy and processes. We will continue to work toward improving all dimensions of our Corporate Responsibility in the coming years, undeterred by the challenges in our industry.

Hans-Peter Schwald
Chairman of the Board

Matthias Holzammer
Chief Executive Officer

About **Autoneum**

Autoneum (legally Autoneum Holding AG) is an internationally active Swiss automotive supplier headquartered in Winterthur, Switzerland. Autoneum is one of the leading manufacturers of acoustic and thermal protection for vehicles. The Company supplies the majority of the world's automotive manufacturers.

VALUES AND PRINCIPLES

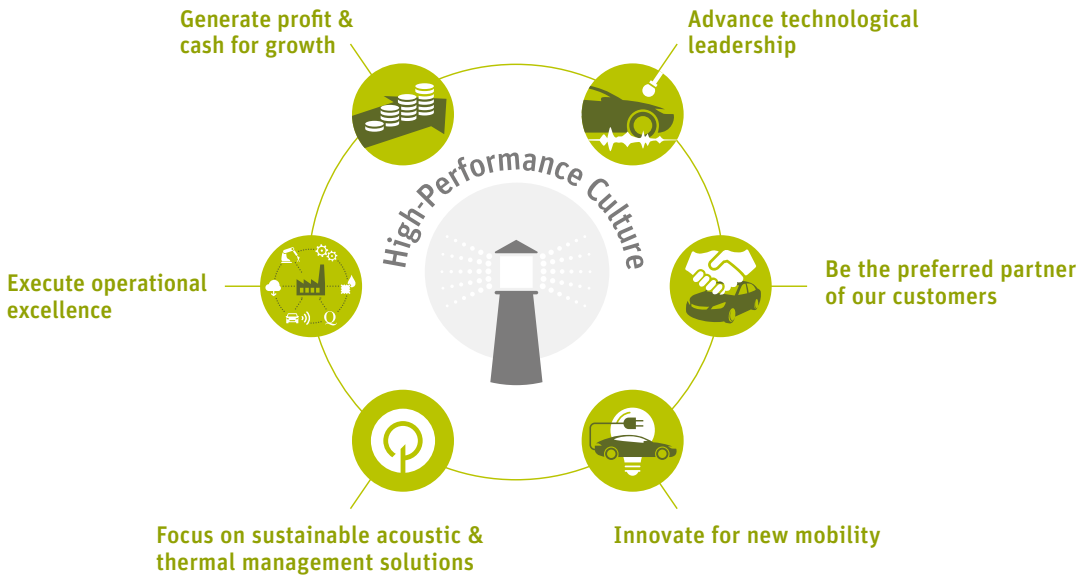
At Autoneum, we live a high-performance culture which is the key enabler of our long-term business success. This culture serves as both a framework and a guideline for the daily actions of Autoneum's employees and must be exemplified by the Company's executives. While we expect our employees to perform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

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

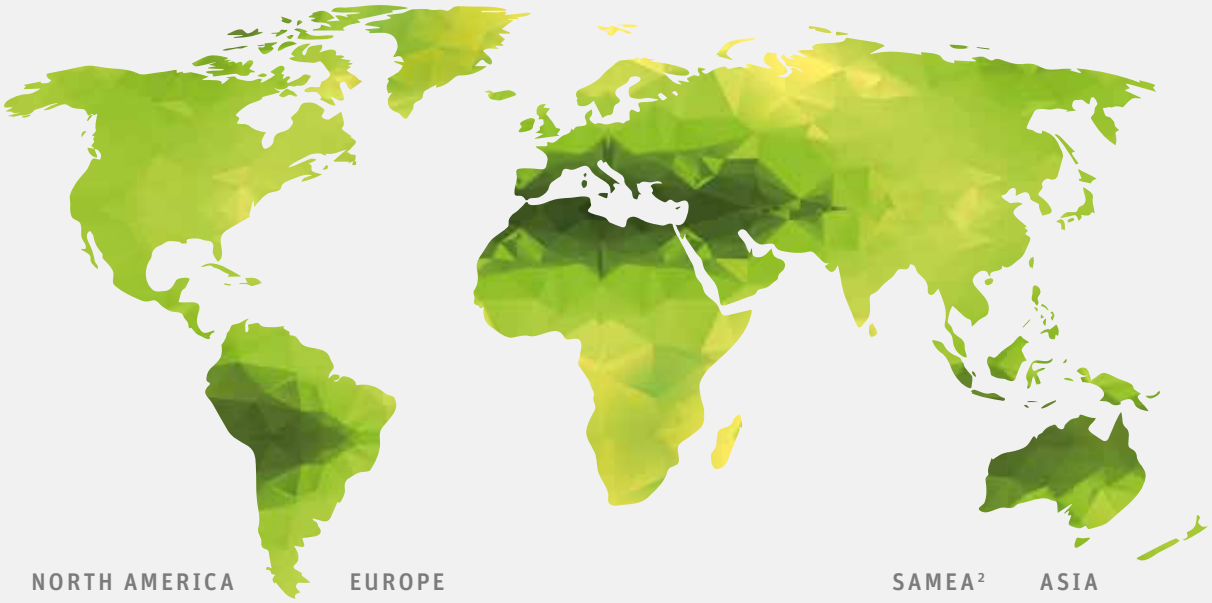
These values represent the DNA of our Company. We integrate them in all our decisions and actions, which enables us to fulfill Autoneum's long-term principles: Delight your customers | Enjoy your work | Fight for profits

SUSTAINABILITY INTEGRATED IN THE COMPANY STRATEGY

Autoneum's first corporate strategy was established following the Company's spin-off from the former parent company Rieter in 2011. With time, however, the market environment changed and the priorities of the Company progressively shifted. With the rise of disruptive trends such as e-mobility, the industry is undergoing a fundamental transformation, producing new challenges but also opportunities. Over the past three years, these challenges were exacerbated by high inflation and irregular stop-and-go production caused by frequently changing vehicle manufacturer call-offs due to supply chain bottlenecks. In order to sharpen the focus on our core competences and provide an efficient response to these new developments, Autoneum undertook a comprehensive review of its strategy in 2020. As a result, the previous priorities and focus areas were re-evaluated and regrouped into six new strategic priorities, which are supported by a comprehensive set of initiatives and actions. In addition to the priority "focus on sustainable acoustic and thermal management solutions," sustainability has been integrated into several other areas of the strategy as well – and thus will decisively shape our business activities going forward.



Autoneum is represented in 24 countries worldwide, in 20 of which it has production facilities. Around 11 620 employees work in production and production-related areas (blue collar 63.8%) and in administration (white collar 36.2%). Of the 53 plants,[1] 8 are located in North America, 24 in Europe, 5 in SAMEA[2] and 16 in Asia. The key performance indicators (KPIs) in this report were calculated based on the evaluation of the 44 Autoneum locations with a majority of shareholders.



NORTH AMERICA

Canada
· London, Ontario
· Tillsonburg, Ontario

Mexico
· San Luis Potosí
· Silao

USA
· Aiken, South Carolina
· Bloomsburg, Pennsylvania
· Downers Grove, Illinois
· Jackson, Tennessee
· Jeffersonville, Indiana
· Monroe, Ohio
· Novi, Michigan
· Oregon, Ohio
· Somerset, Kentucky
· Valparaiso, Indiana

EUROPE

Belgium
· Genk

Germany
· Munich
· Rossdorf-Gundernhausen
· Sindelfingen

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

Poland
· Katowice
· Nowogard

Portugal
· Setúbal

Russia
· Ryazan[3]

Sweden
· Göteborg

Switzerland
· Sevelen
· Winterthur (Hauptsitz)

Spain
· A Rúa
· Valldoreix (Sant Cugat del Vallés)

Czech Republic
· Bor
· Choceň
· Hnátnice

Hungary
· Komárom

United Kingdom
· Halesowen
· Heckmondwike
· Stoke-on-Trent

SAMEA[2]

Argentina
· Córdoba

Brazil
· Gravataí
· São Paulo
· Taubaté

South Africa
· Rosslyn
· Durban

Turkey
· Bursa

ASIA

China
· Chongqing
· Dadong
· Pinghu
· Schanghai
· Taicang
· Tiexi
· Yantai
· Fuzhou
· Guangzhou
· Tianjin
· Wuhan

India
· Behror
· Chennai

Indonesia
· Karawang

Japan
· Oguchi
· Tokyo

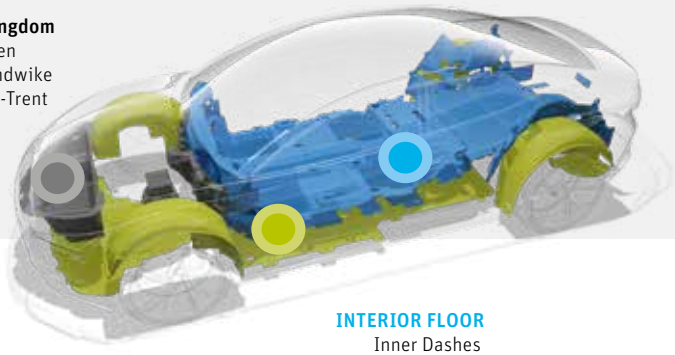
Malaysia
· Shah Alam

South Korea
· Seoul

Thailand
· Laem Chabang
· Chonburi

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

[1] Not included are locations with minority shareholders.
[2] South America, Middle East and Africa.
[3] Ryazan idled due to political situation.



VALUE CHAIN

Mastering sound and heat

Autoneum is the global market and technology leader in sustainable acoustic and thermal management for vehicles, and partner to automobile manufacturers around the world. The Company develops and produces multifunctional, lightweight components for optimum noise and heat protection.

Autoneum's value chain comprises a number of important steps from purchasing to end product. These begin with the customer order and the corresponding purchase of raw materials and components. The automotive supply company purchases direct and indirect

ENGINE BAY
Frunk
Engine and E-Motor Encapsulations
Outer Dashes
Hoodliners
Engine Top Covers
Outer Trunk Floor Insulators

INTERIOR FLOOR
Inner Dashes
Needlepunch Carpets
Tufted Carpets
Floor Insulators
Inner Wheelhouse Insulators
Floor Mats
Dampers
Inner Trunk Floor Insulators

UNDERBODY
Under Floor and Under Engine Shields
Wheelhouse Outer Liners
Outer Tunnel Insulators
Under Battery Shields
Battery Electromagnetic Shields
Heatshields

materials to manufacture its products. Direct materials include raw materials and components that go directly into the products: yarns, plastic polymers, fibers, reclaimed cotton, aluminum and others. Indirect materials include goods and services that support the production process, such as machinery, energy, spare parts for maintenance and services such as travel, cleaning and security. All of these are purchased and supplied locally from the same region in the various locations around the world, and sometimes from overseas from global suppliers (see "Supply chain management" chapter on page 25).

Automotive accessories are tailor-made for each vehicle model. Before a product goes into series production, the shape and composition are determined in the preliminary stage by Autoneum's and the customer's development departments. Autoneum also designs and manufactures tools (molds) needed for the production of the products in its own specialized plants. Already at the preliminary stage, special focus is placed on a sustainable and cost-efficient production process. In its own plants, Autoneum receives the raw materials and components required for production and supplies the production lines via internal logistics. The raw materials and components are processed in the Company's own global production facilities and converted into semi-finished and finished products. This includes, for example, the production of interior floor, underbody and engine bay parts (see image on page 5). Efficient waste disposal and recycling are a crucial step in the production process. Finished products are checked by internal quality control, stored internally and shipped directly to customers on demand or onward to warehouses. Inbound and outbound logistics are the shared responsibility of Autoneum, suppliers and customers.

Through the value chain, Autoneum generates added value and offers innovative products that make vehicles quieter, lighter and safer and help reduce fuel consumption and emissions. Autoneum develops and produces lightweight and multifunctional components and systems for noise and heat protection for the global automobile industry.

RISK MANAGEMENT

Autoneum maintains a Risk Management System and procedures for identifying, reporting and managing risks. The Company regularly assesses general business risks related to strategy, operations, finance and litigation. At the same time, it also evaluates risks with Corporate Responsibility components – political, legal and compliance, organizational, environmental, human rights violations and occupational health and safety risks. A dedicated section of the Risk Management System addresses risks related specifically to climate change. An aggregate review of all identified risks and measures to address them is performed on a semi-annual basis by the Risk Council, which consists of the Business Group Controllers and all Heads of Corporate Functions. The review results are summarized in the Risk Report and presented to the Board of Directors and Group Executive Board.

AUTONEUM IN DIALOG

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

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

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

Financial community
Shareholder meetings, dialog with financial institutions and analysts, investor days

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

Media & public
Communication through media events, publications, advertising, social media and websites

Local communities
Community engagement projects, plant visits, neighborhood dialog, open-door events, one-on-one dialog with local official representatives

Civil society
Inquiries, collaborative projects, memberships

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

[4] In 2022, Autoneum's industry association memberships included: Swissholdings, Swissmem, Swiss American Chamber of Commerce – AMCHAM, European Union Chamber of Commerce in China, Shanghai Association of Enterprise with Foreign Investment, Society of Indian Automobile Manufacturers, National Association of Brazilian Auto Parts Manufacturers (Sindipeças).

Corporate Responsibility framework

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

ADVANCE SUSTAINABILITY STRATEGY 2025

Autoneum's Advance Sustainability Strategy 2025 supports the Company strategy and defines our long-term vision in four dimensions of Corporate Responsibility:

> Sustainable products & production processes
> Responsible supply chain management
> Good corporate citizenship
> Fair & attractive workplace

Each dimension contains a set of strategic targets (see overview on page 10). These are supported by operational targets. Autoneum undertook a comprehensive review of all strategic objectives to align them with key societal trends and expectations related to sustainability and climate change. Systematic implementation is ensured with the help of action plans that were developed in cooperation with key Corporate Functions (see section "Governance and organization").

Autoneum set quantifiable targets validated by the global Science Based Targets initiative (SBTi)

In addition, our Company has committed to reduce direct and indirect greenhouse gas emissions in line with climate science. Autoneum set ambitious, quantifiable targets across all emission scopes validated by the global Science Based Targets initiative (SBTi) (see section "Environment in operation" on page 21)

GOVERNANCE AND ORGANIZATION

Autoneum Holding Ltd is a Company incorporated under Swiss law. The composition, general rights, duties and responsibilities of the Board of Directors of Autoneum Holding Ltd are pursuant to the Swiss Code of Obligations and the Autoneum Holding Ltd Articles of Association and Organizational Regulations.

The Board of Directors is responsible for the business strategy and the overall management of the Autoneum Group and Group companies. This also includes responsibility for sustainability issues embedded in the corporate strategy.

The Board of Directors delegates operational business management – including sustainability – to the CEO. The Corporate Responsibility Steering Committee, consisting of the Group Executive Board, the Corporate Responsibility Organization and led by the CEO, oversees the implementation of the Advance Sustainability Strategy 2025, monitors environmental, social and ethical performance, manages risks and defines opportunities for improvement.

The Corporate Responsibility Organization is responsible for the operational implementation of the Advance Sustainability Strategy 2025. This includes ensuring achievement of targets by anticipating early actions and monitoring progress. Implementation is carried out systematically in collaboration with corporate functions at the global and regional level. Key Corporate Functions including Research and Technology (R&T); Strategy; Production; Purchasing; Environment, Health & Safety (EHS); Human Resources and Legal & Compliance are represented in the Corporate Responsibility Organization.

The Code of Conduct assigns personal co-responsibility for environmental, social and ethical topics to all employees. The Corporate Communications and Investor Relations departments ensure communication of the Corporate Responsibility strategy to internal and external target groups.

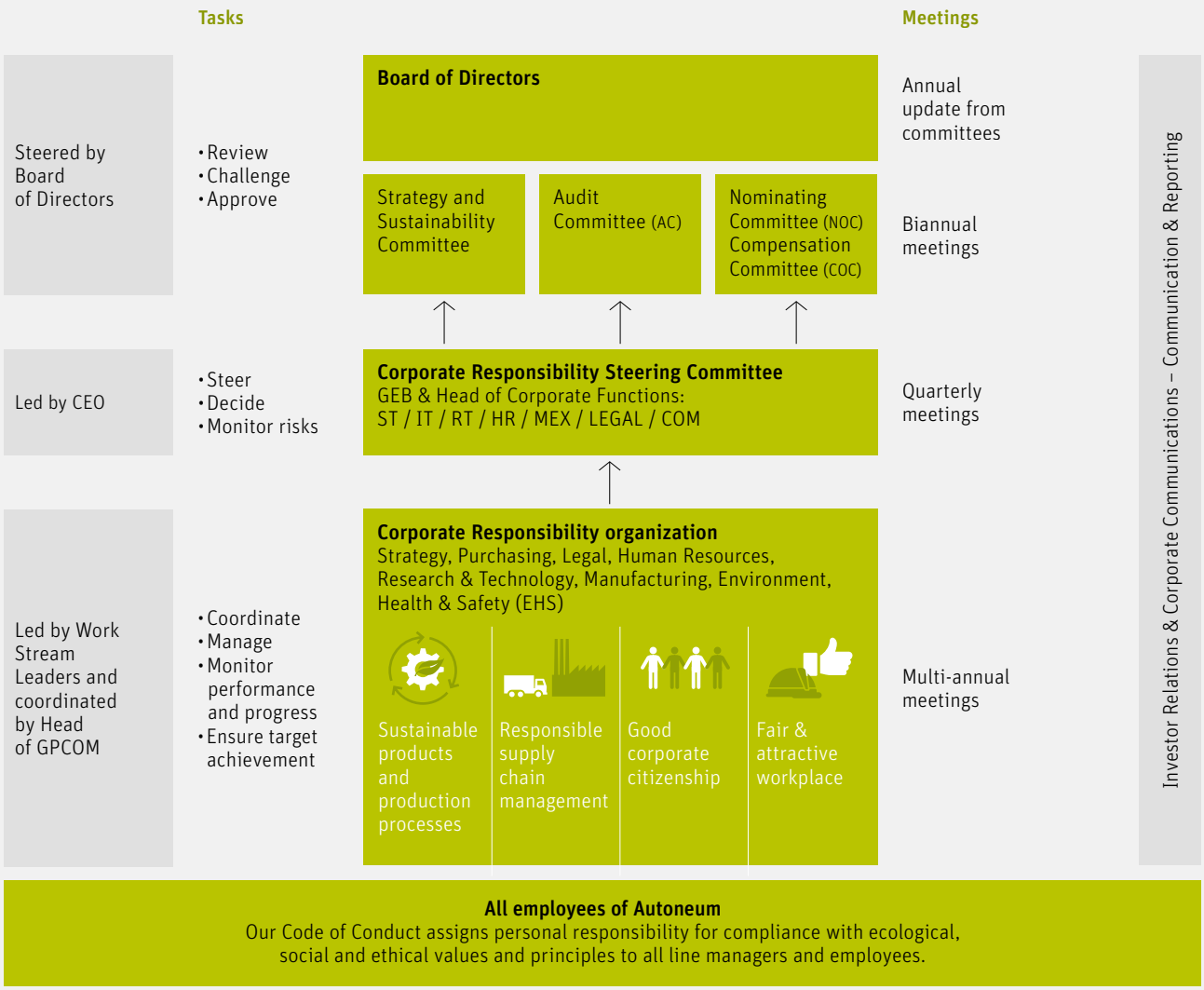
The activities of the Corporate Responsibility Organization are managed by the Corporate Responsibility Steering Committee. This committee is composed of members of the Group Executive Board and meets four times a year under the chairmanship of the CEO. The committee monitors implementation of the Advance Sustainability Strategy 2025, continuously reviews potential risks in the area of Corporate Responsibility and defines important measures.

The Board of Directors has been involved in voting and decision-making (see illustration). The various sustainability topics are prepared in the committees together with the management. The Strategy and Sustainability Committee will support and accompany the Board of Directors in all sustainability topics that concern the planet. These include sustainable processes, products, technologies, supply chain management, environmental risks and reduction of greenhouse gas emissions. Risks and issues related to conflict materials and child labor are addressed in the Audit Committee (AC). All topics relating to people, human rights and employee development are referred to the Nominating Committee (NOC) and the Compensation Committee (COC). The committees meet at least twice a year, as required. The full Board of Directors decides once a year on the results and proposals of the committees in relation to the Advance Sustainability Strategy 2025.

FOCUS ON MATERIALITY

Autoneum, a leading manufacturer of acoustic and thermal management solutions for vehicles, identified the Corporate Responsibility topics that are most important for the business environment and the Company's success based on a materiality analysis. The materiality was elaborated anew in a workshop in the summer of 2022 with representatives from all key functional areas of the Company, representatives from the Corporate Responsibility Committee and under the supervision of an external consultant. Views from key internal and external stakeholders were systematically collected and evaluated. The objective of the materiality analysis was not only to identify but also to prioritize the most important sustainability issues in order to minimize potential negative impacts on the environment, society and the business.

CORPORATE RESPONSIBILITY PROCESSES WITHIN THE COMPANY ORGANIZATION



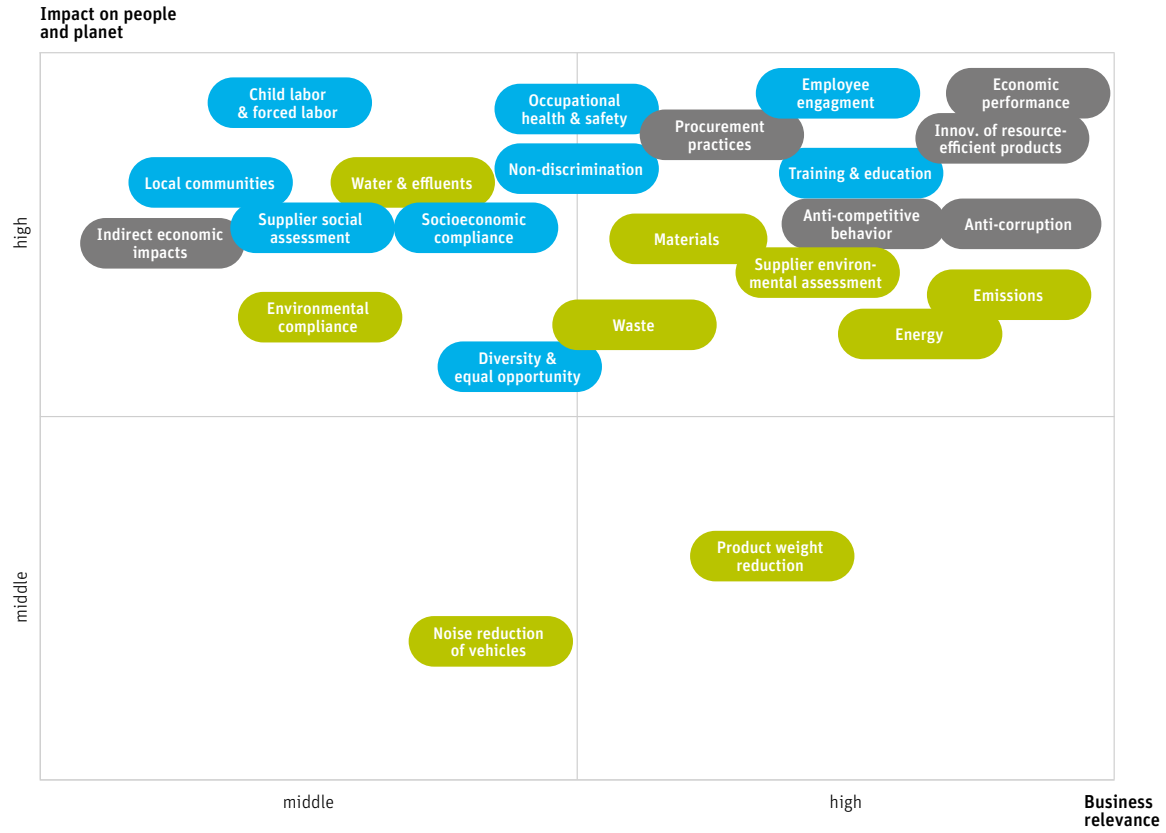
In the course of this analysis, Autoneum added further supply chain management topics to ensure that its suppliers also meet high sustainability standards. In addition, Autoneum has added specific topics that are not included in the GRI (Global Reporting Initiative) but are important for the planet. These include reducing noise of vehicles and lightweight CO_2 emissions as well as employee engagement.

Employee engagement has also become a key issue, especially in the context of the challenging situation in the automotive supply industry. The results of the materiality analysis were presented to the Group Executive Board and approved in fall 2022.

TRANSPARENCY AND REPORTING

Autoneum has published a corporate sustainability report annually since 2011. This report has been prepared in accordance with the actual GRI Standards 2021. It provides a comprehensive overview of Autoneum's Corporate Responsibility activities while addressing all material topics as well as Autoneum's compliance with human rights.

MATERIALITY MATRIX



Focus areas and material topics

Economic
Economic performance | Indirect economic impacts | Anti-corruption | Anti-competitive behavior | Procurement practices | Innovation of resource-efficient products

Environmental
Materials | Energy | Waste | Emissions | Noise reduction of vehicles | Water & effluents | Environmental compliance | Supplier environmental assessment | Product weight reduction

Social
Occupational health & safety |Training & education | Employee engagement | Diversity & equal opportunity | Non-discrimination | Child labor & forced labor[5] | Local communities | Socioeconomic compliance | Supplier social assessment

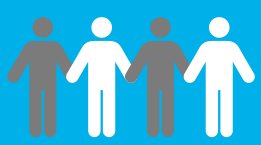
Autoneum's greenhouse gas emission reduction targets were validated by the SBTi on January 12, 2023 and are in line with the goals of the Paris Agreement to limit global warming to well below 2°C.

Autoneum continued its commitment to reporting on its environmental performance and carbon emissions through the Carbon Disclosure Project (CDP) platform in 2022. The CDP is an international nonprofit organization that works to encourage companies to disclose their environmental impacts and risks, including carbon emissions, water usage and deforestation, among others.

Through the CDP platform, Autoneum discloses its environmental performance data and sets targets for reducing its carbon emissions. In 2022, Autoneum achieved a "B" rating in the CDP Climate Change questionnaire, which recognizes companies for their efforts to reduce carbon emissions and mitigate climate risks. Autoneum's participation in the CDP demonstrates the Company's commitment to transparency and sustainability, and its willingness to be held accountable for its environmental impact. By disclosing its environmental data, Autoneum provides stakeholders with important information about its sustainability practices and progress toward its sustainability goals.

ADVANCE SUSTAINABILITY STRATEGY 2025

	Sustainable products & production processes	Fair & attractive workplace
Vision		
Strategic targets	› Replace the least sustainable technologies of Autoneum with sustainable innovations	› Continuously improve working conditions and the Employee Value Proposition of Autoneum
	› Outperform international, national and OEM material compliance requirements	› Implement benchmark employee education framework for all Autoneum employees
	› Build a culture of environmental sustainability	› Implement comprehensive people development framework for all Autoneum employees
	› Continuously reduce material waste and increase recycling capacities	› Build and foster a culture of diversity and inclusion
	› Continuously reduce emissions and energy consumption	› Continuously reduce the number of workplace accidents
	› Continuously reduce water consumption	› Improve working conditions by reducing ergonomic exposure
		› Implement a comprehensive occupational health & safety management system



Good corporate citizenship	Responsible supply chain management
› Establish and maintain a robust and company-wide governance, risk & compliance framework	› Implement and maintain a robust and company-wide responsible procurement framework
› Continuously increase Autoneum's positive impact on communities	

Economic performance

Autoneum is a major employer and supplier of goods and services to the automotive manufacturing industry, and a significant source of investment and innovation.

The direct economic impacts of the automotive supplier industry include generating revenue, creating jobs and contributing to the GDP of the countries where those jobs are located. The industry is a major employer, supplier of goods and services to the automotive manufacturing industry, and a significant source of investment and innovation. Indirect impacts include business and job creation at suppliers, innovation, promotion of international trade, regional development and tax revenue generation.

2022 was the third challenging year in a row for the automotive supply industry and at the same time the most demanding. Sharp fluctuations in production volumes as a result of bottlenecks in vehicle manufacturer supply chains continued in 2022. They were worsened in Europe by the war in Ukraine and in China, Autoneum's most important Asian market and by coronavirus-related lockdowns. In addition, there was an increase in energy and raw material prices with a climbing inflation the likes of which we have not experienced for decades. Despite these difficult conditions, Autoneum managed to post a positive net result of CHF 10.9 million and generate a solid free cash flow of CHF 57.3 million. In view of the challenges, we consider this to be a success.

With the acquisition of the Borgers automotive business announced in January 2023, Autoneum has taken an important strategic step toward further expanding the global market and technology leadership with sustainable and lightweight acoustic and thermal management solutions for vehicles. The Borgers products and technologies will provide an ideal complement to Autoneum's offerings. Autoneum's global presence offers further revenue potential in the medium term for profitable growth with the Borgers product portfolio, which until now has mainly been focused on Europe.

Automobile production as a whole increased by 6.7% to 82.4 million vehicles in 2022, but still remained below the 2019 level. Autoneum's revenue in local currencies rose considerably by 8.5%, although this was mainly due to inflation-related price adjustments. In the Europe, Asia and North America regions, Autoneum's production volumes lagged behind the market. Consolidated revenue in Swiss francs rose slightly less significantly compared to the previous year due to the strength of the Swiss franc, increasing by 6.1% to CHF 1 804.5 million.

11 622

Employees

1 804.5

Revenue totaled CHF 1 804.5 million

2.0

2.0% EBIT margin

10.9

Net profit of CHF 10.9 million

8.5%

Revenue increase

Sustainable products & production processes

Autoneum develops and produces multifunctional, lightweight components for optimum noise and heat protection. Our innovative products and technologies make vehicles quieter, more comfortable and lighter, thereby helping to reduce fuel as well as energy consumption and emissions. Committed to sustainability, the Company reduces its environmental footprint through innovative technologies and production processes, and encourages partners and suppliers to do the same.

OVERVIEW

Autoneum recognizes the serious environmental challenges the world faces today as well as its Corporate Responsibility in mitigating the effects of climate change and preserving natural resources. We pursue ambitious targets to improve the sustainability of our products and production processes, thereby continuously reducing our Company's environmental footprint and enhancing operational excellence. We have therefore committed to near-term, company-wide emissions reduction targets, which have been approved by the Science Based Targets initiative (SBTi). In addition to our strong focus on innovating resource-efficient technologies, we are further advancing the development and manufacturing of environmentally friendly lightweight components for optimum noise and heat protection, which contribute to making vehicles quieter and lighter, and reducing fuel and energy consumption as well as emissions output.

In the context of Autoneum, sustainable products & production processes comprise the material topics **materials & resource-efficient products, noise reduction of vehicles, product weight reduction, environmental compliance, emissions, energy, waste** as well as **water & effluents.**

INNOVATION & DEVELOPMENT

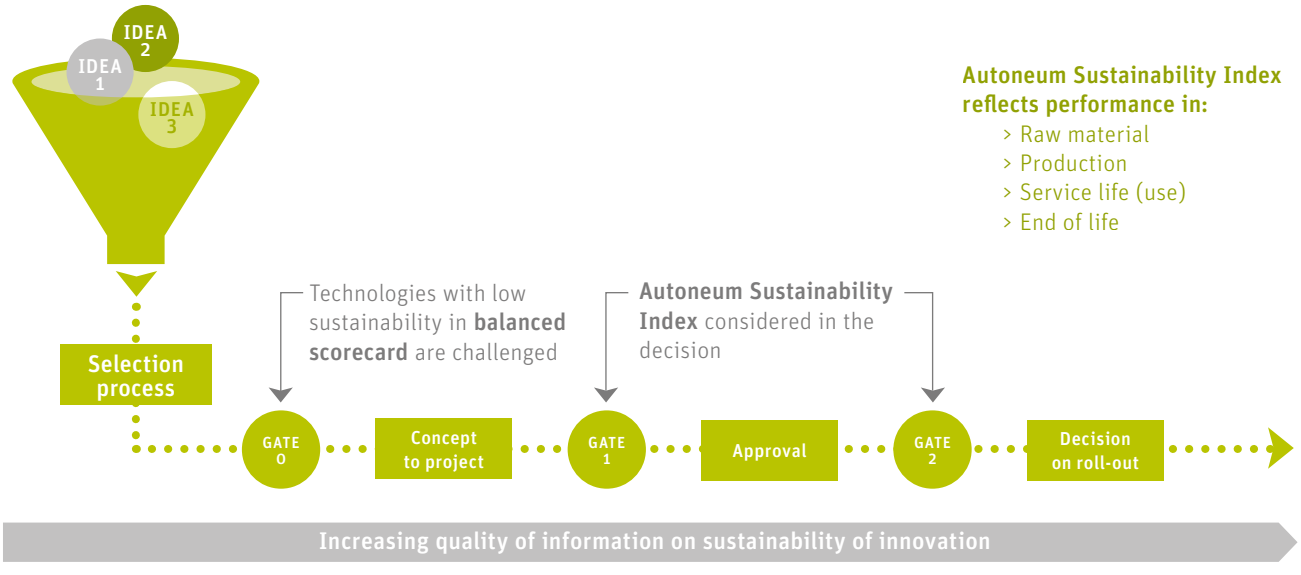
INNOVATION LEADERSHIP

In order to maintain its position as market and technology leader in acoustic and thermal management solutions for vehicles, innovation is of strategic importance for Autoneum. The primary drivers of the Company's innovation process – and success – are its research and development (R&D) experts. Around 80 employees – including engineers, chemists, physicists and product designers – at the Group's R&D center in Winterthur, Switzerland, are continuously working on new ideas and technological advancements. Around 220 employees work at eight state-of-the-art Acoustics and Development Centers worldwide. Within this diverse network of experts, there is a regular exchange of know-how and best practice examples concerning Autoneum's technologies, products and production processes. In cooperation with the Strategic Development department, the potential impact of emerging trends and new developments with regard to global megatrends such as electrification and digitalization is constantly being analyzed and incorporated in the innovation process

SUSTAINABILITY IN THE INNOVATION PROCESS

Autoneum integrates sustainability criteria in all stages of the innovation process. As part of the Autoneum technology road map program, we first screen emerging technologies using a balanced scorecard based on five evaluation dimensions: emergence, portfolio improvement, portfolio enlargement, simplicity and sustainability. Within the sustainability dimension, waste, energy, recycling and emission (e.g. noise and CO_2) aspects of the emerging technology are evaluated. A low score in the sustainability dimension automatically leads to dismissal of the technology, even if the scores in the other dimensions are sufficient. Technologies with a high sustainability score are then turned into innovation proposals and presented to top management. After approval, the development process starts.

As the process unfolds and the various options for turning the technology into a product emerge, a second, more detailed sustainability evaluation occurs, the Innovation Sustainability Evaluation (ISE). During this evaluation, the product's SI (Autoneum Sustainability Index) is calculated. This index is also used as a reference for our Pure technologies. The ISE allows us to evaluate the sustainability impact of projects by looking at four distinct parts of the product life cycle;



1. Raw material is now assessed based on a simplified GWP calculation of all the direct materials used in the manufacture of the product. This enables us to assess the impact of the project on our Company-level Scope 3 targets.

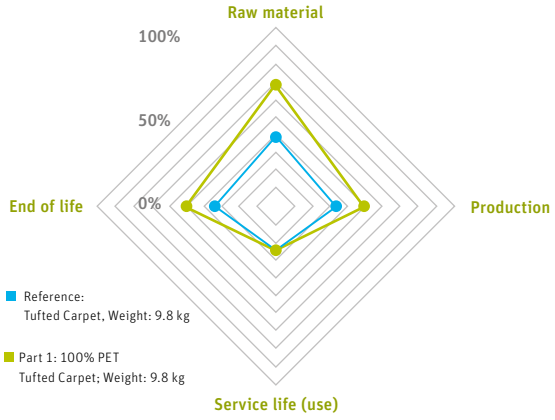
2. The production phase of the life cycle is assessed in a qualitative manner looking at process energy efficiency, waste production and the recyclability of the waste. This section addresses the impact of the project on Company-level Scope 1 and 2 and waste targets. In the future, we plan to make this section more quantitative based on deeper understanding of the energy used to produce our products.

3. The service life is assessed quantitatively based on the weight of the parts and any weight saving relative to the current product generation. This section has been updated to include the impact on both internal combustion engine (ICE) and electrically powered vehicles (BEV) and allows a market share between ICE and BEV to be considered.

4. The end of life assessment remains a qualitative assessment of the ease of dismantling and recycling of the product.

The output of the evaluation is represented as a spider diagram highlighting the relative impact of this project on the four life cycle phases. We strive to ensure that all our R&T projects show improvement in at least one of the life cycle phases.

An example of ISE for 100% polyester tufted carpet versus standard carpet construction shows improvement in the raw material impact as well as the production phase and increased recyclability at end of life.



MATERIALS & RESOURCE-EFFICIENT PRODUCTS

The innovation of resource-efficient products can help to reduce waste, conserve resources and minimize the environmental impact of our consumption. This includes the production processes from raw material to finished product. In line with increasing emissions regulations around the world and growing expectations among customers, investors, employees, local communities and other stakeholders for businesses to operate in the most sustainable way possible, Autoneum is committed to minimizing the impact of its products and activities on the environment. When optimizing existing components or developing ideas for new technologies or systems, the experts in the Company's R&D department are therefore not only focusing on improving the products' acoustic and thermal qualities. They also place a particular emphasis on enhancing environmental performance. On the one hand, Autoneum's innovation activities are aimed at reducing the consumption of raw materials, energy and water in the manufacturing process as much as possible and, on the other hand, at making sure that the amount of non-renewable resources used in Autoneum products is kept at a minimum.

TOWARD A SUSTAINABLE CIRCULAR ECONOMY

END OF LIFE
- Easy to dismantle
- Recyclable in new material

RAW MATERIALS
- Recycled instead of virgin
- Low carbon footprint
- Recyclable at the highest possible value
- Material compliance

USE OF PRODUCTS
- Vehicle noise reduction
- Lightweight design
- Fit for e-mobility
- Improved aerodynamics
- Thermal insulation

MANUFACTURING PROCESS
- Energy efficient
- Renewable energy
- Waste reduction and recycling
- Low water consumption

In 2022, 231 projects to improve material efficiency and reduce material usage were implemented globally in our plants.

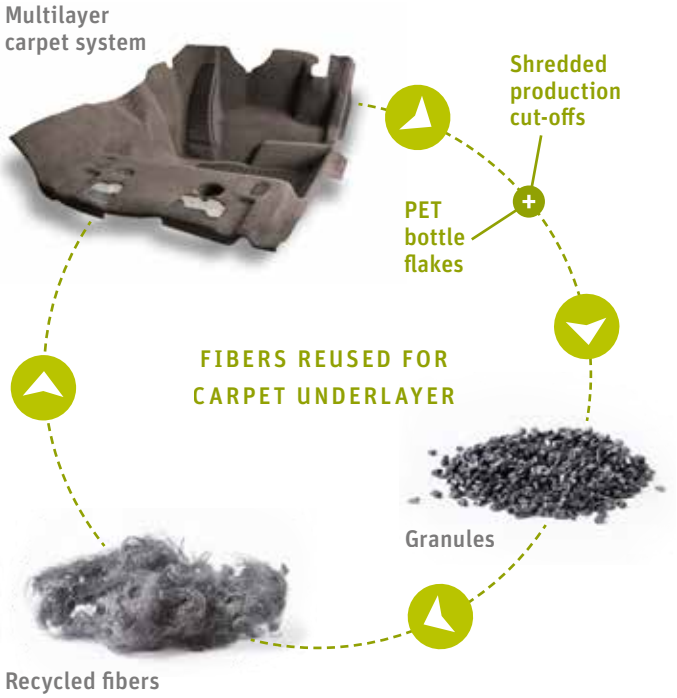
Furthermore, supported by the specialists of Autoneum's nine Expert Networks (see overview on page 18), new design guidelines for products such as wheelhouse outer liners and heatshields were developed and promoted throughout the Company, significantly improving material utilization and reducing scrap rates for these products. For example, in order to improve material efficiency and, consequently, the carbon footprint of wheelhouse outer liners, while at the same time reducing trim waste in production, the Autoneum Expert Network dedicated to this product put special emphasis on optimizing its design in the reporting period. Due to the particular geometry of wheelhouse outer liners, about 50% of the material used in their production usually ends up as landfill. Based on the in-depth analysis and comparison of all running production lines at Autoneum plants worldwide and supported by molding simulations and tests of different tool setups, our in-house specialists were able to define new design guidelines to optimize the shape of the product, thus ensuring maximum material utilization in manufacturing. Thanks to the new and improved guidelines, the average material efficiency of Autoneum's wheelhouse outer liners will be driven toward 60% in 2023.

In addition, the Ultra-Silent Expert Network explored further opportunities for substituting virgin polyester with recycled bottle flakes. During this reporting period Autoneum's German facility introduced rPET bottle flakes, thus improving the Ultra-Silent recycled content to 70%. Also, our American facility was able to increase the recycled content to 21% by increased use of production waste.

PRODUCT WEIGHT REDUCTION

Reducing the weight of our products helps decrease the energy consumption of vehicles and thus ultimately lowers emissions, making automobiles more efficient and environmentally friendly. In addition to offering customers technologies and product packages for optimum noise and heat protection, Autoneum also pursues the objective of providing the lightest components possible. Since each kilogram added to the vehicle weight generates greenhouse gas emissions both in the transport of the product to the production facility of the car manufacturer and, above all, during the use phase of the vehicle, car models equipped with Autoneum's lightweight components consume less fuel and energy, have lower emissions and therefore support compliance with statutory emissions regulations.

FULLY RECYCLABLE CARPET SYSTEMS MADE OF 100% POLYESTER



During 2022, Autoneum continued to assess more products using the Gabi LCA software. In particular, the inner dash products that are a vital part of our interior product range have been investigated. The Hybrid Acoustic Eco and Ultra-Light ECO+ dash products both deliver lightweight parts with exceptional acoustic properties with low GWP values at both part and emission factor level.

The LCA analysis highlights that for both of these lightweight technologies, the vertical integration of the felt production delivers a low raw material content of the overall GWP at around 50%. The remaining process-related GWP is then readily addressable with the company-wide actions on energy efficiency discussed elsewhere in this report. Thus, we see that not only are these technologies already delivering low GWP values but also that Autoneum is well positioned to further reduce these in the coming years.

VEHICLE NOISE REDUCTION

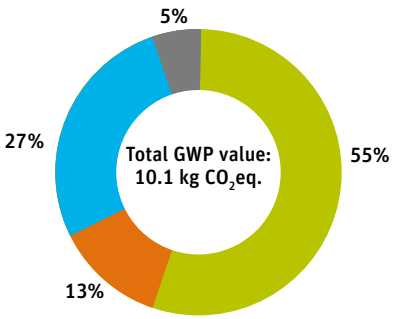
Excessive noise pollution can have a negative impact on human health and well-being. By reducing noise emissions from vehicles, we can improve the quality of life for people in urban areas. Based on Autoneum's more than 50 years of experience in vehicle acoustic management, the Company supports customers both in reducing exterior noise such as caused by the exhaust or rolling noise resulting from the friction of the tires on the road as well as interior sounds emitted by the combustion engine, e-motors and other electric devices in e-cars. In addition to reducing disturbing noises inside the passenger compartment, effective acoustic treatment for vehicles is gaining further importance in light of new pass-by noise regulations introduced across the globe. One such example is the maximum noise emission of 68dB for cars produced in Europe effective as of July 2024.

In order to support vehicle manufacturers worldwide both in improving driver comfort and in meeting new emissions regulations aimed at reducing health-damaging environmental noise pollution, Autoneum is continuously developing innovative products as well as tailor-made acoustic measurement systems and simulation software. Some of these have become the global industry standard. All Autoneum components are based on technologies whose material properties help improve the acoustic management of vehicles: from Hybrid-Acoustics PET and Theta-FiberCell used for the treatment of e-motors and combustion engines, respectively, to Mono-Liner-based wheelhouse outer liners to heatshields made of RIMIC or Theta-Loft and Ultra-Silent-based underbody systems.

In 2022, the Company presented three standardized applications related to electric drives that are produced waste-free and reduce noise directly at the source (see section "Products and technologies" on page 17). In addition, around 20 vehicle manufacturers worldwide relied on Autoneum's benchmarking services and cutting-edge simulation methods and measurement systems in both the predevelopment and development of individually tailored sound packages.

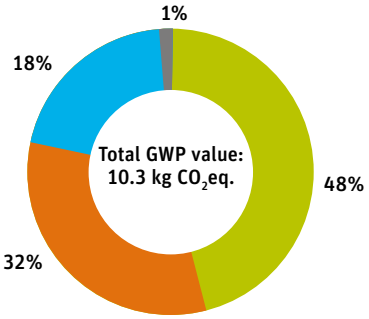
Furthermore, Autoneum's acoustic simulation tool SILVER forms the basis of a new workflow released in 2022 in the latest version of Actran, the industry-leading acoustic modeling software. The simulation process enables vehicle manufacturers to optimize the positioning of damping pads early in the development process – and within a single, standardized and globally available application. This significantly shortens design and lead times and ensures an optimum balance between the performance, weight and cost of noise-reducing materials.

HYBRID-ACOUSTICS ECO



Part weight: **4.88 kg**
GWP / mass (EF): **2.06 kg CO_2eq./kg**

ULTRA-LIGHT ECO+



Part weight: **3.93 kg**
GWP / mass (EF): **2.62 kg CO_2eq./kg**

Raw material | Semi-finished | Conversion | Distribution

VISION 2025 – SHAPING THE FUTURE OF MOBILITY

Operational targets	Key achievements in 2022	Progress
All Autoneum product innovations deliver an improvement compared to reference technology as assessed by Innovation Sustainability Evaluation (ISE)	› 100% PET carpet construction increases the recycled content of the carpet and brings greater potential for recyclability. › Alternative Back Coating (ABC) for tuft brings more efficient use of materials that drives a lighter Bill of Materials (BOM) with greater potential for recycling.	On track

PRODUCTS & TECHNOLOGIES

SUSTAINABLE PRODUCTS FOR THE CAR OF TOMORROW

As global consumer demand for a more eco-friendly electrified mobility continues to rise, automobile manufacturers are looking for components that help improve the carbon footprint of vehicles over their entire life span and at the same time meet the specific acoustic and thermal requirements of electric cars. In answering those needs, Autoneum places a particular focus on sustainable innovations for the electromobility segment. In 2022, the Company extended its proven concepts for noise-reducing engine encapsulations to new applications related to electric drives. In addition, the investment in a new cold chamber at its Swiss headquarters will contribute to the further expansion of Autoneum's expertise and innovation leadership in thermal management for all vehicle drive types. Furthermore, with the launch of its 100% polyester and fully recyclable mono-material carpet systems, Autoneum introduced a zero-waste and latex-free production process, paving the way for improved end-of-life recycling of electric vehicles and promoting circularity.

NOISE REDUCTION TIMES THREE: STANDARDIZED SOLUTIONS FOR ELECTRIC DRIVES

Disturbing noises such as the high-frequency sounds of e-motors and other electric devices or the whining noise of the gearbox are presenting vehicle manufacturers with new acoustic challenges. Anticipating the resulting increasing demand for sound-reducing components in both the front and the rear of e-cars early on, Autoneum extended its established concepts for noise protection in the engine bay to new tailor-made applications related to electric drives. With the textile and particularly sustainable Pure technology Hybrid-Acoustics PET and the two foam alternatives Hybrid-Acoustics FLEX and Fit FLEX, the Company offers three standardized technologies that are all produced waste-free and reduce noise directly at the source.

COLD CHAMBER: HOT TOPIC FOR THERMAL MANAGEMENT

With the installation of a new state-of-the-art cold chamber at Autoneum's headquarters in Winterthur, Switzerland, in 2022, the Company further expanded its capabilities and innovation leadership in vehicle thermal management. The tests and measurements carried out in the chamber enable Autoneum to optimize existing technologies as well as simulation and engineering services for vehicles of all drive types. In e-cars in particular, the absence of heat from the ICE as well as the impact of ambient temperature on the performance and lifetime of lithium-ion batteries are changing the requirements for vehicle thermal management. Thanks to the new cold chamber, Autoneum will be able to support customers even more comprehensively in future in improving energy efficiency and thus battery performance and range as well as the thermal comfort of occupants in e-cars.

FULLY RECYCLABLE: 100% POLYESTER CARPET SYSTEMS

In the reporting period, Autoneum introduced its first fully recyclable carpet systems made of 100% polyester. The innovative needlepunch and tufted carpet systems build on the Company's particularly sustainable Pure technologies such as Di-Light, Relive-1 and Hybrid-Acoustics PET, which are distinguished by their high content of recycled raw materials. In addition, the carpets' zero-waste and latex-free manufacturing process requires no water at all and reduces energy consumption and CO_2 emissions in production. The mono-material carpets also allow for the exploration of new potential regarding the end-of-life recycling of e-cars: Since the battery has to be removed at the end of a vehicle's life in order to be recycled or disposed of properly, the demand for easy-to-dismantle and fully recyclable interior products, especially carpets, is increasing. Autoneum's 100% polyester carpet systems are thus already supporting car manufacturers in their move toward a circular economy.

AUTONEUM EXPERT NETWORKS

Autoneum's nine Expert Networks are a key driver in the Company's innovation process and its development of more sustainable alternatives for products old and new. Founded in 2013, the networks bring together know-how from different departments and business units to drive standardization and optimization with regard to Autoneum's key products and processes. The nine Expert Networks are coordinated by the Company's R&T department and have 15 to 30 members each, ranging from materials, product, process, manufacturing, simulation, acoustics and quality engineers to purchasing specialists. The experts of the individual networks meet four times a year to share latest insights and best practice examples from their respective fields. Important trends and new developments are then evaluated with the Strategic Development department and incorporated in the innovation process.

In the reporting period, the Expert Networks placed special emphasis on improving material utilization and reducing scrap in Autoneum's production processes.

Flexible Foam
› Continuing to research more sustainable foam in collaborative projects with key partners in the polyurethane supply chain

Carpet
› Relive-1 100% polyester tufted carpet roll-out to improve sustainability

Felt & Fibers
› Evaluation of recycled BICO (bicomponent) fibers to further increase felt recycled content

Theta-Cell
› Sharing experiences of net shape foaming improvements to reduce material waste

Ultra-Silent
› Sustainability; Promote use of recycled polyester (rPET) from internal and external sources to improve sustainability

› Sharing best practices in use of rPET from bottle flakes to globalize experience

› Global troubleshooting to ensure smooth operation of Ultra-Silent lines

VOC & Odor
› Odor test improvement and standardization to support improvement activities in heavy layer and polyurethane foam products

Wheelhouse Outer Liner
› Promote use of updated design guidelines focused on higher material utilization to reduce waste

Heatshields
› Identify sources of recycled or green aluminum to reduce carbon footprint of heatshields

Heavy Layer
› Identify sources of odor and volatile organic compounds (VOC) in heavy layer and propose improvements to meet tighter customer specifications

Sustained business with **Autoneum Pure.**

The Company's very own sustainability label Autoneum Pure was launched in 2020 and designates technologies with an excellent environmental performance across all four stages of the product life cycle: from material procurement to production and use to the end of vehicle life.

- Partially or entirely made of recycled materials
- Production cut-offs are reclaimed, processed and reused again
- Significantly lighter than comparable standard components
- Recyclable

In the reporting period, Autoneum continued its activities to increase awareness among customers of its particularly eco-friendly products and technologies and promote the added value of a more resource- and energy-efficient circular economy as represented by products carrying the Pure label.

In 2022, Autoneum gained first awards for its fully recyclable 100% polyester carpet systems based on Pure technologies such as Di-Light, Relive-1 and Hybrid-Acoustics PET, which are characterized by their high content of recycled PET. With regard to sustainable noise protection in the engine bay, the Company also won further customer awards for e-motor encapsulations based on its patented innovation Hybrid-Acoustics PET. The unique textile technology is made of 100% PET with up to 50% recycled fibers; cut-offs in production are reclaimed, processed and reused and the material can be fully recycled at the end of product life. Components made of Hybrid-Acoustics PET are particularly suited to attenuating high-frequency sounds of the electric drive unit and offer the optimum balance of absorption and insulation. They are also up to 40% lighter than standard insulators.

In total, approximately 19 million components based on Autoneum Pure technologies were delivered to customers in the reporting year. These included, for example, around 740 000 products based on PrimeLight. Across all components, Autoneum used about 43 000 tons of recycled fibers from the clothing industry, mostly cotton shoddy, as well as 9 700 tons of recycled PET for the production of carpets and Ultra-Silent-based underbody systems. For Di-Light carpet fibers alone, 1 billion PET bottles have been re-used since its introduction in 2015.

Autoneum Pure.

Technologies that distinguish themselves by excellent sustainability performance throughout the product life cycle.

Ultra-Silent

- Made of 100% PET with up to 70% recycled fibers
- 50% lighter than equivalent plastic parts
- Mono-material and fully recyclable
- Use: underbody systems and frunks

Hybrid-Acoustics PET

- Made of 100% PET with up to 50% recycled fibers
- 40% lighter than alternative insulation products
- Mono-material and fully recyclable
- Use: e-motor encapsulations

Mono-Liner

- Made of 100% PET with up to 70% recycled fibers
- Up to 50% lighter than corresponding plastic components
- Mono-material and fully recyclable
- Use: wheelhouse outer liners

Relive-1

- Carpet yarns consisting of up to 97% recycled PET
- PET cut-offs can be fully reclaimed and reused
- Use: tufted carpets

Di-Light

- Made of up to 97% recycled PET
- 20% lighter than standard needlepunch carpets
- Mono-material and fully recyclable
- Use: non-woven carpets

Prime-Light

- Made of more than 50% recycled cotton fibers
- Saves 7 kg of weight on a typical car
- Fully recyclable
- Use: inner dashes and floor insulators

IFP-R2

- Contains up to 80% recycled cotton fibers (depending on composition)
- Significant weight saving compared to conventional solutions
- Allows closed material loop in production
- Use: inner dashes and floor insulators

ENVIRONMENT IN OPERATION

POLICY AND GOVERNANCE

Autoneum defines the key principles of its environmental management in the Autoneum Management Policy. With this policy, Autoneum has committed itself to reducing energy, water, emissions, effluents and waste, managing risks in terms of natural hazards and business interruptions, using all resources over the entire life cycle efficiently, focusing on sustainable actions within all business areas and being compliant with laws, provisions, regulations and internal guidelines. This allows the Company to reduce its impact on the environment and help mitigate global warming, increase water availability or improve water quality in the regions where it operates. This can be achieved through energy-efficient technologies and practices, water saving measures and appropriate wastewater and waste management. The Management Policy is complemented by a range of issue-specific internal policies addressing the management of emissions, waste, water, chemicals and hazardous substances. Furthermore, Autoneum expects all of its employees to behave in an environmentally friendly and safe manner. Our approach is defined by the "15 Principles for Good Environment, Health and Safety Behavior," with five principles addressing manager behavior and ten principles applying to all employees. The Corporate Responsibility Organization (see page 8) coordinates and promotes all activities related to Autoneum's environmental performance, including tracking performance and ensuring target achievement. The implementation of Autoneum's environmental policies and processes is governed by the Group Manufacturing Excellence Systems department. Global activities are monitored and coordinated by the Corporate Responsibility Steering Committee, which is led by the CEO and consists of the four Business Group Heads as well as the Heads of the main Group Corporate Functions.

MANAGEMENT SYSTEM FOR ENVIRONMENT, HEALTH & SAFETY

The company-wide environmental management is part of Autoneum's Management System for Environment, Health & Safety (MEHS). The MEHS consists of the collection of Autoneum's policies, procedures and activities and is based on international and national laws and regulations, as well as on the environmental management system ISO 14001 and the occupational health and safety management system ISO 45001 (see section "Occupational health & safety" on page 38). The goal of the environmental management system is to implement consistent environmental standards at all locations worldwide and to continuously improve environmental performance. Environmental issues managed by Autoneum's MEHS include energy, water, emissions, effluents and waste as well as materials. Risk analyses are a constituent part of the MEHS and are carried out regularly at all sites. The results are used in setting site targets and key performance indicators (KPIs) to plan, evaluate and control environmental measures. Each year, internal teams conduct audits to assess MEHS compliance and status at all sites.

In order to support the implementation of the MEHS worldwide, Autoneum offers specialized training programs for EHS functions. The training elements cover key EHS topics such as emissions, water, waste and energy management as well as overall sustainability management.

At the end of the year, 43 of 44 Autoneum production facilities were certified according to ISO 14001. There were no cases of non-compliance with environmental legislation during 2022.

TARGETS 2027[5] – SUSTAINABLE PRODUCTS & PRODUCTION PROCESSES

Operational targets	Key achievements in 2022 versus 2019	Progress
All Autoneum plants achieve ISO 14001 certification[6]	› Percentage of plants with ISO 14001 certification: **97.7%**	On track
Reduce Scope 1 and 2 emissions by 20%	› Scope 1 and 2 reduced by **19.9%**	On track
Increase the share of renewable electricity to 25%	› Renewable electricity share: **22.0%**	On track
Reduce Scope 3[7] emissions by 20% from direct purchased materials and tools	› Scope 3 from direct purchased materials and tools reduced by **35.5%**	On track
Reduce non-hazardous waste by 40%	› Non-hazardous waste volume reduced by **35.8%**	On track
Reduce water consumption by 10%	› Water consumption reduced by **7.1%**	On track

[5] KPIs reported in line with new revised targets 2027 (absolute reduction versus 2019 baseline). Previous KPIs as shown in Corporate Responsibility Report 2020 are displayed in the comprehensive table on page 24.

[6] Ryazan idled due to political situation.

[7] The reduction target applies for direct purchased materials and tools which represent 68% of Scope 3 and is in line with the SBTi requirement to cover at least 2/3 of Scope 3.

SCIENCE-BASED TARGETS: IN LINE WITH WELL-BELOW 2°C TRAJECTORY

In 2021, Autoneum undertook a comprehensive review of its strategic commitments in view of society's growing expectations regarding sustainability and the fight against climate change. As a result, the Company's targets in terms of reduction of direct and indirect greenhouse gas emissions were redefined in order to meet the ambitious criteria of the SBTi. The SBTi is a global body mobilizing companies to set science-based emissions reductions targets in line with the latest climate science and boost their competitive advantage in the transition to the low-carbon economy. In addition to reporting on its CO_2 emissions from Scope 1 and 2, Autoneum started reporting fully on Scope 3 emissions for the first time in 2021 in order to better manage all impacts derived from its corporate activities.

In December 2022, the SBTi confirmed that the greenhouse gas emissions reduction targets submitted by Autoneum Holding Ltd (version 4.2) are in line with a well-below 2°C trajectory. The official target wording is as follows: "Autoneum commits to reduce absolute Scope 1 and 2 GHG emissions 20% by 2027 from a 2019 base year. Autoneum also commits to reduce absolute Scope 3 GHG emissions from purchased goods and services 20% within the same timeframe." In compliance with the minimum emissions coverage required by SBTi for Scope 3, Autoneum is focusing its reduction effort on direct purchased materials and tools, which represent 68% of the total Scope 3 (baseline 2019). The validation of Autoneum's greenhouse gas emissions reduction targets ensures that the Company's climate action is in line with climate science to meet the goals and marks an important milestone on our way toward a sustainable future of mobility.

SCOPE 3 – CO_2 EMISSION HOT SPOTS IN AUTONEUM'S SUPPLY CHAIN ("HOT SPOT ANALYSIS"):

In 2021, Autoneum has conducted an activity based assessment of all direct materials based on purchased quantities and material emissions factors from published database, primarily Gabi. More than 60% of Scope 3 GHG emissions from direct purchased materials derive from four material families: Aluminum – PET-based material – Polyurethane foam – Yarns. Aluminum is by far the material with the highest impact on Scope 3 due to its electricity intensive production processes of refining and electrolysis. Autoneum has engaged dialogue with their aluminum suppliers to procure more renewable electricity and increase the use of recycled and secondary material. PET-based material has the second most significant impact on Scope 3 emissions. The main lever is to replace virgin polyester by recycled polyester. This is, however, not always immediately possible in all regions due to cost or availability.

ECO-EFFICIENCY PROJECTS

In 2022, the Company implemented a total of 214 eco-efficiency projects at 37 production sites. 153 projects were aimed at reducing energy consumption, 50 at reducing waste and expanding recycling capacities and 11 projects targeted reduction of water consumption.

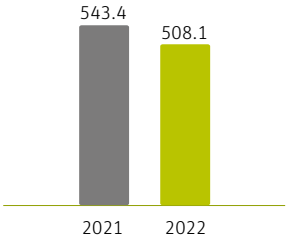
ENERGY

In 2022, Autoneum consumed about 7 100 MWh less energy than in the previous year, which represents a decrease of 0.8%. To reduce consumption of fossil fuels, the plants managed to minimize energy consumption during weekends and low production periods. In addition, several plants significantly optimized their steam consumption and initiated heat recovery projects. Regarding electricity, new procedures are in place to shut down some equipment or pause it depending on production demand. As a result, the Company's total energy intensity decreased by 6.5%, with fossil fuel intensity decreasing by 7.2% and electricity intensity by 5.7%.

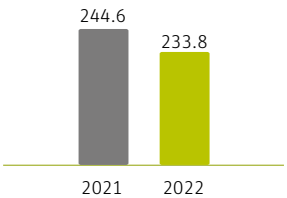
In order to further improve the Company's environmental performance with respect to energy management, all our plants will progressively implement energy monitoring systems and apply for ISO 50001 certification for energy management. The certification process has been continued in 2022, and 30 additional Autoneum plants have been certified in accordance with ISO 50001. As a result, more than 50% of locations are now certified, which allows us to better monitor and control energy consumption.

GREENHOUSE GAS EMISSIONS

In line with the consumption reduction of both electricity and fossil fuel, Autoneum's CO_2 emissions from Scope 1 and 2 by 4.4% in absolute values compared to 2021 and 19.9% compared to baseline 2019. In addition to energy reduction, this positive result was achieved also thanks to renewable electricity. In Europe, three additional plants have procured 100% renewable electricity and in Asia, four plants have started to produce their own renewable electricity from solar panels. In total, the percentage of renewable electricity increased globally from 17% in 2021 to 22% in 2022.



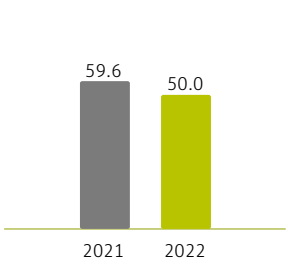
Energy intensity
(MWh per CHF million revenue)



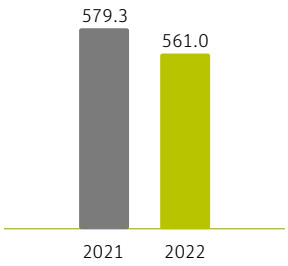
Scope 1 and 2
(metric kilo tons CO_2 equivalents)

Scope 3 CO_2 emissions are a consequence of an organization's activities, but occur at sources not owned or controlled by the organization. In 2021, a complete inventory of the full Scope 3 was completed for the first time, including assessment of the 15 categories defined by the Greenhouse Gas Protocol (GHG Protocol). Purchased goods and services (category 1) evaluated by Autoneum account for more than 70% of Scope 3 emissions.

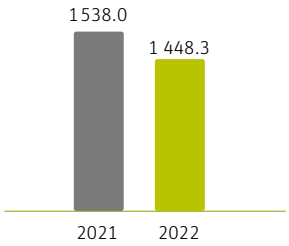
In 2022, Autoneum reduced its emissions from direct purchased materials and tools (SBTi targets) by 8.7% compared to 2021 mainly thanks to the roll-out of Autoneum Pure technologies. On the one hand, we purchased lower quantities of highly emitted materials such as aluminum and, on the other hand, higher quantities of materials with low emission factors such as recycled cotton and polyester fibers. In total, around 4 million more parts with Autoneum Pure technologies were sold in 2022 compared to 2021. Total Scope 3 including all categories, decreased by 5.8% from previous year.



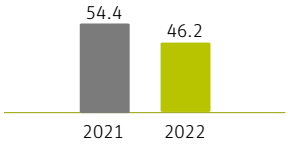
Waste intensity
(metric tons per CHF million revenue)



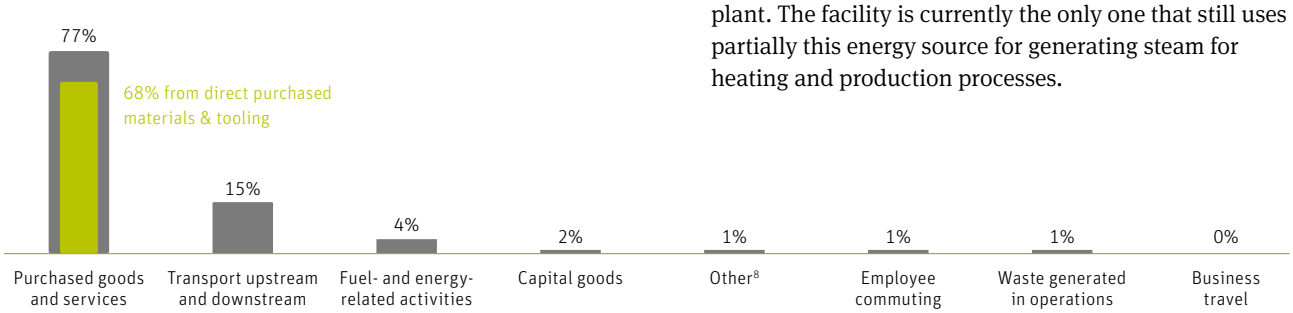
Water intensity
(m^3 per CHF million revenue)



Scope 3
(metric kilo tons CO_2 equivalents)



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



Scope 3 emissions breakdown 2022

WATER & EFFLUENTS

Most of Autoneum's manufacturing processes are not water-intensive; water is mainly needed for cooling, steam generation, carpet dyeing, water jet cutting and domestic purposes. However, we consider reducing water consumption to be part of our manufacturing excellence and therefore invest in water efficiency projects. The total water intensity of Autoneum decreased by -3.2%. However, in absolute value, Autoneum plants consumed almost 27 300 cubic meters more water in 2022, which represents an increase of 2.8% year-on-year. This is due partly to water leakage in one plant, which was discovered and fixed thanks to implementation of a daily monitoring system. In addition, some equipment with suboptimal water consumption will be progressively upgraded.

In 2022, Autoneum recognized effluents as an important material topic that needs to be assessed. Analysis of current status and opportunities for improvement is ongoing.

WASTE & RECYCLING

In 2022, Autoneum generated around 11 000 tons less waste than in 2021, which represents a decrease of 11.1%. Waste intensity also decreased in relative numbers by 16.2% and landfill waste intensity likewise declined by 14.9%. This development is attributable to multiple waste reduction initiatives in the past 2 years. Autoneum has implemented a total of 50 waste optimization projects worldwide addressing both material efficiency and recycling. Systematic blank size optimization has resulted in a significant waste reduction for various products. For example, our plants in Ons-en Bray (France) and Oregon (USA) have notably increased their recycling quantities by optimized waste flow management. In Spain, our plant in Valldoreix can now incorporate cut-offs from carpets back into their felt line. Thanks to these new activities, recycling intensity grew by almost 14% at Group level compared to 2021.

ACIDIFICATION POTENTIAL

Acidification potential is expressed in sulfur dioxide equivalents that result from burning fossil fuels in production processes. These emissions, interacting with atmospheric water, produce acid rain. In 2022, Autoneum's acidification potential decreased by 15.2% in intensity. This is due to a continuous decrease – around 29% in 2022 – of coal consumption at Autoneum's biggest US plant. The facility is currently the only one that still uses partially this energy source for generating steam for heating and production processes.

[8]Other includes: end-of-life of products sold, downstream leased assets, franchising and investments, business travel.

Environmental KPIs	Absolute figures					Relative figures				
	2022	2021	2019	Difference to 2021	Difference to baseline 2019	2022	2021	2019	Difference to 2021	Difference to baseline 2019
Energy (MWh)	**916 834**	**923 936**	**981 341**	**–0.8%**	**–6.6%**	508.1	543.4	427.2	–6.5%	18.9%
Fossil fuels	479 627	487 220	505 914	–1.6%	–5.2%	265.8	286.5	220.2	–7.2%	20.7%
Electricity	437 206	436 716	475 427	0.1%	–8.0%	242.3	256.8	206.9	–5.7%	17.1%
Energy intensity (MWh per CHF million revenue)						**508.1**	**543.4**	**427.2**	**–6.5%**	**18.9%**
Renewable electricity (%)	22.0%	17.0%	0%							
Water[9] (m^3)	**1 012 312**	**985 042**	**1 089 245**	**2.8%**	**–7.1%**	561.0	579.3	474.1	–3.2%	18.3%
Municipal water	981 901	915 811	980 156	7.2%	0.2%	544.1	538.6	426.6	1.0%	27.5%
Groundwater	15 484	52 724	81 817	–70.6%	–81.1%	8.6	31.0	35.6	–72.3%	–75.9%
Other	14 927	16 508	27 272	–9.6%	–45.3%	8.3	9.7	11.9	–14.8%	–30.3%
Water intensity (m^3 per CHF million revenue)						**561.0**	**579.3**	**474.1**	**–3.2%**	**18.3%**
Recycling (metric tons)	**82 475**	**68 237**	**62 846**	**20.9%**	**31.2%**	**45.7**	**40.1**	**27.4**	**13.9%**	**67.1%**
Internal recycling (reclaiming)	59 564	45 592	43 452	30.6%	37.1%	33.0	26.8	18.9	23.1%	74.5%
External recycling	22 910	22 645	19 394	1.2%	18.1%	12.7	13.3	8.4	–4.7%	50.4%
Recycling intensity (metric tons per CHF million revenue)						**45.7**	**40.1**	**27.4**	**13.9%**	**67.1%**
Waste (metric tons)	**90 171**	**101 373**	**140 218**	**–11.1%**	**–35.7%**	**50.0**	**59.6**	**61.0**	**–16.2%**	**–18.1%**
Hazardous waste	729	766	898	–4.9%	–18.8%	0.4	0.5	0.4	–10.4%	3.3%
Non-hazardous waste	**89 442**	**100 607**	**139 320**	**–11.1%**	**–35.8%**	49.6	59.2	60.6	–16.2%	–18.3%
Waste converted into energy	18 325	21 844	36 197	–16.1%	–49.4%	10.2	12.8	15.8	–20.9%	–35.5%
Landfill waste	71 117	78 762	103 123	–9.7%	–31.0%	39.4	46.3	44.9	–14.9%	–12.2%
Non-hazardous waste intensity (metric tons per CHF million revenue)						**49.6**	**59.2**	**60.6**	**–16.2%**	**–18.3%**
Waste intensity (metric tons per million CHF revenue)						**50.0**	**59.6**	**61.0**	**–16.2%**	**–18.1%**
CO_2 emissions[10] (metric tons CO_2 equivalents)	**1 682 040**	**1 782 540**	**2 513 074**	**–5.6%**	**–33.1%**	932.1	1048.3	1093.9	–11.1%	–14.8%
Scope 1	98 965	101 024	108 326	2.0%	–8.6%	54.8	59.4	47.2	–7.7%	16.3%
Scope 2[11]	134 786	143 549	183 428	–6.1%	–26.5%	74.7	84.4	79.8	–11.5%	–6.4%
Scope 1 and Scope 2[12]	233 750	244 573	291 754	–4.4%	–19.9%	129.5	143.8	127.0	–9.9%	2.0%
Scope 3[13]	1 448 289	1 537 967	2 221 320	–5.8%	–34.8%	802.6	904.5	966.9	–11.3%	–17.0%
CO_2 emissions intensity (metric tons of CO_2 equivalents per million CHF revenue)						**932.1**	**1048.3**	**1093.9**	**–11.1%**	**–14.8%**
Acidification potential (metric tons of SO_2 equivalents)	**83**	**93**	**179**	**–10.0%**	**–53.5%**	**46.2**	**54.4**	**77.9**	**–15.2%**	**–40.7%**
Acidification potential intensity (metric tons of SO_2 equivalents per CHF billion revenue)						**46.2**	**54.4**	**77.9**	**–15.2%**	**–40.7%**

[9] Water: restatement due to incorrect reporting figure in one plant for baseline and previous years. Covering the disclosure GRI 2-4.

[10] All data points were restated (updated energy conversion and CO2 emission factors, switch from „location-based" to „market-based" accounting for electricity-based CO2 emissions). Covering the disclosure GRI 2-4.

[11] Location- vs. market-based. The greenhouse gas emissions associated with electricity consumption are reported using the «market-based» approach in accordance with the GHG Protocol Scope 2 standard. Using the «location-based» approach, emissions in 2022 totaled 165 695 tCO_2e (2021: 165 825 tCO_2e, 2020: 156 343 tCO_2e, 2019: 169 273 tCO_2e).

[12] Scope 1 + 2: Greenhouse gas inventory calculated in accordance with the WRI/WBCSD Greenhouse Gas Protocol. Emission factor sources: UK Defra (2021), US EPA eGRID (2020), IEA (2021), AIB (2020).

[13] Scope 3 inventories according to the GHG Protocol Corporate Value Chain Standard were calculated using a hybrid approach: Activity based for direct purchased materials and business travel and monetary estimation for the other categories. Data sources: primary supplier data, GaBi (2021), Defra, UK (2021), GHG Protocol Scope 3 evaluator.

Responsible supply chain management

We are committed to continuously increasing the transparency of our supply chain, working together with suppliers on improving their environmental, social and ethical performance. We take responsibility by minimizing negative impacts through responsible procurement practices and handling of conflict minerals as well as through environmental and social assessments of our suppliers. By sourcing responsibly, we aim to fulfill the expectations of our stakeholders.

OVERVIEW

PROCUREMENT PRACTICES

SUPPLIER ASSESSMENTS

MATERIAL COMPLIANCE

Autoneum supplies automobile manufacturers around the world with components for the interior floor, underbody and engine bay. We operate 53 production facilities and are active in 24 countries, creating substantial demand in direct spend (materials that are directly incorporated in a product) and indirect spend (goods and services supporting the production process, such as machinery, energy and travel services). Autoneum's total procurement spend in 2022 amounted to CHF 1 079 million. The Company's supplier universe currently consists of 1 043 direct spend suppliers and several thousand indirect spend suppliers. Within the direct spend category, Autoneum sources materials from a total of 49 material families. Of these, the Company has identified ten Global Material Families that are of strategic importance to Autoneum as they contain materials that are used by most of our operations globally. These include aluminum, yarn, mixed fibers, plastics, reclaimed cotton and polyester, among others. The Global Procurement Leader organization is responsible for analyzing global supply chain risks, implementing standards and specifications, improving transparency and forecasting volatile market requirements.

In the context of Autoneum, responsible supply chain management comprises the material topics **procurement practices and supplier environmental and social assessment.**

Sustainability performance is now of equal importance to material performance in our sourcing decisions.

PROCUREMENT PRACTICES

For Autoneum, the topic of responsible procurement offers more than just operational advantages such as higher product quality and shorter lead times. Rather, we see responsible procurement as an opportunity to help shape markets and sourcing practices to become more sustainable as well as to create new jobs and attract further investment to less favored regions. By integrating sustainability into procurement, Autoneum can manage risks (as well opportunities) for sustainable environmental, social and economic development. Autoneum's purchasing organization operates in four Business Groups: North America, Europe, Asia and SAMEA (South America, Middle East and Africa). Depending on the Autoneum locations served, we differentiate between local, regional and global suppliers.

LONG-TERM RELATIONSHIPS WITH SUPPLIERS

We prefer to build long-term relationships with our suppliers. With most of our suppliers, we have business relationships that last at least five and up to more than 15 years. Long-term relationships with suppliers help to develop a more effective supply chain that can have a positive impact on both costs and customer services. These relationships are also necessary to realize our ambitions in the area of sustainability, as it takes many years to implement requirements, such as switching to green energy, investing in recycling facilities or developing strategies to increase recycling.

COMPLIANCE OF SUPPLIERS

All of our suppliers must confirm compliance with all relevant regulations. This is primarily done via registration in the International Material Data System (IMDS), the material data system of the automotive industry, and includes declarations for all materials that use conflict minerals (see section "Conflict Materials"). In addition, Autoneum requires periodic verification of material compliance using our Compliance Process Management Tool (CPM Tool). This ensures compliance with evolving regulations and also confirms compliance in the early project stage before IMDS submission is feasible.

During registration to CPM Tool we require approval for supplier Code of Conduct (see section "Supplier Assessments" on page 27). Our Code of Conduct for Suppliers defines key principles in the following areas:

> human and labor rights
> health and safety
> the environment
> material compliance and business ethics.

We require our suppliers to comply with the Code of Conduct and have no interest in developing business collaborations with suppliers that refuse to comply. In 2022, Autoneum developed a 3rd Party Due Diligence Manual for our suppliers. The document describes the process for conducting supplier assessments regarding environmental, social, legal and compliance/governance aspects for existing and future business relationships. This process serves to assess and mitigate risks related to suppliers' business activities (due diligence). This manual was sent to all direct, tool and equipment suppliers in the second half of 2022.

In addition, Autoneum Legal Counsel developed a separate Child Labor Self-Declaration for our suppliers that was distributed for approval.

SUPPLIERS' CONTRIBUTION TO CLIMATE PROTECTION

A significant proportion of the emissions associated with our products are attributable to process stages upstream of us. This is why our suppliers must make a contribution to climate protection. Therefore, we

contacted suppliers with the highest CO_2 emissions to share our Scope 3 emissions reduction targets and to present measures for jointly achieving these targets. Measures to be taken by our suppliers include the transition to renewable energy and increasing the share of recycled and secondary materials. In line with our Scope 3 emissions targets, we expect our suppliers to reduce CO_2 emissions by 20% by 2027. For better traceability, Autoneum requires corresponding certificates or evidence from suppliers, e.g. life-cycle assessment (LCA) or third-party audit reports such as Environmental Product Declarations (EPDs).

SUPPLIER ASSESSMENTS

The procurement of materials as well as their processing poses potential environmental risks, such as air pollution and regional pollution, and potential risks for labor and working conditions depending on the sourcing region. Negative impacts on environmental and social criteria damage not only procurement markets but also Autoneum's reputation. We are therefore committed to continuously increasing the transparency of our supply chain and working with our suppliers to improve social and ethical performance. To this end, we regularly evaluate our suppliers on their environmental and social performance. This enables us both to fulfill our legal obligations and to contribute to environmental protection and fair working conditions. We are thus able to meet our own expectations as well as those of our stakeholders.

SUSTAINABILITY ASSESSMENT QUESTIONNAIRE

To assess its supplier base, Autoneum uses self-declarations and the Sustainability Assessment Questionnaire (SAQ), which are provided and retrieved via a service provider's supplier assurance platform developed specifically for automotive supply chains. Autoneum has a sustainability risk analysis mechanism in place that focuses on its ten Global Material Families. According to this analysis, there is a potentially higher occurrence of environmental, social and ethical risks in the supply chains of five key materials. For these, Autoneum has identified the top suppliers in terms of business volume with Autoneum, totaling around 115 across all Business Groups. These suppliers are invited to conduct the sustainability self-assessment via the supplier assurance platform. The SAQ covers themes such as company management, working conditions and human rights, health and safety, business ethics, environment, supplier management and responsible sourcing of raw materials. Suppliers with a deficiency must submit and implement a corrective action plan (CAP). The SAQ has been conducted annually since 2019. Suppliers who do not yet participate in the SAQ campaign must confirm their efforts in a self-declaration. This self-declaration includes a statement on child labor in which suppliers confirm that no child labor is used in their own or their suppliers' facilities worldwide. Autoneum reserves the right to request an external audit to confirm compliance at any time.

SUPPLIER QUALITY ASSESSMENT

Autoneum conducts a Supplier Quality Assessment (SQA), an internal audit mechanism that assesses a variety of factors related to quality, health and safety, and the environment to its supply chain. As part of the commitments made in the Advance Sustainability Strategy 2025, Autoneum checks its procurement management framework annually against the requirements of the ISO 20400 sustainable procurement guidance. Based on the results, the Company implements an action plan to close the identified gaps on an ongoing basis.

> Our suppliers confirm that no child labor is used in their own or their suppliers' facilities worldwide.

In line with automotive industry sustainability guiding principles and Autoneum sustainability targets, our procurement teams will work even more closely with suppliers in the future to pursue our goals and implement the necessary measures in the supply chain. Furthermore, due to various new regulatory requirements, especially in the EU and the USA, Autoneum is exploring alternative solutions such as external service provider support to enhance Autoneum's risk management program. Opportunities for services include audits/assessments, CAP management and supplier engagement to help Autoneum effectively implement, monitor and remediate noncompliance.

MATERIAL COMPLIANCE

Autoneum's material compliance team is responsible for developing processes and tools that ensure the materials purchased and used in our products conform with both legal and customer requirements. Material compliance is essential to protect the health and safety of the end consumers who drive cars equipped with Autoneum components. Autoneum recorded no incidents concerning the health and safety impacts of its products during the reporting year. The Company uses the best practice CPM Tool to ensure supplier compliance with material specifications and thresholds defined by legal regulatory frameworks such as REACH[13] and GADSL[14],as well as those specified by automobile manufacturers. The tool allows Autoneum to maintain

[13] Registration, Evaluation, Authorization and Restriction of Chemicals (EC 1907/2006).
[14] Global Automotive Declarable Substance List.

a comprehensive database of these requirements and helps us and our suppliers to monitor any changes in a single platform. For all functions involved in defining the materials used in Autoneum products, there is an e-learning program that covers important material compliance topics.

CONFLICT MINERALS

Special attention is paid to so-called conflict minerals. Such minerals are gold or ores used for the production of tin, tantalum or tungsten that are tied in any way to the armed conflict in the Democratic Republic of the Congo (DRC). By monitoring the origin and the use of conflict minerals, Autoneum lowers the violation of human and labor rights and the financing of armed conflicts. By influencing suppliers to avoid purchasing conflict materials and by protecting human rights in the supply chain, Autoneum's reputational risk can be reduced, and customer expectations met.

As an organization, Autoneum does not purchase conflict minerals directly. However, some suppliers use these materials in additives or catalysts employed in the production of materials purchased by Autoneum. Consequently, the amount of conflict minerals in materials used by Autoneum is very low. Autoneum uses the IMDS to check and document the materials sourced from suppliers. In addition, suppliers selected as part of the third-party risk assessment will be reviewed using the SAQ (see section "Supplier Assessments"). Through IMDS, Autoneum will be notified if the products supplied contain any conflict minerals. Furthermore, the Company ensures that it only works with suppliers that use minerals from mines and smelters that have been verified through a responsible minerals sourcing validation program such as RMAP (Responsible Minerals Assurance Process). For our activities in the USA, the materials we purchase must comply with the Dodd-Frank Act, which requires all companies that manufacture in the USA to ensure that the raw materials they use do not involve conflict minerals. As a global supplier Autoneum requires all suppliers who declare a conflict mineral content in the IMDS system to audit their mineral supply chains on an annual basis and to disclose whether any of the minerals originated in the DRC or a neighboring country. This allows Autoneum to comply with existing conflict minerals requirements in the USA and the regulations in the EU. Autoneum requires the use of the Conflict Mineral Reporting Template (CMRT) and Extended Mineral Reporting Template (EMRT).

Autoneum submits a company-wide CMRT to its customers annually. A separate EMRT is completed annually for cobalt and is also reported along with the CMRT.

The CMRT and EMRT are free, standardized reporting templates developed by the Responsible Minerals Initiative (RMI). They facilitate sharing information on the origin of minerals in the supply chain, as well as the smelters and refiners used.

In 2022, 100% of all identified suppliers fulfilled their conflict minerals reporting obligations to Autoneum by providing a CMRT to the Company.

VISION 2025 – RESPONSIBLE SUPPLY CHAIN MANAGEMENT

Operational targets	Key achievements in 2022	Progress
Implement and maintain responsible procurement and practices based on ISO 20400 guidance for sustainable procurement	Risk assessment of Global Material Families in place. Sustainability strategy developed for the highest emitting category suppliers in line with Autoneum's Scope 3 emissions reduction targets.	On track
Ensure that all Autoneum suppliers comply with the Code of Conduct for Suppliers	Code of Conduct for Suppliers is a standard part of supplier onboarding documentation. Supplier Code of Conduct in process to be updated in line with new legislation and requirements.	On track
Establish supplier risk monitoring system and manage risks on an ongoing basis	Sustainability self-assessment campaign covering around 115 suppliers from all four Business Groups has been conducted.	On track
Establish supplier audit mechanism and conduct regular on-site audits	3rd Party Due Diligence Manual developed for suppliers and rolled out in the second half-year 2022.	Reactivated
Strengthen and expand company-wide Material compliance framework	Compliance Process Manager tool is used globally by Autoneum suppliers. E-learning program was rolled out to support users.	On track

Good corporate citizenship

Being a good corporate citizen means consistently maintaining high legal and ethical standards in all our relationships. As a global Company, Autoneum has a significant obligation towards society. By redefining our good corporate citizenship strategy, we are committed to constantly strengthening our compliance framework and continuously increasing our positive impact on communities.

OVERVIEW

COMPLIANCE

At Autoneum, abiding by the law is an absolute prerequisite for every decision and action. Furthermore, employees must comply with the Group's Values and Principles, the Code of Conduct as well as other internal regulations and directives. Apart from key policies, we respect the UN Declaration of Human Rights, the International Labor Organization's (ILO) fundamental conventions and the Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises. In line with the commitment made in the Advance Sustainability Strategy 2025, we regularly screen our Compliance Management System based on the processes and practices recommended by the ISO 37301 guideline.

In the context of Autoneum, good corporate citizenship comprises the material topics **anti-competitive behaviour, anti-corruption, child labor & forced labor, local communities** as well as **indirect economic impact and socioeconomic compliance.**

GOVERNANCE, RISK AND AUDIT

The Board of Directors, Autoneum's highest governance body, defines and adopts the Group's compliance strategy and addresses key compliance risks. The overall responsibility for operational compliance, assessment of compliance risks and implementation of the Group's compliance strategy lies with the Group Executive Board. The Compliance Council – consisting of the CEO, the CFO, the Group General Counsel & Head of Compliance, the Head of Internal Audit and the Head of Human Resources – develops the Compliance Program, monitors progress and evaluates compliance incidents on a regular basis. The Group Legal & Compliance department ensures the implementation and continuous improvement of the Compliance Program. It defines the compliance policy framework, establishes internal processes, coordinates initiatives, manages training and learning programs and ensures that the organization is compliant with all applicable laws in the different jurisdictions where Autoneum is active, as well as with all internal regulations and directives. The Compliance Program is globally endorsed by the Compliance Ambassador & Supporter Framework. It consists of the Business Group Heads and Legal Unit Heads, whose task is to actively promote compliance topics throughout the Group and to act as a role model for ethical decision-making. The Legal Unit Heads also act as a point of contact for local employees concerning compliance issues and cooperate closely with the Head of Compliance and the Compliance Officer. Autoneum monitors compliance risks with its Risk Management System (see "Corporate Responsibility Framework"), e.g. based on regular Group-wide compliance risk surveys. Regular audits on selected compliance topics are conducted by the Group Internal Audit function as part of its annual audit schedule.

POLICY FRAMEWORK

CODE OF CONDUCT

The Code of Conduct is the centerpiece of Autoneum's compliance policy framework. It describes our commitment to complying with relevant international and local laws and regulations, defines the fundamental rules of employee conduct and helps to cultivate business relationships that are based on the principles of truth and honesty. It is essential that Autoneum's employees act in accordance with the Code of Conduct at all times, because non-compliance can jeopardize business relationships, lead to financial losses, fines and reputational damage and have serious personal consequences. The Code of Conduct is complemented by a range of specific internal directives.

Our Human and Labor Rights Directive is build on Autoneum's Code of Conduct

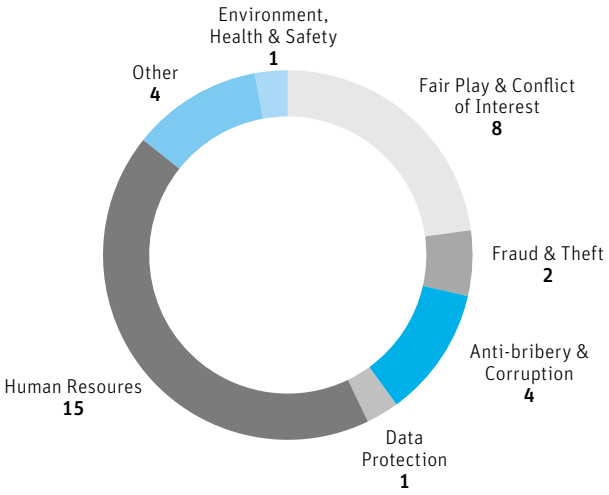
CHILD LABOR AND FORCED LABOR

The Human and Labor Rights Directive builds on the Code of Conduct and explains the key principles of human and labor rights protection at Autoneum in detail, referring to international frameworks such as the UN Guiding Principles on Business and Human Rights and the International Bill of Human Rights. The purpose of the directive is to safeguard the highest standards in this respect throughout Autoneum. The topics of forced and child labor play a key role within Autoneum's Human and Labor Rights Directive. Through avoiding forced and child labor, we can positively and directly impact the living conditions and quality of life of individuals, communities and ecosystems. Autoneum does not tolerate any form of forced and child labor within its operations or its supply chain. The prevention, detection and reporting of any violations are the responsibility of all Autoneum employees. The Company ensures compliance with human and labor rights regulations among its suppliers through its Supplier Code of Conduct, the SAQ or a self-declaration (see "Responsible supply chain management" on page 25).

ANTI-CORRUPTION AND ANTI-COMPETITIVE BEHAVIOR

The Anti-Bribery & Corruption Directive emphasizes Autoneum's zero tolerance approach to corrupt business behavior and provides employees with clear guidance on how to avoid risks in this context. By actively combating corruption and anti-competitive behavior, Autoneum

INCIDENT REPORT 2022 – CATEGORIES & NUMBER OF INCIDENTS



can contribute to a more equitable society and a fair, market-oriented economy, while ensuring that it avoids suppliers or sales markets with unethical business practices. To ensure anti-corruption and anti-competitive behavior among Autoneum's suppliers, the Supplier Code of Conduct also contains rules of conduct relating to material compliance and business ethics.

REPORTING COMPLIANCE INCIDENTS

Autoneum operates a global Speak Up Line, which enables employees, customers and suppliers as well as all other external stakeholders throughout the world to report violations of the Code of Conduct and other directives securely, confidentially and, if preferred and legally allowed, anonymously. The Speak Up Line is an option in addition to existing channels (i.e. reporting incidents to a superior, the Human Resources department and the Legal & Compliance department). In 2022, a total of 35 reports[15] were filed, the majority of them via the Speak Up Line (see pie chart). If allegations were confirmed or substantiated, appropriate actions were taken to remedy the situation. In the reporting year, no lawsuits for anti-competitive behavior or violations of antitrust law involving Autoneum were pending or concluded.

COMMUNICATION AND TRAINING

In 2022, Autoneum again implemented a variety of measures to strengthen employee awareness of compliance-related topics. Autoneum continued its mandatory Code of Conduct training program. The program includes training on preventing human and labor rights violations, as well as anti-bribery and corruption training. Overhead staff were trained via e-learning sessions, with a completion rate of 98.3%. Operators without computer access were trained in classroom training sessions carried out in the plants. The completion rate of these trainings was 93.6%. Furthermore, e-learning and online training campaigns were rolled out on topics that are relevant only for certain segments of the workforce, such as procurement, sales and selected management functions. The e-learnings included "Preventing Bribery and Corruption" (completion rate: 96.5%), "Global Data Protection" (97.5%) and "Cybersecurity" (98.1%).

VISION 2025 – GOOD CORPORATE CITIZENSHIP

Operational targets	Key achievements in 2022	Progress
Implement and maintain a Group-wide Compliance Management System based on ISO 37301	› Continuous implementation of actions defined by internal ISO 37301-based action plan.	On track
Strengthen and expand Group-wide compliance risk assessment and audit framework	› Group-wide compliance risk assessment was completed in 2020. Mitigation measures were defined and implemented in 2021 to address the identified risks.	On track
Continuously develop the training and awareness framework and maintain completion rate of at least 95%	› Training completion rates[16]: Code of Conduct (overhead staff): **98.3%** Code of Conduct (operators[17]): **93.6%** Global Data Protection: **97.5%** Cybersecurity: **98.1%**	On track

[15] Figure includes employees of UGN plants.
[16] All training completion rates exclude UGN plants.
[17] Figure includes employees of external agencies.

COMMUNITY ENGAGEMENT

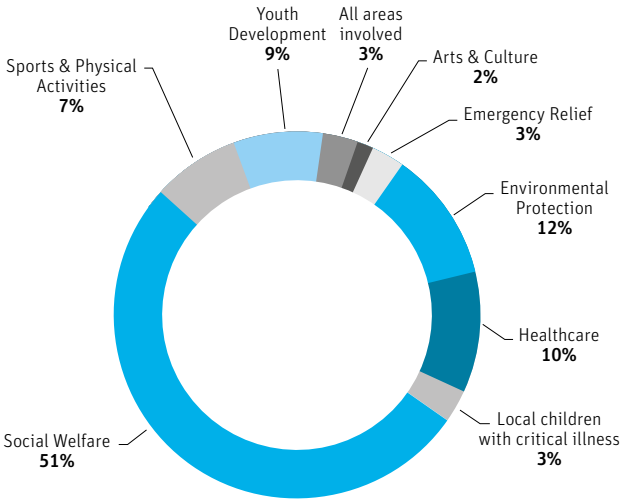
With more than 50 locations in 24 countries, collaborative relationships with local communities are of great importance to Autoneum. In line with this commitment, each of our sites implements social engagement projects with their local stakeholders. At Autoneum, we are committed to making a difference and creating a better society for tomorrow.

Autoneum aims to act as a responsible corporate citizen and to engage with local communities in a meaningful and effective manner. Through community engagement, Autoneum can influence the standard of living and education, enhancing well-being in the regions where the Company is located. "Autoneum Guideline for Contributions" regulates the corresponding activities. The guideline defines the rules and procedures for donations, sponsorships and community engagements on a global level. It is mandatory for each site to define and implement at least one community project annually. Projects are developed based on proposals submitted by sites or from ideas identified jointly with the local community.

LOCAL COMMUNITY ENGAGEMENT PROJECTS

In 2022, Autoneum implemented 67 community projects across all four Business Groups, with the majority falling in the "social welfare" category (see graph for a breakdown of projects according to focus area). Around 1 917 Autoneum employees played an active role as volunteers, investing more than 4 135 hours in community engagement. By means of social and environmental projects, Autoneum helps raise public awareness of local sustainability issues and targets and develops long-term relationships with regional stakeholders. For example, Autoneum employees in Chennai, India, planted trees near their work location, and in China 25 employees in Yantai cleared trash on a 10-kilometer stretch of beach near the plant, before disposing of the waste properly. Employees at the two Autoneum production facilities in San Luis Potosí, Mexico, collected food for a local nursing home last year. In addition to a number of food donations, the residents also enjoyed an afternoon story hour. Thanks to the efforts of the factory in Behror (Rajasthan), India, students at the local government school received hygienic sanitary facilities and access to running water. Autoneum also helped to renovate the school's roof, floor and kitchen. Employees at the Gundernhausen location in Germany organized a donation campaign for those affected by flash floods that devastated villages in the Ahr Valley. In the South African city of Rosslyn, Autoneum employees helped a local children's home by collecting several boxes of useful everyday items, such as baby food, clothing and children's toys. The donations by employees were doubled at the end of the collection campaign by plant management.

COMMUNITY ENGAGEMENT PROJECTS 2022 BY FOCUS AREA



VISION 2025 – GOOD CORPORATE CITIZENSHIP

Operational targets	Key achievements in 2022	Progress
Support social and community engagement activities of Autoneum employees with incentive structures	› Activities put on hold due to challenging market environment and stop-and-go production in the automotive industry	On hold
Implement corporate philanthropy projects at Autoneum Group level on an annual basis	› Activities put on hold due to challenging market environment and stop-and-go production in the automotive industry	On hold
Implement local community engagement projects at all Autoneum locations on an annual basis	› Number of projects: **67** › Number of volunteers: **1917** › Number of volunteering hours: **4135**	On track

Fair & attractive workplace

Autoneum recognizes employees as its most valuable resource. We want to attract the best new talents in the market – and retain colleagues who have chosen to grow together with us over the years. For this reason, "fair & attractive workplace" is one of the four key dimensions of the Advance Sustainability Strategy 2025.

OVERVIEW

The sound expertise and the engagement of our employees are key for Autoneum's success in a challenging business environment. We are facing a war for talent all over the world. The challenging environment requires action in human resources (HR) management to meet the different needs and expectations of our current and potential employees from all generations. For these reasons, the topic «fair & attractive workplace» is one of the four key dimensions of our Advance Sustainability Strategy 2025. In 2022, Autoneum reviewed the Company's impact on the planet and people and expanded the material topics to include employee engagement.

In the context of Autoneum, fair & attractive workplace comprises the material topics **diversity & equal opportunity, employee engagement, non-discrimination, occupational health & safety** as well as **training & education.**

EMPLOYEE ENGAGEMENT

It has become evident that employer engagement is the indispensable basis for agile and efficient performance of the Company. By promoting employee engagement, we can influence the satisfaction and motivation of our employees and contribute to a healthy working environment. In 2021 and 2022, Autoneum partnered with Gallup to roll out a global employee survey to understand which factors most influence employee engagement. Based on the results of the survey, Autoneum identified three core factors that particularly influence the improvement of employee engagement: feedback, recognition and development.

Based on these key findings, corresponding improvement measures were developed and communicated (e-learning, posters and videos). The goals are to better listen and communicate within the teams, to recognize employee achievements and make them visible within the Company, to support mentoring and professional trainings (see Training & Education on page 35), to give team members a sense of purpose and to increase their overall job satisfaction and well-being.

After a variety of HR projects linked to the topic employee engagement had been launched, the second Gallup survey conducted in fall 2022 not only showed significant challenges but also mirrored initial success. Improvement in the areas of feedback, recognition and development was achieved globally: The engagement results increased from the 15th to the 18th percentile among all companies participating in comparison to 2021. Especially Business Group Asia was very successful, ranking in the 64th percentile compared with the 41st percentile the year before. In addition, Autoneum's global turnover rate remained stable at 19.7%.

An important process that facilitates feedback and development is the individual development plan.

APPRAISAL AND FEEDBACK

Strong performance and self-motivation are prerequisites for career advancement and development at Autoneum. An important process that facilitates feedback and development is the annual appraisal process. Once or twice per year, managers and employees sit together, listen to each other's feedback and assess employee performance. Feedback from other departments is also considered at performance calibration meetings. In addition, managers and employees discuss employees' career goals and establish individual development plans (IDPs) together. The IDP discussions are not limited to the annual appraisal, but happen throughout the year. In 2022 all managers were required to identify action plans to improve team engagement. To facilitate this process, engagement champion training was provided to HR managers all around the globe along with relevant training to department managers.

FUTURE WAY OF WORKING

The ability to work remotely has become of crucial importance for employment decisions for both employers and employees. Even before the Covid-19 pandemic, which have accelerated this development, Autoneum foresaw the need to change the way of working from fully office based to a hybrid system that combines both home and office work. The future way of working is a material part of job satisfaction. Consequently, the Group Executive Board tasked Head Group HR with developing an appropriate Autoneum guideline. In the beginning of 2022, a global project team was established with members across all continents, functions and employee categories to develop a questionnaire covering home office policy, digitalization, people and smart working. Interviews were carried out in all plants with both salaried and hourly employees. The final Autoneum guideline provides global recommendations on home office percentages, how to adapt our leadership style to maintain or enhance employee engagement and performance when employees work remotely, and how to maintain or increase overall efficiency, productivity, innovation and sustainability in a hybrid work model. A checklist was provided to all local management to assess any legal risks when regulating the local home office policy.

TRAINING & EDUCATION

Qualified employees who are able to continuously train and learn in view of the challenging transformation process in the automotive industry are essential to our business success. By offering training and development, Autoneum promotes the skills, knowledge and competencies of its employees, which ultimately supports employees' development and productivity.

In 2022, we increased our investment in professional development programs and personal skills. As a first step, Autoneum has rolled out a global e-learning platform

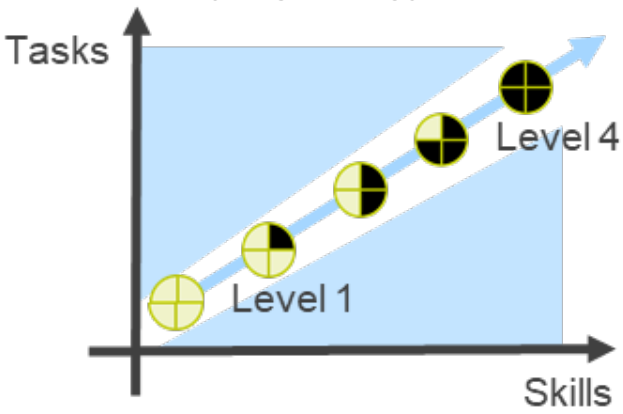
The multi-skill program offers operators an opportunity for personal development.

with more than 40 selected courses in different languages. All employees who have access to Autoneum's global HR systems can use the platform. These courses cover a wide a wide range of disciplines including health and safety, productivity, management and teamwork, inspirational leadership, presentation and communication. The platform is meant to support self-organized learning. We also plan to offer new and additional team-centered training opportunities for engagement, competency model, first time manager, interview skills and Autoneum's values. Operators for example, who constitutes the majority of Autoneum's workforce, have always received training in classroom sessions. In 2022, Autoneum employees completed 2.6 days of training on average (2021: 2.5).

OPERATOR DEVELOPMENT

Autoneum maintains a multi-skill program that offers operators an opportunity for personal development. In four levels, operators gradually become more familiar with the safety, quality and productivity standards of various workstations in their plant.

MULTI-SKILL PROGRAM



Toward the end of the learning process, they are able not only to operate these workstations at any time but also to train other operators to do so. The multi-skill program increases flexibility, should specific circumstances occur, autonomy and performance in several ways. Additionally, frequent job rotations help employees to develop a deeper understanding of various workstations, processes and related risks, which also contributes to a significant reduction in work accidents.

DIVERSITY & EQUAL OPPORTUNITY

As a globally acting Company we are proud and happy to employ so many people with different national, ethnic, cultural and personal backgrounds. This diversity reflects our corporate value of "living a global spirit" and is an unquestioned part of our everyday reality as a multinational Company. Even more than this, it is a key advantage for us as a technology leader. We believe that diverse teams with an open-minded culture tend to be more agile, creative and successful in developing disruptive ideas and thus contributing to innovation. Treating all employees with respect and showing we appreciate them contributes to staff satisfaction and well-being. We also invest in a working environment that provides specific opportunities for gender equity. As part of the Advance Sustainability Strategy 2025, Autoneum established a Group-wide diversity and inclusion governance framework in 2021. This has materialized in the form of the Diversity & Inclusion Board, which consists of eight Diversity & Inclusion ambassadors – four women and four men – representing all Business Groups as well as various functions of the Company.

Autoneum Women's Network

VISION 2025 – FAIR & ATTRACTIVE WORKPLACE[18]

Operational targets	Key achievements in 2022	Progress
Set and maintain benchmark position for "training days per employee" in industry peer group	› Benchmark: 3.1 (=25 hours) average days of training per employee › Average days of training per employee: **2.6** (2021: 2.5)	Moderate progress
Achieve employee appraisal coverage for 95% of Autoneum staff	› Employee appraisal coverage: **95.5%** (2021: 96.8%)	On track
Implement development framework for operators	› Multi-skill framework for operators is in place.	On track
Establish and maintain Diversity & Inclusion governance framework and implement targeted measures in all Autoneum Business Groups	› Diversity & Inclusion Board defined key focus areas – awareness, culture & gender, continuous improvement and training – each of which contains a comprehensive set of activities. › Launch of the first official women's network at Autoneum. Plan for a Diversity & Inclusion awareness campaign.	On track
Increase share of women in management positions to 30% and continuously improve Autoneum Diversity & Inclusion metrics	› Share of women in management positions has decreased to **17.4%**[19] (2021: 18.8%). › Additional metrics are measured internally.	Not on track
Define and implement Employee Value Proposition (EVP) at all Autoneum locations	› An employer branding concept was established and a dedicated project to elaborate a global EVP will be launched in early 2023.	Moderate progress
Improve employee engagement with an effective follow-up action plan	› Improve employee engagement and achieve a 50th percentile among all companies participating in Gallup's employee engagement survey. › Implement action plan: Share results, develop action plan, define progress and involve all management and team levels.	New target[20]

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

[19] The composition of female executives includes leaders from global executives to top management positions.

[20] The employee engagement survey replaced the "employee satisfaction survey" and the "turnover rate KPI".
Due to the challenging market environment caused by stop-and-go production in the automotive industry, it was difficult to measure the turnover rate reasonably, which is why we removed this KPI.

The Autoneum Women's Network was officially launched on March 8, 2022.

The Board works closely with the Business Groups in identifying location-specific diversity challenges, addressing these with targeted measures and defining meaningful metrics to measure progress. The Diversity & Inclusion Board met five times in 2022 and set a milestone: The Autoneum Women's Network was officially launched March 8, 2022, in honor of International Women's Day. The network organized two speaker series where a female board member and a male Business Group head were invited to talk to all Autoneum female employees on topics such as career development, work-life balance and female leadership. The Autoneum Women's Network also organized a volunteer peer program to pair people around the world with the objective of networking and getting to know each other's function and culture. The peers are encouraged to share experiences, to support and to advise each other.

NON-DISCRIMINATION

We take a zero-tolerance approach toward any type of harassment or discrimination based on race, gender, age, religion, physical or mental limitations, political affiliation or sexual orientation. The key principles of anti-discrimination are described in our Code of Conduct, which is signed by every new employee upon joining Autoneum.

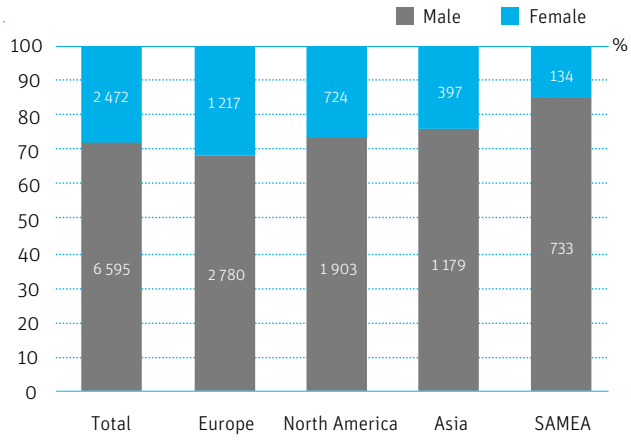
We ask our employees to bring any Code of Conduct violation to our attention. There are also complaint mechanisms in place for those affected and for third or external parties: We maintain a global Speak Up Line that enables affected employees, but also third or external parties, to anonymously report any incidents. If serious allegations are reported, the incident is investigated internally. If the assessment is positive, the Chief Compliance Officer immediately informs the management. In 2022, six registered incidents were related to discrimination and harassment (2021: eight), and four of these were substantiated (2021: six). This means that incidents have slightly decreased in comparison to the previous year.

EMPLOYEE PARTICIPATION

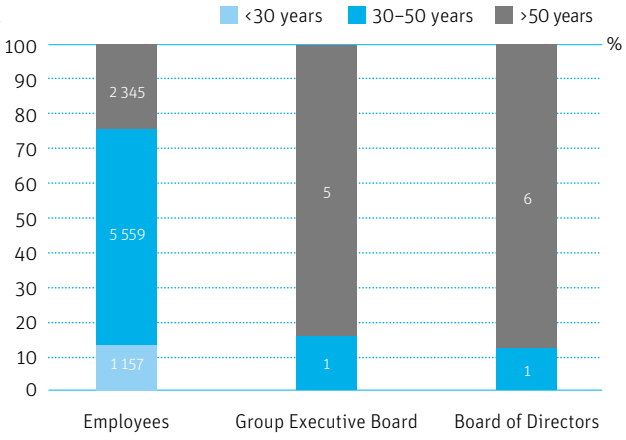
Autoneum recognizes freedom of association and collective bargaining as a fundamental human right. Employees are free to form, join and run employee organizations or works councils, to join labor unions and to collectively bargain or seek representation in accordance with local laws. In 2022, 58% of our employees were covered by collective bargaining agreements (2021: 53%) and 37% were members of a labor union (2021: 48%).[21]

In some locations – such as Switzerland, the United Kingdom, Poland, Russia and some US states – collective bargaining agreements between employer and employee organizations are not part of the legal framework. In the European Union (EU), worker participation is ensured by the European Works Council (EWC). The EWC is the body that represents the EU employees of a company. Besides common internal communication channels, the EWC is a platform via which employee delegates from EU countries are informed by company management about business developments and significant decisions that could affect employment or working conditions. They are also consulted on decisions at the EU level that are subject to codetermination rights.

EMPLOYEES BY BUSINESS GROUP AND GENDER (2022)



EMPLOYEES BY AGE (2022)



[21] The figure may not include all employees belonging to a union, as union memberships in many countries are kept confidential and are not disclosed to the employer.

OCCUPATIONAL HEALTH & SAFETY

As a manufacturing Company, employee health and safety is of critical importance to Autoneum. Occupational health and safety measures help to reduce accidents and injuries as well as to enhance the physical and mental condition and the well-being of employees. The Company is committed to providing and maintaining a safe and healthy work environment for employees as well as for customers, suppliers and visitors. We follow the principle of continuous improvement to ensure the efficient prevention of incidents and accidents. The leadership and commitment of top management play an essential role in promoting a culture of safety at all Autoneum operations.

In 2022, the accident rate was significantly reduced by 26.5%.

All Autoneum health and safety policies and processes are governed by the Group Environment, Health & Safety (EHS) department. The Company's health and safety management approach is defined by the "management policy on quality, environment, health and safety" and the "15 principles for good environment, health and safety behavior," with five principles addressing manager behavior and ten principles applying for all employees.

MANAGEMENT SYSTEM FOR ENVIRONMENT, HEALTH & SAFETY

Autoneum's Environment, Health & Safety Management (MEHS) system is the collection of policies, procedures and activities integrating international and national laws and regulations and the requirements of the occupational health and safety management system ISO 45001 and environmental management system ISO 14001 (see section "Management system for environment, health & safety" on page 21). The goal of the MEHS system is to protect workers from job-related injuries and illnesses, identify and mitigate physical, chemical and biological hazards in the workplace as well as improve training and communications that clearly explain Autoneum's objectives for promoting a safe and healthy work environment. It serves as a framework for Autoneum sites, on the basis of which they can implement state-of-the-art EHS processes that apply across the entire organization. Each year, internal teams conduct audits to assess compliance with the MEHS system and the status at all sites. In addition, 32 of 44[22] plants at Autoneum production facilities[23] were certified according to ISO 45001, the world's leading standard for occupational health and safety.

TRAINING PROGRAMS AND ACTIVITIES

In order to support the implementation of MEHS worldwide, Autoneum makes specialized training programs for EHS functions available. The training elements cover key EHS topics such as machine guarding, accident investigation and reporting, lockout-tagout (LOTO), permits to work under specific circumstances,

VISION 2025 – FAIR & ATTRACTIVE WORKPLACE

Operational targets	Key achievements in 2022	Progress
Reduce accident frequency rate (AFR) by 20% each year	› AFR reduction: **26.5%**	On track
Develop, implement and continuously improve EHS training at all plants and maintain completion rate of 95%	› EHS training completion rate: **89.0%**	On track
Develop and implement ergonomic assessments at all plants	› Percentage of sites that implemented ergonomic assessments: **100%**	On track
All Autoneum plants achieve ISO 45001 certification[22]	› 32 sites achieved ISO 45001 certification. Total number compared to last year has increased by 1. › Percentage of sites with a certified occupational health and safety management system (ISO 45001): **72.7%**	On track

[22] Ryazan idled due to political situation.

[23] Excluding UGN and office or sales locations. One additional plant was certified according to ISO 45001 in 2022.

100% of the sites have implemented ergonomic assessments.

hazardous energy control, working at heights and contractor management. Special attention was given to promotion and prevention to avoid injuries by publishing quarterly safety campaigns addressing 90% of the accident root causes of the previous year. The safety campaigns provided employees with important knowledge about safe behavior, hand protection, safe use of forklifts, safe maintenance and the correct usage of personal protective equipment in order to protect themselves from safety hazards in activities such as logistics, production, maintenance and cleaning. The Safety Leadership program continued in plants with higher accident rates, in order to sensitize all plant, shift and EHS managers to the early identification and mitigation of hazards and new safety aspects. Additionally, project team members received training on implementing health and safety requirements during the start of new customer projects.

In 2022, more than 520 employees from all the plants participated globally in virtual training sessions. Also, more than 380 maintenance employees globally participated in an e-learning course.

IMPROVING WORKING CONDITIONS

Autoneum regularly monitors how employees perceive working conditions, particularly in the production environment. The Business Groups conduct comprehensive assessments of workplace needs in each location. In 2022, a total of 66 projects[24] were implemented to address challenges in the following areas: workplace and machine safety, fire safety, ergonomics, temperature, lighting, air quality and noise control. More than CHF 2.4 million was invested in EHS globally.

ERGONOMICS

On the shop floor, day-to-day tasks may include handling heavy loads or performing repetitive actions in awkward positions, which can result in injuries and accidents. The continuous improvement of ergonomic conditions is therefore one of the best accident prevention strategies. Autoneum's approach to develop and implement ergonomic assessments at all of our plants and during the launch of new projects paid off this year too, with the percentage of sites that implemented the ergonomic assessments rising to 100% in 2022.

PERFORMANCE & KPIS

The continuous improvement of health and safety conditions is essential for Autoneum. Therefore, we strive to avoid accidents at all times. Bruises and contusions, swellings, cuts and wounds are the primary types of accidents at Autoneum plants. The body parts mainly affected were hands, fingers, arms and ankles. In 2022, we improved the health & safety key improvement indicators. The accident frequency rate decreased by 26.5%, which outperforms the target of an annual

[24] Excluding UGN and office or sales locations.

reduction of 20%. The accident severity rate decreased by 25% and absenteeism at 2.8% was lower compared to last year.

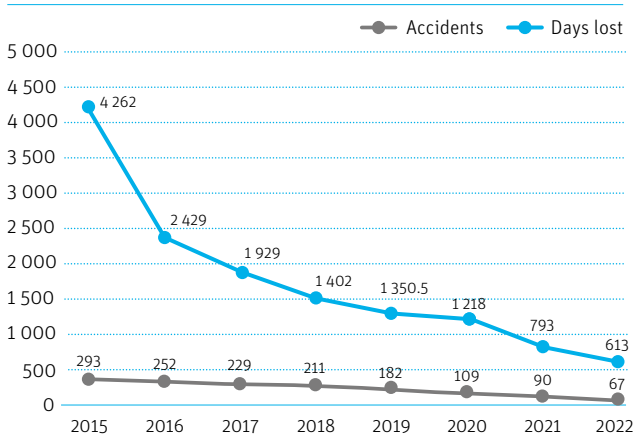
PRODUCT SAFETY

Autoneum ensures that its products comply with local regulations. Depending on the country, these may include mandatory equipment, material performance tests or qualifications. Regulatory compliance is confirmed according to local legislation, by self-certification or by certification from accredited laboratories. All Autoneum plants are IATF 16949 certified (automotive requirements incl. ISO 9001).

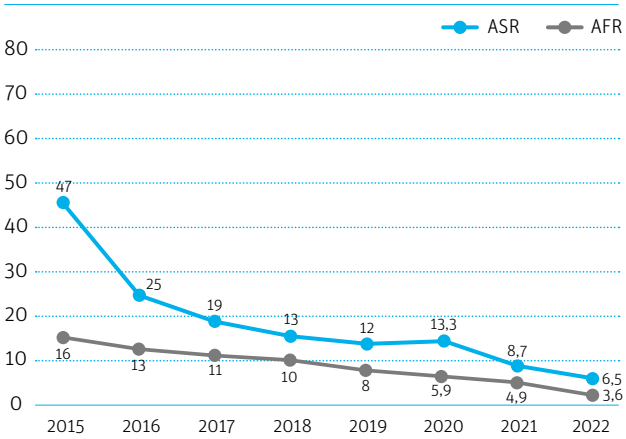
CUSTOMER SUSTAINABILITY RATINGS

Autoneum works toward continuous improvement of customer sustainability assessments done via service providers like NQC and EcoVadis. Autoneum was assessed by EcoVadis for its performance on criteria relating to the environment, labor and human rights, ethics and sustainable procurement in 2022 and achieved a silver medal, which places the Company among the top 25% of companies assessed by EcoVadis.

NUMBER OF ACCIDENTS AND NUMBER OF DAYS LOST



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



Health and safety KPIs[25]

	2022	2021
Number of accidents	67	90
Number of days lost[26]	613	793
Accident frequency rate (AFR)[27]	3.6	4.9
Accident severity rate (ASR)[28]	6.5	8.7
Absenteeism[29]	2.8%	2.9%
Work-related fatalities	0	0
Percentage of workers who are represented by formal joint management-worker health and safety committees	100%	95.5%
Percentage of plants with ISO 45001 certification	72.7%	71.1%
Percentage of plants with ISO 14001 certification	97.7%	97.8%
Percentage of plants that have implemented ergonomic assessments	100%	93.3%
EHS training completion rate	89.0%	85.8%
Number of production facilities[30]	44[31]	45

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

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

[27] Calculated on the basis of the following formula: accident frequency rate = number of accidents / planned working hours * 1 000 000.

[28] Calculated on the basis of the following formula: accident severity rate = number of days lost / planned working hours * 200 000.

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

[30] Excluding UGN and office or sales locations.

[31] Ryazan idled due to political situation.

GRI content index

Autoneum reported in accordance with GRI Standards for the period January 1, 2022 to December 31, 2022. For the Content Index – Essentials service, GRI Services reviewed whether the GRI content index is presented clearly and in accordance with the standards and whether the disclosures 2-1 to 2-5, 3-1 and 3-2 correspond to the relevant sections in the main body of the report. This service was provided for the English version of the report.
Autoneum publishes an annual Corporate Responsibility Report (CRR). The report for 2022 was issued on March 24, 2023. The contact person for matters relating to this CRR is Claudia Güntert, Head Corporate Communications (corporate.responsibility@autoneum.com).

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

General Disclosures

GRI Standard	Disclosure	Location* / Information	Omission (requirement omitted, reason, explanation)
	THE ORGANIZATION AND ITS REPORTING PRACTICES		
GRI 2: General Disclosures 2021	2-1 Organizational details	Autoneum Holding AG, Winterthur, Switzerland AR 22, p. 44 / CRR 22, pp. 5, 7	
	2-2 Entities included in the organization's sustainability reporting	If not stated otherwise: Autoneum and its consolidated subsidiaries (AR 22, p. 112)	
	2-3 Reporting period, frequency and contact point	CRR 22, p. 41	
	2-4 Restatements of information	CRR 22, p. 24	
	2-5 External assurance	None	
	ACTIVITIES AND WORKERS		
	2-6 Activities, value chain and other business relationships	CRR 22, p. 5	
	2-7 Employees	CRR 22, p. 37 f.	
	2-8 Workers who are not employees		Autoneum currently does not systematically collect data on the number of workers who are not employees and whose work is controlled by the organization. Corresponding data collection is currently being developed.
	GOVERNANCE		
	2-9 Governance structure and composition	AR 22, p. 48 f.	
	2-10 Nomination and selection of the highest governance body	AR 22, p. 49	
	2-11 Chair of the highest governance body	AR 22, p. 52	
	2-12 Role of the highest governance body in overseeing the management of impacts	CRR 22, p. 7 f., AR 22, p. 55	
	2-13 Delegation of responsibility for managing impacts	CRR 22, p. 7 f., AR 22, p. 54	
	2-14 Role of the highest governance body in sustainability reporting	CRR 22, p. 8	
	2-15 Conflicts of interest	AR 22, p. 35, 51	
	2-16 Communication of critical concerns	CRR 22, p. 7 f.	
	2-17 Collective knowledge of the highest governance body	AR 22, p. 54	
	2-18 Evaluation of the performance of the highest governance body	AR 22, pp. 50, 132	
	2-19 Remuneration policies	AR 22, p. 132 f.	
	2-20 Process to determine remuneration	AR 22, p. 132 f.	
	2-21 Annual total compensation ratio		Autoneum currently does not have complete data for calculating the ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees.
	STRATEGY, POLICIES AND PRACTICES		
	2-22 Statement on sustainable development strategy	CRR 22, p. 3	
	2-23 Policy commitments	CRR 22, p. 30 f.	
	2-24 Embedding policy commitments	CRR 22, pp. 7 f., 21, 26, 28, 30 f., 37 f.	
	2-25 Processes to remediate negative impacts	CRR 22, p. 8	
	2-26 Mechanisms for seeking advice and raising concerns	CRR 22, p. 8, 31	
	2-27 Compliance with laws and regulations	CRR 22, pp. 26, 27, 30 f.	
	2-28 Membership associations	CRR 22, p. 6	
	STAKEHOLDER ENGAGEMENT		
	2-29 Approach to stakeholder engagement	CRR 22, p. 6	
	2-30 Collective bargaining agreements	CRR 22, p. 37	

*AR 22: Autoneum Annual Report 2022 | CRR 22: Autoneum Corporate Responsibility Report 2022.

GRI Standard	Disclosure	Location* / Information	Omission (requirement omitted, reason, explanation)
Economic			
	MATERIAL TOPICS		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	CRR 22, p. 9	
	3-2 List of material topics	CRR 22, p. 9	
	ECONOMIC PERFORMANCE		
GRI 3: Material Topics 2021	3-3 Management of material topics	CRR 22, p. 11	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	AR 22, p. 66 f.	
	INNOVATION OF RESOURCE-EFFICIENT PRODUCTS		
GRI 3: Material Topics 2021	3-3 Management of material topics	CRR 22, p. 14	
	PROCUREMENT PRACTICES		
GRI 3: Material Topics 2021	3-3 Management of material topics	CRR 22, p. 26	
	SOCIOECONOMIC COMPLIANCE		
GRI 3: Material Topics 2021	3-3 Management of material topics	CRR 22, p. 30	
	INDIRECT ECONOMIC IMPACTS		
GRI 3: Material Topics 2021	3-3 Management of material topics	CRR 22, p. 11	
Environment			
	ANTI-COMPETITIVE BEHAVIOR		
GRI 3: Material Topics 2021	3-3 Management of material topics	CRR 22, p. 30	
GRI 206: Anti-competitive behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practice	CRR 22, p. 30	
	ANTI-CORRUPTION		
GRI 3: Material Topics 2021	3-3 Management of material topics	CRR 22, p. 30	
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	CRR 22, p. 30	
	ENERGY		
GRI 3: Material Topics 2021	3-3 Management of material topics	CRR 22, p. 22	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	CRR 22, p. 24	
	302-3 Energy intensity	CRR 22, p. 24	
	302-4 Reduction of energy consumption	CRR 22, p. 24	
	302-5 Reductions in energy requirements of products and services	CRR 22, p. 19 f.	
	EMISSIONS		
GRI 3: Material Topics 2021	3-3 Management of material topics	CRR 22, p. 22 f.	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	CRR 22, pp. 22, 23, 24	
	305-2 Energy indirect (Scope 2) GHG emissions	CRR 22, pp. 22, 23, 24	
	305-3 Other indirect (Scope 3) GHG emissions	CRR 22, pp. 22, 23, 24	
	305-4 GHG emissions intensity	CRR 22, p. 24	
	305-5 Reduction of GHG emissions	CRR 22, p. 24	
	WASTE		
GRI 3: Material Topics 2021	3-3 Management of material topics	CRR 22, p. 23	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	CRR 22, pp. 23, 24	
	306-2 Management of significant waste-related impacts	CRR 22, p. 23	
	306-3 Waste generated	CRR 22, pp. 23, 24	
	306-4 Waste diverted from disposal	CRR 22, pp. 23, 24	
	306-5 Waste directed to disposal	CRR 22, pp. 23, 24	
	WATER & EFFLUENTS		
GRI 3: Material Topics 2021	3-3 Management of material topics	CRR 22, p. 23	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	CRR 22, p. 23	
	303-3 Water withdrawal	CRR 22, pp. 23, 24	
	303-5 Water consumption	CRR 22, p, 24	

GRI Standard	Disclosure		Location* / Information	Omission (requirement omitted, reason, explanation)
	ENVIRONMENTAL COMPLIANCE			
GRI 3: Material Topics 2021	3-3	Management of material topics	CRR 22, pp. 21, 26	
	MATERIALS			
GRI 3: Material Topics 2021	3-3	Management of material topics	CRR 22, pp. 14, 19 f., 27	
	SUPPLIER ENVIRONMENTAL ASSESSMENT			
GRI 3: Material Topics 2021	3-3	Management of material topics	CRR 22, p. 27	
	PRODUCT WEIGHT REDUCTION			
GRI 3: Material Topics 2021	3-3	Management of material topics	CRR 22, p. 19 f.	
	NOISE REDUCTION OF VEHICLES			
GRI 3: Material Topics 2021	3-3	Management of material topics	CRR 22, pp. 16 f., 19 f.	

Social

	CHILD LABOR & FORCED LABOR			
GRI 3: Material Topics 2021	3-3	Management of material topics	CRR 22, p. 30	
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	CRR 22, p. 26	
	LOCAL COMMUNITIES			
GRI 3: Material Topics 2021	3-3	Management of material topics	CRR 22, p. 32	
	SUPPLIER SOCIAL ASSESSMENT			
GRI 3: Material Topics 2021	3-3	Management of material topics	CRR 22, p. 27	
	TRAINING & EDUCATION			
GRI 3: Material Topics 2021	3-3	Management of material topics	CRR 22, p. 35	
GRI 404: Training and Education 2016	404-2	Programs to upgrade employee skills and transition assistance programs	CRR 22, p. 35 f.	
	EMPLOYEE ENGAGMENT			
GRI 3: Material Topics 2021	3-3	Management of material topics	CRR 22, p. 34 f.	
	OCCUPATIONAL HEALTH AND SAFETY			
GRI 3: Material Topics 2021	3-3	Management of material topics	CRR 22, pp. 21, 38	
GRI 403: Occupational health and safety 2018	403-1	Occupational health and safety management system	CRR 22, pp. 21, 38	
	403-5	Worker training on occupational health and safety	CRR 22, p. 38 f.	
	403-6	Promotion of worker health	CRR 22, p. 38 f.	
	403-7	Prevention and mitigation of occupational health and safety impacts linked to business relationships	CRR 22, p. 27	
	403-8	Workers covered by an occupational health and safety management system	CRR 22, p. 40	
	403-9	Work-related injuries	CRR 22, p. 40	
	DIVERSITY & EQUAL OPPORTUNITY			
GRI 3: Material Topics 2021	3-3	Management of material topics	CRR 22, p. 36 f.	
GRI 405: Diversity and Equal Opportinity 2016	405-1	Diversity of governance bodies and employees	AR 22, p. 54	
	NON-DISCRIMINATION			
GRI 3: Material Topics 2021	3-3	Management of material topics	CRR 22, p. 37	
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	CRR 22, p. 37	

*AR 22: Autoneum Annual Report 2022 | CRR 22: Autoneum Corporate Responsibility Report 2022.

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