Corporate Responsibility Report 2024

autoneum

Highlights 2024

Extension of sustainable polyester-based products to commercial vehicles

Launched the new **Level Up strategy**

Gold medal in the **2024 EcoVadis sustainability rating**

262

Implementation of **262 eco-effiency projects** for energy, waste and water

Recognized as a **Top Employer 2024** in Switzerland

Launch of **fully recyclable trunk side trim**

Collaboration partner for **Renault Emblème**

75 community engagement projects realized worldwide

Selected a new **supply chain sustainability platform**

More than 30 000 tons of recycled PET used in Autoneum products

Water withdrawal down 17.3% on the previous year

Sustainbility at Autoneum

Autoneum takes its responsibility to the environment, people and society seriously for the well-being of current and future generations. As part of its sustainability strategy, Autoneum carried out various projects and actions in 2024 to meet Group-wide goals for environmental, social and governance (ESG) topics. Autoneum shares an annual update on these activities in its Corporate Responsibility Report. This report follows the GRI Standards. The Corporate Responsibility Report 2024 was released at the same time as Autoneum's Annual Report 2024.

About Autoneum

Autoneum is the global market and technology leader in acoustic and thermal management solutions for vehicles and a partner for light and commercial vehicle manufacturers around the world. The Company develops and produces multifunctional, lightweight components for optimum noise and heat protection. The innovative products and technologies make vehicles quieter, safer and lighter and therefore help to reduce fuel consumption and emissions.

WE ARE AUTONEUM

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

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

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

CORPORATE RESPONSIBILITY

Autoneum has published a sustainability report annually since 2012. This report has been prepared in accordance with the GRI Standards 2021. It provides a comprehensive overview of Autoneum's Corporate Responsibility activities while addressing the following material topics:

- Anti-corruption and anti-competitive behavior
- Child labor and forced labor
- Energy and emissions
- Equal treatment and opportunities for all
- Indirect economic impacts
- Local communities
- Material compliance
- Materials and innovation of resource-efficient products
- Noise reduction of vehicles
- Occupational health and safety
- Procurement practices
- Water and effluents
- Waste

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

WE SUPPORT UN GLOBAL COMPACT

AUTONEUM'S ESG RATINGS

Awarded the EcoVadis gold medal, ranking Autoneum in the top 5% of rated companies for the second time in a row.

Achieved a B rating in the CDP Climate Change questionnaire in 2024.

As of 2025, Autoneum received an MSCI ESG Rating of AA.*

In May 2024, Autoneum Holding AG received an ESG Risk Rating of 13.2 and was assessed by Morningstar Sustainalytics to be at low risk of experiencing material financial impacts from ESG factors.*

Recognized as a Top Employer 2024 in Switzerland.

*For disclaimers, see page 90.

Foreword

Dear Reader,

The past year has reinforced trends likely to cause lasting changes in the automotive industry. While current global vehicle production remains lower than the peak levels of 2017, this period presents an excellent opportunity for growth and innovation. China is notably experiencing an upward trajectory, with local Chinese vehicle manufacturers successfully expanding their market share both within and outside of China.

Another important development is the move toward a circular economy. Vehicle manufacturers are placing a greater emphasis on suppliers, including Autoneum, to enhance their ESG practices. This initiative encourages the use of sustainable materials and promotes recycling both in production processes and end-of-life waste management, contributing positively to the industry's future sustainability efforts.

In October 2024, Autoneum launched its Level Up strategy to address these trends. A month later, the company announced a strategic acquisition in China, buying 70% of Jiangsu Huanyu Group.

Autoneum is also progressing in sustainability. Our new mission and strategy emphasize our commitment to sustainability. We aim to be the global leader for innovative and sustainable solutions in vehicles. The Level Up strategy sets out clear ESG initiatives, including developing eco-friendly products, introducing new products for electric cars, working with suppliers to become more sustainable, creating a roadmap to achieve net-zero emissions and zero waste and helping employees align with Autoneum's vision and values.

In 2024, Autoneum reduced overall CO_2 emissions by 1.9% on an absolute basis compared to 2023, supported by 121 energy-efficiency projects, increased use of renewable energy and sourcing more sustainable materials. The company remains on track to meet its Science Based Targets initiative (SBTI) emissions targets for 2027. Water and waste reduction efforts also continue. Total water withdrawal decreased by 17.3% thanks to water reuse projects and new steam boiler technology. Waste generation fell by 8.7% in absolute value in 2024 compared to 2023, with plants across the Business Groups minimizing and recycling production waste.

The development of resource-efficient products are crucial to these goals. Our sustainable product portfolio now includes new side and rear wall panels made of Propylat PET for commercial vehicles, and a fully recyclable trunk side trim made of 100% polyester. These products are designed for circularity, enabling efficient recycling.

Our employees are essential to these achievements. In Q3 2024, we introduced our new values: accountability, curiosity, collaboration and courage. These values guide how we work together and interact with customers and stakeholders.

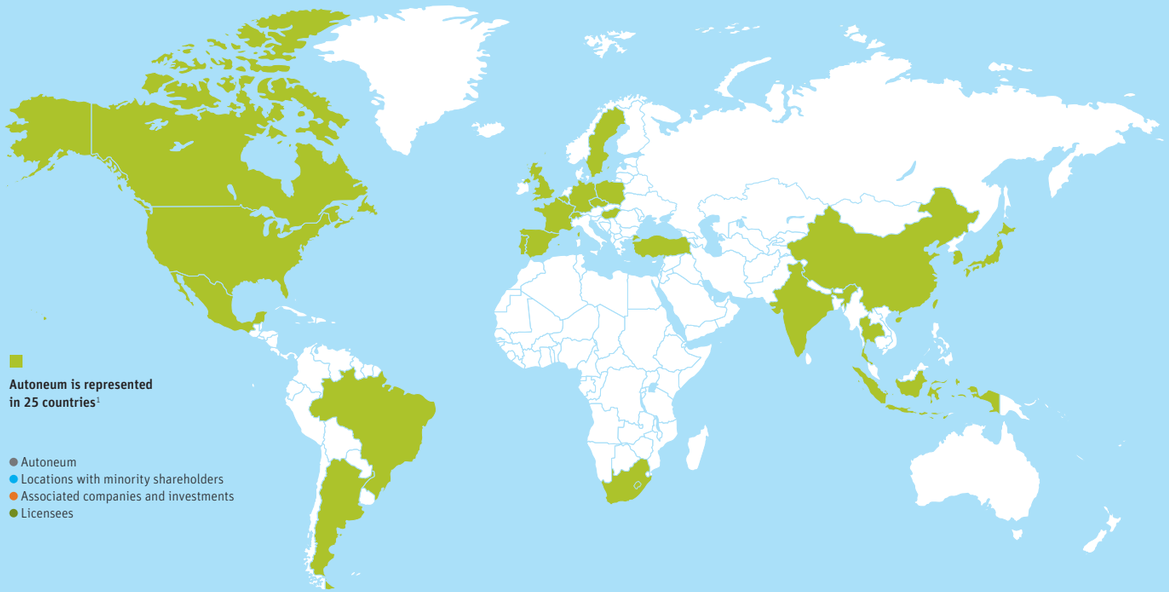
To boost sustainability initiatives and ensure compliance with new reporting obligations, we enhanced our ESG organization, including introducing a new ESG management workstream. Our sustainability efforts were recognized in 2024 with a gold medal in the EcoVadis sustainability rating, placing us among the top 5% of rated companies, with improvements in the Ethics and Environment categories.

Looking ahead, we are excited about our upcoming sustainability initiatives, including the installation of our first Propylat line in China with recycling capabilities. As our Advance Sustainability Strategy 2025 concludes, we plan to set new mid-term targets to drive our ESG ambitions, striving to be a sustainable leader in the global automotive industry. Thank you for your continued support and partnership.

Hans-Peter Schwald
Chairman

Eelco Spoelder
Chief Executive Officer

Global Presence



Autoneum is represented in 25 countries[1]

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

North America

Canada
- London, Ontario
- Tillsonburg, Ontario

Mexico
- San Luis Potosí
- Silao

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

Europe

Belgium
- Genk

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

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

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

Hungary
- Komárom

Poland
- Katowice
- Nowogard
- Złotoryja

Portugal
- Setúbal

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

Sweden
- Gothenburg

Switzerland
- Sevelen
- Winterthur (HQ)

United Kingdom
- Heckmondwike
- Stoke-on-Trent
- Telford

SAMEA[2]

Argentina
- Córdoba

Brazil
- Gravataí
- São Paulo
- Taubaté

South Africa
- Rosslyn
- Durban

Türkiye
- Bursa

Asia[3]

China
- Chongqing
- Dadong
- Pinghu
- Shanghai
- Taicang
- Tiexi
- Wuqing
- Yantai
- Changchun
- Guangzhou
- Tianjin
- Wuqing
- Wuhan
- Fuzhou

India
- Behror
- Pune
- Chennai

Indonesia
- Karawang

Japan
- Oguchi
- Tokyo

Malaysia
- Shah Alam

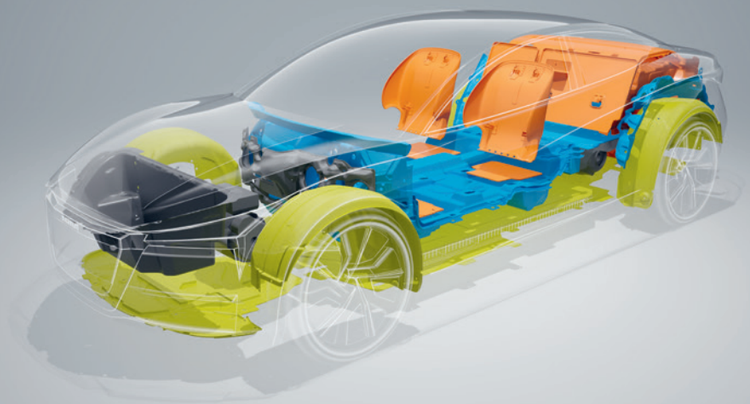
South Korea
- Seoul

Thailand
- Laem Chabang
- Chonburi

[1] Includes locations with licensees and associated companies and investments.
[2] South America, Middle East and Africa.
[3] not including the plants acquired with Jiangsu Huanyu Group as of February 28, 2025

Our Product Portfolio

Light vehicles



Exterior

ENGINE BAY
- Frunks
- Engine* and e-motor encapsulations
- Outer dashes
- Outer trunk floor insulators
- Hoodliners
- Engine top covers*

UNDERBODY
- Underbody shields
- Under battery shields
- Wheelhouse outer liners
- Outer tunnel insulators*
- Heatshields*
- Battery electromagnetic shields
- Outer floor insulators

Interior

INTERIOR FLOOR
- Inner dashes
- Needlepunch carpets
- Tufted carpets
- Floor insulators
- Inner wheelhouse insulators
- Inner trunk floor insulators

INTERIOR TRIM
- Trunk side trim
- Trunk load floors
- Trunk tailgate trim
- Parcel shelves
- Trunk floor carpets
- Trunk floor trim
- Floor mats
- Backseat trim

Commercial vehicles

Exterior

ENGINE BAY
- E-motor and accessory encapsulations
- Engine and gearbox encapsulations*
- Noise shields

UNDERBODY
- Under engine shields*
- Heatshields*

Interior

INTERIOR FLOOR
- Washable surface flooring
- Carpet systems
- Dampers

INTERIOR TRIM
- Headliners
- Side and rear panels
- (Heated) Floor mats
- Upper storage
- Bunk bed support

*Components specifically for vehicles with combustion drive.

A new strategy for Autoneum

In 2024, Autoneum introduced a new mission, vision, purpose, values and strategy to reflect changes within the Company, the automotive industry and society.

The acquisition of Borgers Automotive in 2023 transformed Autoneum. In order to optimize the synergies, the Company needed a common mission, vision, purpose, values and strategy in order to work together. This foundation prepares the Company for further changes in the automotive industry. Autoneum aims to make inroads in China, the world's largest automotive market, with Chinese vehicle manufacturers expected to strengthen their global market share. The Company must also address vehicle electrification, evolving ESG regulations, ongoing inflation, geopolitical tensions, digitalization, fierce competition for talent and industry consolidation among suppliers.

Autoneum's purpose is clear: to be the global leader for innovative and sustainable solutions that bring comfort to every vehicle. The new strategy builds on the strong foundation created under the prior Level Up One 6-8 project, which tackled clear priorities: the turnaround in North America; the successful integration of Borgers entities; a well-managed inflation recovery and repricing; the optimization of Business Group Europe's footprint and operational performance; and an increased focus on profitable growth, including the creation of the R&T China and New Mobility teams.

We are guided by a common purpose to make mobility comfortable and sustainable with our future-fit acoustic, thermal management and shielding technologies.

SIX STRATEGIC PILLARS

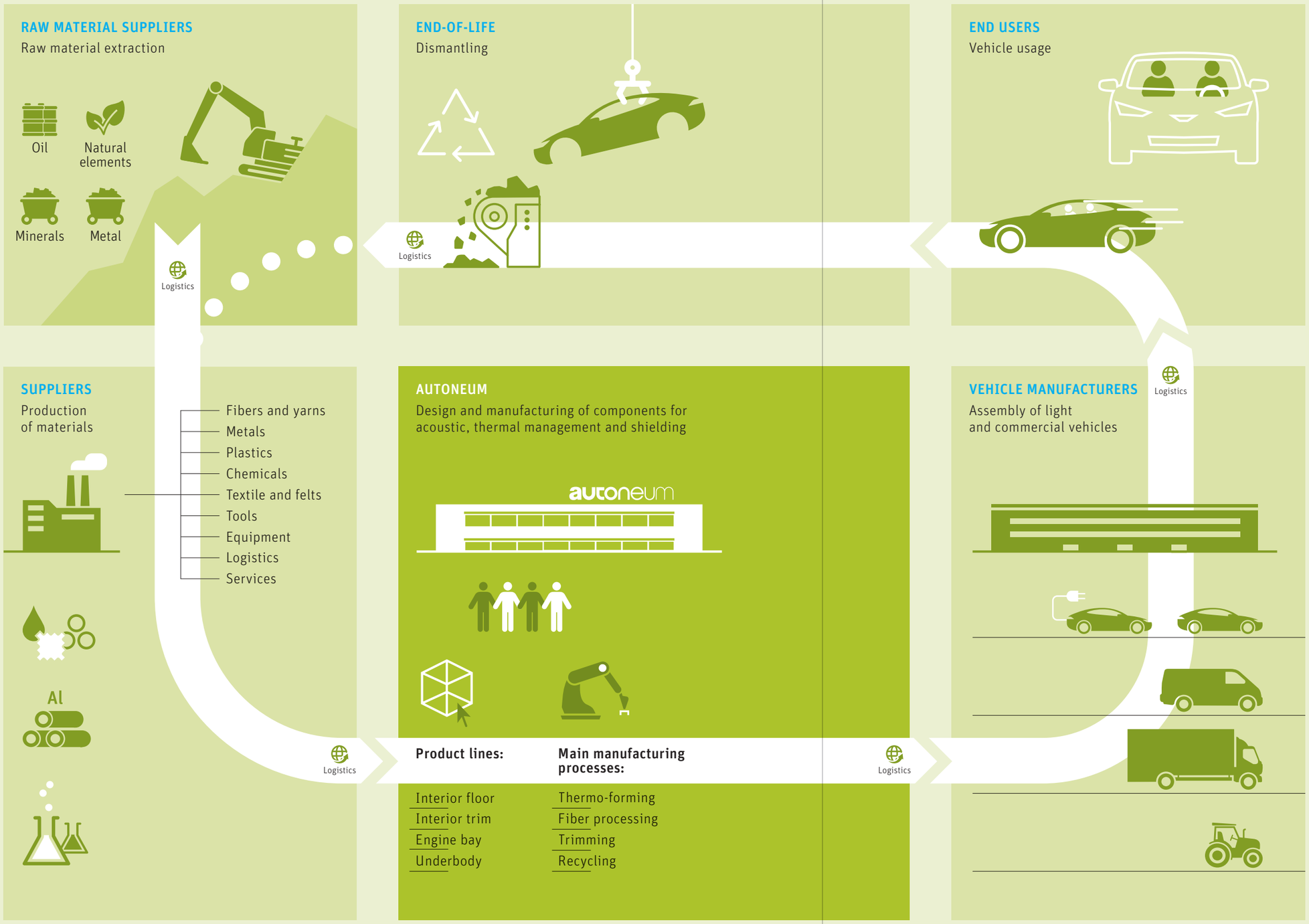
Autoneum's new corporate strategy for the next 5 years is called Level Up, and it focuses on six main areas. They will help the Company remain adaptable and effectively manage market challenges, ensuring it stays competitive.

SUSTAINABILITY AT THE CORE

Autoneum's new strategy centers on a strong dedication to advancing sustainability throughout the entire value chain. The Company aims to boost its expertise in creating sustainable products and processes that align with a circular economy.

KEY SUSTAINABILITY INITIATIVES:

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



Our value chain

Autoneum's material topics along the value chain

Planet:
- Energy and emissions
- Materials and innovation of resource-efficient products
- Waste
- Water and effluents

People:
- Equal treatment and opportunities for all
- Indirect economic impacts
- Local communities
- Occupational heath and safety

Governance:
- Anti-corruption and anti-competitive behavior
- Child labor and forced labor
- Material compliance
- Noise reduction of vehicles
- Procurement practices

Main climate-related risks and opportunities

- Transition to a lower carbon economy
- Physical impacts from long-term climate change
- Recyclability at end-of-life
- Management of emissions, waste and water

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 strategic risk, operational risk, financial risk, compliance risk, capital risk, litigation, legal, environmental, human rights violations and other corporate responsibility risks (e.g. political, organizational, social and work safety risk). An aggregate review of all identified risks and of the instruments and measures to address them is performed on a semi-annual basis by the Risk Council, consisting of representatives of all Business Groups and Corporate Functions. The review results are reported to the Board of Directors and the Group Executive Board.

SUSTAINABILITY-RELATED RISKS

The factors listed in the table below represent the main sustainability-related risks for Autoneum as of December 31, 2024. The Company regularly reviews the risk factors and adapts them when necessary to capture new developments and events.

The Risk Council ensures overall supervision of risk management and reports the results to the Group Executive Board and the Board of Directors.

ENVIRONMENTAL MATTERS

Risk factors	Potential impact	Autoneum's response
Climate-related physical risks	Disruption to operations	See TCFD report on page 72.
Any event that negatively impacts the Company's ability to reach targets for reducing energy, water, emissions, effluents and waste.	Regulatory consequences Reputational risk	a) Systematically identify and assess environmental risks for production and establish suitable measures to prevent or minimize any environmental threats. b) Monitor and report data on a regular basis for Scope 1, 2 and 3 emissions in the Corporate Responsibility Report. c) Maximize energy efficiency in all plants and use renewable energy. d) Adopt a systematic approach to identify, control, reduce and responsibly recycle or dispose of waste (both hazardous and non-hazardous) in accordance with applicable regulations. e) Invest in water efficiency projects, and recognize effluents as an important material topic that needs to be addressed.
Any event within the production process (including the supply chain) that has a negative impact on biodiversity and soil protection or leads to deforestation.	Regulatory consequences Reputational risk	a) Autoneum is committed to not contributing to or benefiting from the illegal conversion of natural ecosystems, including illegal deforestation. b) Autoneum includes specific commitments on land, natural resources and human rights in the Code of Conduct for Suppliers to ensure these principles are followed throughout the supply chain.
Difficulty in meeting the increasing requirements of original equipment manufacturers (OEMs) for sustainable and recyclable thermal and acoustic parts.	Negative impact on awards from OEMs and greater pressure on margins Regulatory consequences Negative financial impact on business if operational costs rise and the Company misses out on contracts Difficulties in finding suppliers who can meet the growing sustainability requirements	a) The Research and Technology department focuses not only on improving products' acoustic and thermal qualities, but also on enhancing their environmental performance. b) Innovation activities are aimed at reducing the consumption of raw materials, energy and water in the manufacturing process as much as possible, and keeping the amount of non-renewable resources used in products to a minimum. c) Ensure the sustainability strategy fully reflects OEM and ESG requirements. d) Quarterly Steering Committee monitors and reports identified gaps and proposes countermeasures regularly to the Group Executive Board. e) GHG emission target validated by SBTi. f) Systematic KPI for sustainability data in place with financial incentives for Management. g) Continuous increase of recycled content in line with customer requirements. h) Built-in life cycle assessment (LCA) capabilities. i) Switch to renewable energy at plant level ongoing in line with internal and OEM targets. j) Plant-level targets for reducing CO_2 footprint, waste and water in place in KPI management tool. k) Pursue more sustainable technology innovation, including eco-design and the separation of waste.

ENVIRONMENTAL MATTERS

SOCIAL MATTERS

EMPLOYEE MATTERS

Risk factors	Potential impact	Autoneum's response
Any event in which materials produced by Autoneum's suppliers with chemical or textile processing lead to pollution in the effluent water or the generation of waste.	Legal/regulatory consequences Negative impact on the health of local communities Reputational risk	The Company's Code of Conduct for Suppliers defines key principles in material compliance and business ethics, the environment, health and safety and human and labor rights.
Any event in which suppliers use so-called conflict materials in additives or catalysts used in the production of materials purchased by the Company.	Legal/regulatory consequences Reputational risk	To ensure compliance with all applicable laws and regulations, each manufacturer in the supply chain must request information regarding the use of conflict minerals from their direct suppliers, who, in turn, must solicit that information from the next tier of suppliers.
Autoneum's suppliers could have high Scope 1, 2 and 3 emissions.	Regulatory consequences Negative impact on Autoneum's Scope 3 emissions target for 2027	a) Autoneum encourages suppliers to use renewable or bio-energy in their production process. b) Autoneum strives to include as much recycled or bio-derived material as possible. c) Autoneum sets out clear Scope 3 emission requirements for suppliers and holds regular follow-up meetings on decarbonization opportunities and energy efficiency projects at their production sites.
The transition to fossil fuel-free processes, the necessity to reduce energy consumption and changes in technologies (i.e., foam to felt) may lead to changes in processes and products and consequently higher capex and production costs.	Negative financial impact on business Negative impact on investor perception of Autoneum and therefore on the share price	a) Deploy energy monitoring systems to identify high energy consumption production processes. b) Regular monitoring and analysis of emission regulations. Establish roadmap to be carbon neutral in operations with associated capex. c) Anticipate need for capex to replace non-sustainable technologies.
Any event that could impact the health of the end consumer due to issues with the materials used to make Autoneum parts.	Legal/regulatory consequences Reputational damage Negative financial impact on business	a) Ensure all suppliers comply with material regulations through various tools and systems. b) The Material Compliance team is responsible for developing processes and tools that ensure the materials purchased and used in products conform with both legal and customer requirements.
Any event in which an employee within a plant has an accident. The most significant employee-related health and safety hazards in Autoneum production plants are mechanical, electrical, temperature, ergonomics, noise and chemical exposure. Additional risks occur when performing special tasks (e.g., hot work, work at height and in confined spaces).	Repercussions for the health/living standard of an employee and their family Legal and regulatory consequences Reputational risks Negative impact on Autoneum's ability to attract operators in the plants	a) Work environment risk assessments are performed and actions are taken to mitigate or reduce any identified risks. The risk assessment determines what kind of personal protective equipment is required/provided to employees. b) Related to the special tasks, work permission is required before starting work. c) Education and training are provided to all employees in Autoneum plants on topics including machine guarding, accident investigation and reporting, lockout-tagout (LOTO), permits to work under specific circumstances, hazardous energy control and working at heights. d) Address the main root causes of accidents through regular safety campaigns.
Any event that leads to the disclosure of employees' personal data.	Legal and compliance issues Reputational damage	a) Autoneum provides training on IT security and data protection. b) Autoneum publishes the Cybersecurity and Data Protection directives and policies on the intranet. Shopfloor employees are provided with paper versions of these documents. Autoneum periodically reviews the IT-related directives and policies to ensure they are up to date. c) The Corporate IT Function manages various initiatives that strengthen Autoneum's IT systems and the security of its applications. Investments in XDR and access control systems enable the detection of suspicious behavior within Autoneum's IT resources. Automated tools, with the help of external penetration testers, identify vulnerabilities and potential security gaps. Autoneum's IT cybersecurity team closes all identified security gaps, which is reflected in external security scorings.

Risk factors	Potential impact	Autoneum's response
Any event that leads to discrimination, such as unequal pay or opportunities, or cases of harassment and bullying within the workforce.	Legal and compliance issues Negative impact on Autoneum's ability to retain/hire workers Reputational damage	a) Strive to build and foster a culture of diversity and inclusion. b) Implement a benchmark education framework for all Autoneum employees. c) Operate an anonymous Speak Up Line, where employees can notify the Company of any potential issues. d) The internal information leaflet on preventing sexual harrassment is available to employees on the Intranet.
The Company may be unable to meet its target for share of women in top management positions.	Negative impact on the Company's culture (i.e., lack of diversity in the workforce and the benefits it brings) Negative impact on Autoneum's ability to attract both top and young female talent to the Company	a) Autoneum has built a roadmap on how to improve representation of women in recruitment and succession planning procedures. b) The Diversity & Inclusion Board addresses both location-specific and Group-wide diversity challenges.
Any event in which employees are prevented from joining labor unions, employee organizations or work councils in countries in which such organizations are part of the legal framework.	Legal and regulatory consequences Work stoppage at impacted plant Reputational risk and negative impact on Autoneum's employee retention/attraction	a) Autoneum recognizes freedom of association and collective bargaining as a fundamental human right. Employees are free to run, form and join employee organizations or work councils, to join labor unions, and to collectively bargain or seek representation in accordance with local laws. b) Autoneum respects local laws on working hours and provides its employees with compensation and benefits that comply with local laws.
Any event in which suppliers do not respect their employees' rights to organize in trade unions.	Legal/regulatory consequences Work stoppage Reputational risk and negative impact on Autoneum's employee retention/attraction	a) The Code of Conduct for Suppliers obliges all suppliers to respect their employees' freedom of association (where collective bargaining agreements between employers and employee organizations are part of the legal framework) as per the International Labour Organization (ILO) conventions on Freedom of Association and Protection of the Right to Organise.
Any event in which suppliers use child/forced labor, or do not respect land rights.	Legal/regulatory consequences Negative impact on customer/consumer sentiment	a) The Sustainability Assessment Questionnaire (SAQ) assesses suppliers' policies and practices in the areas of human rights, environmental sustainability, health and safety, business ethics, compliance, responsible sourcing of raw materials and responsible supplier management. b) Autoneum includes specific commitments on land, natural resources and human rights in its Code of Conduct for Suppliers and asks suppliers to comply with these principles throughout the supply chain.
Any event that could lead to allegations of corruption, such as employees inappropriately accepting or providing gifts or invitations to events from customers, suppliers or government officials	Legal/regulatory consequences, including fines Negative impact on customer/consumer sentiment	a) Nominal values for gifts and entertainment are set out in the Bribery, Corruption and Money Laundering Prevention Directive, which all employees have to accept as part of the employment conditions. b) Mandatory education and training on identifying and dealing with corruption and anti-competitive behavior. c) Employees and business partners can anonymously notify us regarding any potential misconduct via the Speak Up Line.

EMPLOYEE MATTERS

HUMAN RIGHTS

ANTI-CORRUPTION

CORPORATE RESPONSIBILITY GOVERNANCE AND ORGANIZATION

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

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

The Corporate Responsibility Organization is responsible for the operational implementation of the sustainability strategy. This includes ensuring that targets are achieved through early action and monitoring progress.

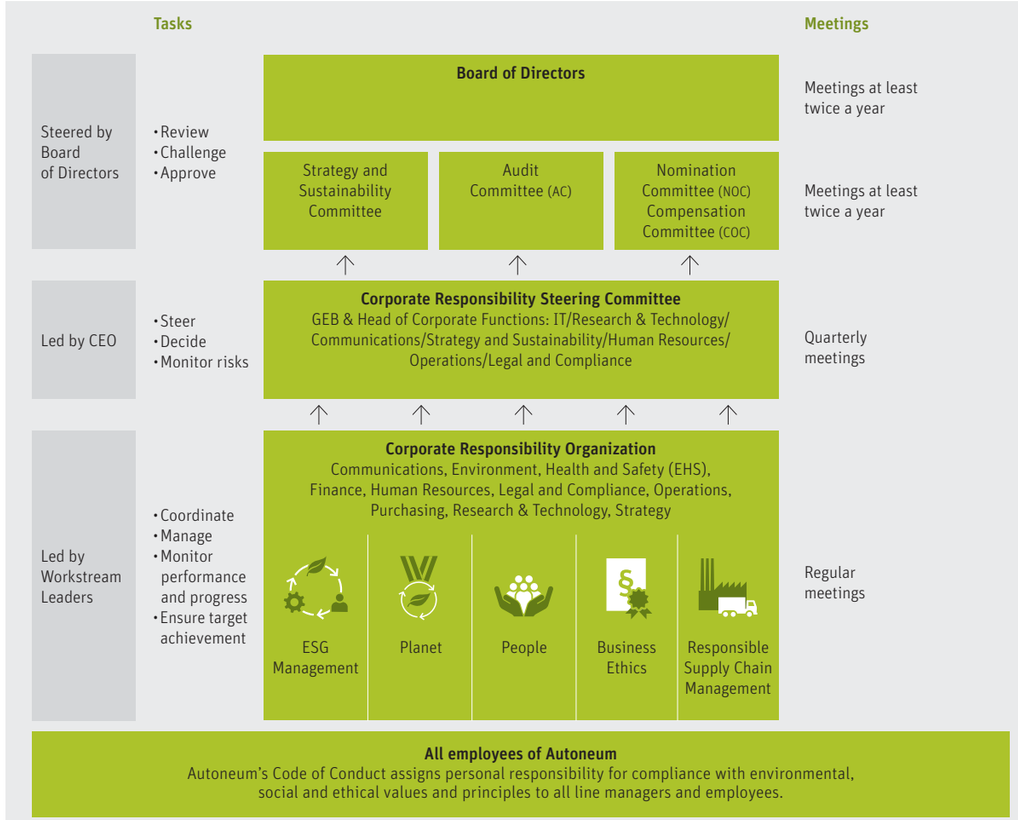
The activities of the Corporate Responsibility Organization are managed by the Corporate Responsibility Steering Committee. This Corporate Responsibility Steering Committee is made up of members of Group Management and the Corporate Responsibility Organization and meets four times a year under the chairmanship of the CEO.

The Committee monitors the implementation of the sustainability strategy and continuously reviews potential risks in the area of Corporate Responsibility and defines important measures.

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

The Board of Directors decides once a year on the results and proposals brought forward by the committees in relation to the Advance Sustainability Strategy 2025.

CORPORATE RESPONSIBILITY PROCESSES WITHIN THE COMPANY – 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.

CORPORATE RESPONSIBILITY TARGETS

Autoneum has set clear goals reflecting important societal trends and expectations regarding sustainability and climate change as part of its sustainability strategy. Each area of focus has strategic targets, which are supported by specific operational goals. The Company makes sure these goals are systematically implemented through action plans, which are regularly reviewed and adjusted as needed.

Additionally, the Company is committed to reducing both direct and indirect greenhouse gas emissions in alignment with climate science. Autoneum has set ambitious, measurable targets for all emission categories, which have been validated by the global Science Based Targets initiative (SBTi). For more details, see page 33.

In 2025, the Company will work to review its mid-term operational targets for the Planet, People and Governance dimensions. They will reflect Autoneum's material topics coming out of its new double materiality assessment, which was conducted in 2024.

CORPORATE RESPONSIBILITY DIMENSIONS

PLANET

- Replace the least sustainable technologies of Autoneum with sustainable innovations
- Outperform international, national and OEM material compliance requirements
- Build a culture of environmental sustainability
- Continuously reduce material waste and increase recycling capacities
- Continuously reduce emissions and energy consumption
- Continuously reduce water withdrawal

PEOPLE

- Continuously improve working conditions and the Employee Value Proposition of Autoneum
- Implement benchmark employee education framework for all Autoneum employees
- Implement comprehensive people development framework for all Autoneum employees
- Build and foster a culture of diversity and inclusion
- Continuously reduce the number of workplace accidents
- Improve working conditions by reducing ergonomic exposure
- Implement a comprehensive occupational health and safety management system

GOVERNANCE

- Establish and maintain a robust and Company-wide governance, risk and compliance framework
- Continuously increase Autoneum's positive impact on communities
- Implement and maintain a robust and Company-wide responsible procurement framework

EVOLUTION OF MATERIAL TOPICS

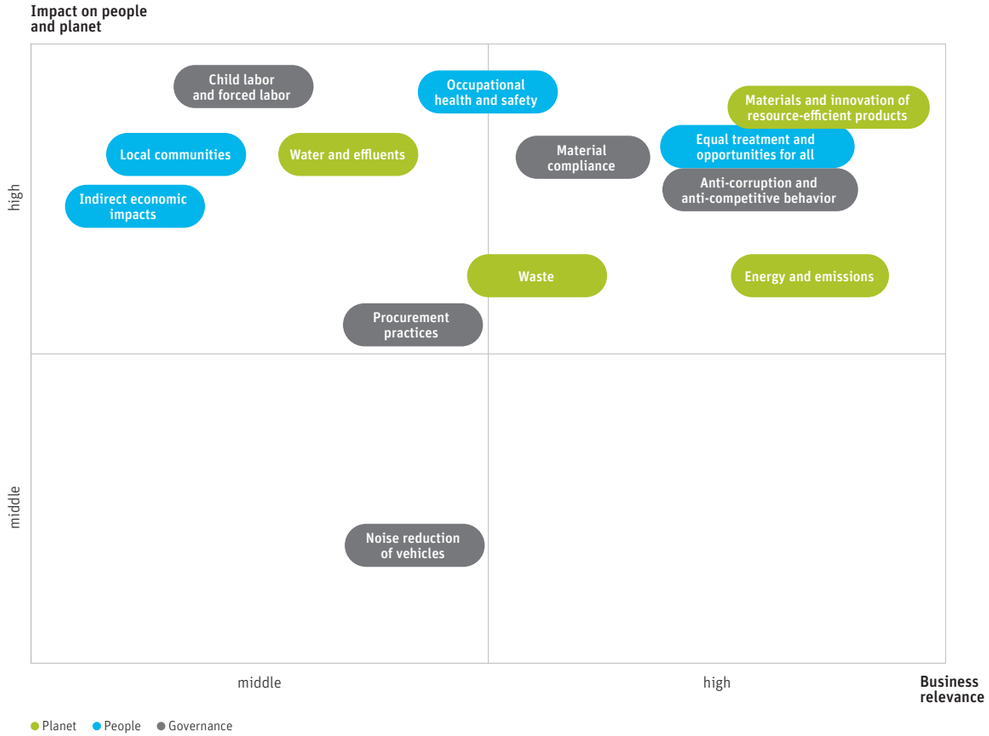
In a workshop in 2022, Autoneum identified the Corporate Responsibility topics that are most important for the business environment and the Company's success based on a materiality analysis. The process was carried out with representatives from all Corporate Functions and was supervised by an external consultant. Views from key internal and external stakeholders were systematically collected and evaluated. The objective of the materiality analysis in 2022 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. The results of the materiality analysis were presented to the Group Executive Board and approved in Autumn 2022.

In 2023 and 2024, Autoneum reassessed the timeliness of its material topics and their compliance with Swiss legal requirements for non-financial reporting. This resulted in some minor adjustments to the material topics, some of which have been regrouped or renamed since 2022.

PREPARATIONS FOR EUROPEAN SUSTAINABILITY REPORTING STANDARDS (ESRS)

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

MATERIALITY MATRIX



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

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

Through the DMA process, Autoneum has identified ESG topics of material importance. The final DMA matrix, which was validated internally and presented to the Board of Directors, will be applicable as of January 1, 2025. The Company's Corporate Responsibility Report 2025 will thus reflect the material topics defined during the DMA assessment process carried out in 2024.

Autoneum's Corporate Responsibility Report 2024 reflects the material topics defined in 2022 that were subsequently updated in 2023 and 2024. KPMG provided limited assurance for a few key performance indicators for the Corporate Responsibility Report 2024. Autoneum is monitoring evolving ESRS requirements in light of the European Union's proposed simplification omnibus on sustainability reporting, which was announced on February 26, 2025.

SUSTAINABILITY REPORTING

This report was prepared in accordance with the current GRI Standards 2021. It provides a comprehensive overview of Autoneum's Corporate Responsibility activities while addressing all material topics as well as Autoneum's compliance with human rights.

Autoneum continued its commitment to reporting on its environmental performance and carbon emissions through the Carbon Disclosure Project (CDP) platform in 2024. The CDP is an international non-profit organization that works to encourage companies to disclose their environmental impacts and risks, including carbon emissions, water usage and deforestation, among others. Through the CDP platform, Autoneum discloses its environmental performance data and sets targets for reducing its carbon emissions. In 2024, Autoneum maintained its B rating for climate change and improved its water security score from C to B.

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.

CUSTOMER RATINGS

Autoneum works toward continuous improvement of customer sustainability assessments conducted 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 2024. Autoneum achieved gold medal status for the second time in a row, placing it in the top 5% of the more than 130 000 companies from more than 180 countries assessed in 2024. In the NQA self-questionnaire, in which OEMs assess automotive suppliers for their sustainability performance, Autoneum plants received green overall ratings in 2024 – in line with the prior year's performance.

AUTONEUM IN DIALOGUE

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

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

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

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

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

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

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

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

In 2024, Autoneum's industry association memberships included: Swissholdings, Swissmem, Swiss American Chamber of Commerce - AMCHAM, German Association of the Automotive Industry (VDA), Bundesverband der Energie-Abnehmer e.V. (VEA), Center of Industries of the State of Sao Paulo (CIESP), National Association of Brazilian Auto Parts Manufacturers (Sindipecas), Swiss Chinese Chamber of Commerce in Shanghai, Shanghai Association of Enterprises with Foreign Investment, Society of Indian Automobile Manufacturers.

SUPPORTING LOCAL COMMUNITIES

EUROPE

Running for a good cause

In June 2024, a group of Autoneum employees in the UK showcased their strong community spirit by participating in the 5k Race for Life in Stoke-on-Trent. This popular run is part of the UK's biggest series of fundraising events in memory of loved ones lost to cancer and in support of those currently battling the disease. The team consisted of members from different departments who raised an impressive £1 200 for cancer research.

NORTH AMERICA

Giving back to the community

Spring 2024 saw a dedicated group of ten employees from Autoneum's plant in Bloomsburg, USA, take on an impactful community project. Partnering with the local AGAPE organization, which offers vital services like food and financial assistance, the team worked to clear an abandoned homeless encampment near the plant. In the spirit of giving back to the community, the volunteers collected and disposed of approximately 1 000 pounds of debris, improving the environment for both the neighborhood and residents.

ASIA

A charity run to support autism awareness

Autoneum's plants in Tianjin in China took part in a charity run along the Haihe River in September 2024 to raise awareness and funds for kids affected by autism – "children of the stars." Employees from several departments demonstrated their dedication and enthusiasm for the cause by participating in the run. The event underscored the importance of supporting autistic children, and the plants will continue their commitment to this meaningful cause in the future.

SAMEA (South America, Middle East and Africa)

The recycling tournament with a purpose

The Recycling Cup at Autoneum's Córdoba plant in Argentina in 2024 was more than just a competition –it was a powerful way to engage employees in environmental stewardship. Held in July and August, the plant combined the excitement of the well-known soccer tournament Copa América with the goal of promoting environmental awareness. Employees showed great commitment and teamwork, recycling a total of 1 392 kg of PET, plastics, glass, paper and cardboard. The PET bottles were repurposed into ecological bricks for the new headquarters of a non-governmental organization, while other materials were recycled through partnerships with local businesses and the Municipality of Córdoba. Additionally, PET bottle caps were donated to an organization that uses them to raise funds for medical treatments for children. The initiative highlighted the plant's dedication to sustainability and generated a positive social impact on the community.

Sustainable business with Autoneum Pure

The Autoneum Pure sustainability label introduced in 2020 identifies technologies with an excellent environmental balance in all four phases of the product life cycle: from material procurement, production and application through to the end of the vehicle's life. Thanks to their low weight, high proportion of recycled materials, sustainable production process and good recyclability at the end of life, Autoneum Pure technologies have a significantly better environmental footprint than virgin material and contribute to lower energy consumption and lower CO_2 emissions from vehicles.

In 2023, the innovative, fully recyclable monomaterial Propylat PET technology, which reduces both exterior and interior vehicle noise, was introduced in the Pure label.

Propylat PET consists of 100% PET, of which up to 70% are recycled fibers. The other technologies within Autoneum Pure are as follows: Ultra-Silent, Prime-Light, Hybrid-Acoustics PET, Di-Light, Relive-1 and IFP-R2.

Protecting the ocean with Autoneum Blue

In 2023, Autoneum launched its new sustainability label Autoneum Blue, which combines the use of recycled materials with ocean protection and social responsibility. Autoneum Blue is a continuation of LABEL blue by Borgers, which was originally launched by Borgers Automotive.

In order to qualify for the Autoneum Blue label, components must be based on materials that consist of at least 30% recycled PET that was collected from coastal areas within a 50-kilometer range of the water. In this way, the products make an important contribution to preventing plastic pollution in the oceans.

In addition, the process of collecting the PET bottles must be socially responsible and comply with human rights, and traceable procurement of the bottle flakes must be guaranteed.

The following polyester-based products are currently available under the Autoneum Blue label: wheelhouse outer liners, trunk side trim and needlepunch carpets.

In principle, this label could be extended to any product based on Autoneum technologies that feature recycled polyester fibers.

100% polyester trunk side trim

Autoneum introduced a fully recyclable 100% polyester trunk side trim based on Propylat PET (see Autoneum Pure). This product emphasizes the Company's commitment to a circular economy, demonstrating an excellent environmental performance in terms of recycled content, waste-free manufacturing and end-of-life recyclability. As with Autoneum's monomaterial carpet systems, the 100% polyester trunk side trim is fully recyclable. Production cut-offs can be reclaimed, processed and reused, ensuring a closed material loop. Thanks to Autoneum's high-value recycling concept, the recycled fibers can also be granulated and spun into new fibers, which reduces the need for virgin raw materials and thus conserves natural resources.

Sustainable polyester-based product portfolio for commercial vehicles

Autoneum expanded its sustainable product portfolio for commercial vehicles with new polyester-based side and rear wall panels made from fully recyclable Propylat PET. These panels offer a significantly more sustainable alternative to traditional composite or thermoset resin panels and contribute to optimized acoustic and thermal management. Components such as the new polyester-based side and rear wall panels support customers in improving the environmental performance of commercial vehicles and are therefore an important step toward a circular economy in this vehicle segment.

Optimized Pure technologies for Renault Emblème

Autoneum is a key contributor to the Renault Emblème, a low-carbon car designed to reduce greenhouse gas emissions by 90%. Autoneum further optimized the environmental performance of its sustainable Pure technologies, which were used for numerous components in the vehicle interior and exterior. Thanks to the high recycled content, the waste-free production process and the excellent recyclability of the materials at the end of their service life, Autoneum was able to reduce drastically the carbon footprint of the components. The Renault Emblème demonstration car was first unveiled at the Paris Motor Show in October 2024.

Planet

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

Be the sustainability benchmark

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

This is why Autoneum has made sustainability a key part of its strategy. In 2024, the Company set a clear goal to be the sustainability benchmark by improving its expertise in sustainable products and processes. This includes embracing a circular economy and pushing forward an ambitious sustainability strategy along the entire value chain.

Different parts of the organization monitor Autoneum's environmental performance, risks and opportunities. The workstreams within the Corporate Responsibility Steering Committee play a significant role, but many others across the Company are involved.

The Risk Council, which consists of the Business Group Controllers and all Corporate Function Heads, is responsible for regularly reviewing the identified risks and preparing a Risk Report that is presented to the Group Executive Board and the Board of Directors.

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

- **Materials and innovation of resource-efficient products**
- **Energy and emissions**
- **Water and effluents**
- **Waste**

[1] The assessed risks for the environmental dimension can be found on pages 14-15.

Materials and innovation of resource-efficient products

INTRODUCTION

Autoneum's innovation efforts aim to use fewer raw materials, energy and water in the manufacturing process. The goal is to minimize the use of non-renewable resources in its products.

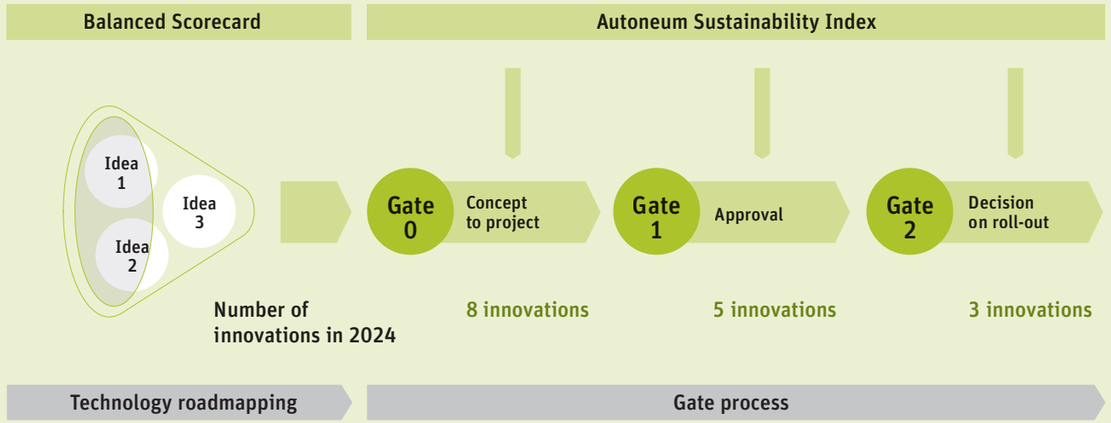
MANAGEMENT APPROACH AND POLICIES

Autoneum uses materials like plastic polymers, aluminum and chemicals to produce parts. This impacts natural resources and water use, which can potentially lead to pollution. The manufacturing processes also produce waste, for example by using rectangular blanks.
To address these issues, Autoneum is working on several improvements: reducing material use by developing lightweight products; increasing material efficiency in production and reclaiming the waste; using recycled materials such as cotton and polyester; and designing monomaterial products that can be easily recycled at the end of the vehicle's life.

The Company focuses on enhancing both the environmental performance and the acoustic and thermal qualities of its products when optimizing existing components or developing ideas for new technologies or systems. Sustainability criteria are integrated into all stages of innovation (see Autoneum's technology road map program).

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

AUTONEUM'S TECHNOLOGY ROAD MAP PROGRAM



1.

Autoneum screens emerging technologies with a balanced scorecard based on five dimensions: emergence, portfolio improvement, portfolio enlargement, simplicity and sustainability.

Waste, energy, recycling and emissions are evaluated for the sustainability criteria (sustainability score).

2.

Technologies with a low sustainability score are dismissed, while those with a high sustainability score are turned into innovation proposals and presented to the top management.

3.

The development process begins, leading to a second, more detailed sustainability evaluation known as the Innovation Sustainability Evaluation (ISE).

During the ISE, the product's Autoneum Sustainability Index (SI) is calculated, considering four parts of the product cycle: raw material, production, service life and end-of-life.

The SI is also used as a reference for Pure technologies (see page 24).

4.

The output of the evaluation is represented as a diagram highlighting the relative impact of this project on the four life cycle phases.

All R&T projects should show improvement in at least one of the life cycle phases.

Autoneum aims to continuously develop new sustainable products and improve existing ones. These products focus on being lightweight and having high-recycled content with a monomaterial approach to help meet the ELV directive and enable a profitable circular economy in the automotive sector.

The main drivers of Autoneum's innovation process – and success – are its Research and Technology (R&T) experts. Around 78 employees, including engineers, chemists, physicists and product designers, work at the R&T center in Winterthur, Switzerland. There are also 8 employees in Bocholt, Germany, 4 employees in Shanghai, China and 1 in Japan. Additionally, around 317 employees work in Autoneum's 8 state-of-the-art Acoustics and Development Centers worldwide. This diverse network of experts regularly exchanges knowledge and best practices on Autoneum's technologies, products and production processes. In collaboration with the Strategy & Sustainability function and other departments (e.g., Purchasing, Operations), the R&T team evaluates emerging trends such as electrification and digitalization and incorporates these into the innovation process.

As part of its sustainability-focused innovation approach, Autoneum is a key contributor to the Renault Emblème, a low-carbon car designed to reduce greenhouse gas (GHG) emissions by 90%.

VISION 2025 OPERATIONAL TARGETS

Autoneum has set an ambitious target to improve materials and innovation of resource-efficient products:

Operational targets	on track	not on track
All Autoneum product innovations deliver an improvement compared to reference technology as assessed by the Innovation Sustainability Evaluation (ISE) – **2024 innovations:** • Fully recyclable trunk side trim made of 100% polyester • Extension of sustainable polyester-based product portfolio (Propylat PET) for commercial vehicles • Carpet bill of materials (BOM) optimization to enable recycling back into fibers	✓	

KEY 2024 ACTIONS, PROGRESS AND KPIs

In 2024, Autoneum implemented 138 projects globally across the plants to improve material efficiency and recycling. The new projects in 2024 focused on areas such as Ultra-Silent, the Hybrid-Acoustics Engine Bay and Propylat technologies for recycling.

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

- New sources of recycled copolyester and new suppliers of bottle flakes for the monomaterial Ultra-Silent technology for underbody shields were identified in Europe. Bicomponent fibers have a polyester core surrounded by a lower melting point copolyester sheath and are used as bonding fibers. They are generally made of virgin polymers, i.e., a pure form of polymer derived from natural gases, petroleum, or crude oils. Bicomponent fibers with a recycled polyester core have a lower carbon footprint than virgin ones, helping to reduce Autoneum's Scope 3 emissions. Autoneum is rolling them out globally, starting with non-visible applications such as acoustic felts and fibrous stiffening layers. In 2024, recycled black bicomponent fibers were validated for the first time in the plant in Bocholt, Germany, for needlepunch carpets.
- Hybrid-Acoustics PET is the polyester fiber technology used to manufacture lightweight electric motor encapsulation. The plant in Chocen, Czech Republic, reduced waste in 2024 by increasing the recycling of materials used in production into new semi-finished felt blanks, closing the loop by using this monomaterial.
- Additionally, the thermal stability of monomaterial Propylat PET wheelhouse liners technology was increased to meet the requirements of more customers. It remains the benchmark in terms of recyclability.
- A new acoustic barrier formulation for net shape injection molding was developed in 2024 for the plant in Moissac, France. It is made of 20% recycled content. For technologies based on acoustic barrier blanks, a low temperature recycling process was validated. This increases the quality and (potentially) the amount of production waste that can be recycled.

- The Genk plant in Belgium trialed a bio polyol-based foam for washable flooring applications. The Valldoreix plant in Spain used a recycled polyol to produce a semi-rigid foam for hood absorbers. Both trials highlight Autoneum's efforts to identify new fossil-fuel-free or recycled materials for its acoustic technologies.

In April 2024, Autoneum hosted a webinar on the ELV Directive. The Company's experts discussed how companies can implement the directive by adjusting their product development strategies and managing production waste and recycling processes more effectively.

In September 2024, Autoneum launched a fully recyclable 100% polyester trunk side trim. The latest addition to Autoneum's growing portfolio of sustainable monomaterial products (Relive-1, Di-Light, Ultra-Silent and Hybrid-Acoustic PET) is made entirely from polyester based on the existing Pure technology Propylat PET. Thanks to Autoneum's high-value recycling concept, the recycled fibers can also be granulated and spun into new fibers, reducing the need for virgin materials and conserving resources. Propylat PET features a high proportion of recycled material (and is therefore highly recyclable) and is produced waste-free with complete vertical integration.

In the fourth quarter of 2024, Autoneum unveiled a new strategy with an increased focus on sustainability. The "Shape a future-fit product portfolio" initiative aims to advance sustainable mobility with environmentally friendly innovations. The strategy involves anticipating trends and developing new products for electric vehicles.

Autoneum has set ambitious and clear targets to reduce greenhouse gas emissions.

Energy and emissions

INTRODUCTION

As a supplier of vehicle parts, the reduction of emissions and energy consumption during the whole value chain are critical factors in Autoneum's environmental impact and sustainability goals.

The Company uses energy in making products through processes such as thermo forming, fiber processing, trimming and recycling materials. This causes direct emissions from fossil fuels (Scope 1 emissions) and indirect emissions from electricity (Scope 2 emissions).

Some indirect GHG emissions come from buying materials like aluminum, fibers, yarns and polyurethane foam, as well as from inbound and outbound logistics (i.e., transportation). Other Scope 3 emissions come from purchased materials, as well as Autoneum's participation in the transport industry. Road travel generates three quarters of transport emissions, which account for a fifth of global GHG emissions[2].

MANAGEMENT APPROACH AND POLICIES

Autoneum outlines its main environmental management principles in the Autoneum Management Policy on Quality, Environment, Energy, Health and Safety. The company aims to reduce its energy use and emissions, manage risks from natural hazards and business interruptions, use resources efficiently throughout their life cycle, focus on sustainable actions across all business areas and follow all relevant laws and internal guidelines. The Company achieves this goal by using energy-efficient technologies and practices. By doing this, Autoneum helps to reduce its environmental footprint and contributes to efforts to mitigate global warming.

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

The Management Policy is complemented by various internal policies that address the handling of emissions, waste, water, chemicals and hazardous substances.

[2] Cars, planes, trains: where do CO_2 emissions from transport come from?, Our World in Data, 2020.

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

Environmental management at Autoneum is guided by the Management System for Environment, Health & Safety (MEHS). The MEHS includes policies, procedures and activities that follow international and national laws and regulations, as well as the standards of ISO 14001 for environmental management, ISO 50001 for energy management and ISO 45001 for occupational health and safety management.

The main goal of MEHS is to apply consistent environmental standards at all Autoneum locations worldwide and to keep improving their environmental performance. Key environmental issues that MEHS focuses on are energy and emissions. Regular risk analyses are conducted at all sites as part of MEHS. These analyses help set site-specific targets and key performance indicators (KPIs) to plan, evaluate and manage environmental measures effectively.

Each year, internal teams conduct audits at all locations to ensure they are compliant with MEHS. To help with the implementation of MEHS worldwide, Autoneum provides special training programs for Environment, Health & Safety (EHS) staff. These training sessions cover important topics such as managing emissions and energy, as well as overall sustainability practices.

As part of the management approach, Autoneum collects and analyzes energy data by plant, Business Group and across the Company. This provides a thorough overview of the Company's energy consumption.

SBTi-validated targets for Scope 1, 2 and 3 emissions
Autoneum has set ambitious and clear targets to reduce GHG emissions, which were validated by the global Science Based Targets initiative (SBTi) on January 12, 2023. These goals are aligned with the Paris Agreement's aim to limit global warming to well below 2°C. The SBTi helps companies set science-based emission reduction targets based on the latest climate science, which in turn can help companies gain a competitive advantage in shifting to a low-carbon economy. The official 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."

PRODUCTION PROCESSES AT AUTONEUM

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

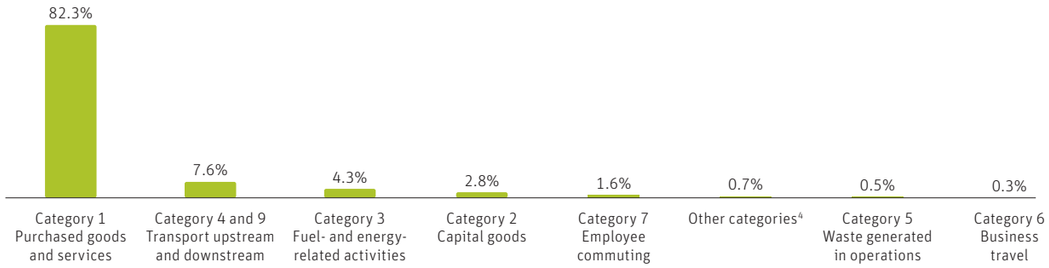
Basic material lines
Fossil fuels are mainly used for boilers and hot air ovens at Autoneum, while presses, cutting equipment and compressors consume the most electricity. Basic processes convert raw materials (mostly fibers) into an intermediate step, usually rectangular blanks made of natural or synthetic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

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

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

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

Scope 3 2024 breakdown by category



Scope 3 GHG emissions come from sources that are not directly owned or controlled by the Company but are the result of its activities. To meet the minimum requirements set by SBTi for Scope 3 emissions, Autoneum is focusing on reducing emissions from materials and tools it buys directly, which made up to 71% of its total Scope 3 emissions in 2024[3].

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

Weight reduction

Autoneum is advancing the development and manufacturing of environmentally friendly and lightweight parts that offer optimum noise and heat protection. These parts make vehicles quieter and lighter, which in turn saves fuel and energy and reduces GHG emissions.

The Company aims to create the lightest possible components that meet or even improve all required functions. Every extra kilogram in a vehicle increases GHG emissions, both when the parts are transported to the vehicle maker and when the vehicle is being driven. Cars that use Autoneum's lightweight components use less fuel and energy, generate lower emissions and therefore support compliance with legal emissions regulations.

Focusing on making lighter parts helps reduce Autoneum's Scope 3 emissions across the value chain, from using fewer raw materials to consuming less energy and fuel during the manufacturing process and when the car is driven. It also means fewer emissions when external logistic companies transport these parts to car makers.

On average, the adoption of all Autoneum Pure technologies is expected to reduce the weight of the acoustic and soft trim package in vehicles by approximately 34%, which is equivalent to more than 7 kg for a medium-size car, versus benchmark technologies. Hence, the expected lifetime benefit in terms of GHG emissions is around 90 KCO_2e. for a combustion engine and 30 $KGCO_2e$. for an electric vehicle (based on European electricity mix).

OPERATIONAL TARGET 2027

Autoneum has set ambitious targets to improve emissions and energy use:

Operational targets	on track	not on track
100% of Autoneum factories (including acquired plants) achieve ISO 14001 certification – 98.2% in 2024	✓	
Reduce Scope 1 and 2 emissions by 20% – 22.8% reduction in 2024 compared with 2019 baseline	✓	
Reduce Scope 3 emissions by 20% from directly purchased materials and tools[5] – 34% reduction compared with 2019 baseline	✓	
Increase the share of renewable energy to 25% – 18.2% increase in 2024 compared with 2019 baseline	✓	

[3]For the 2023 Corporate Responsibility Report, Autoneum restated the baseline 2019 with the acquired plants and confirmed the GHG reduction roadmap as approved by the SBTi.
[4]Other categories include categories 8,10,11,12,13 and 14.
[5]The reduction target applies for directly purchased material and tools (sub-selection of Category 1), which represented 68% of Scope 3 baseline 2019 and is in line with the SBTi requirement to cover at least 2/3 of Scope 3.

KEY 2024 ACTIONS, PROGRESS AND KPIs[5]

In 2024, Autoneum successfully conducted MEHS audits at more than 90% of its sites. These audits confirmed the systems in place followed MEHS guidelines. Minor deviations were identified and actively managed by the respective plants. There was no non-compliance with environmental legislation reported in 2024.

In 2024, 98.2% of Autoneum plants were certified according to the ISO 14001 standard for designing and implementing an environmental management system. For information on specialized training programs carried out for EHS functions in 2024, see the Occupational health and safety material topic.

Energy

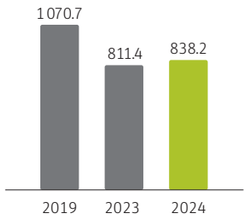
To improve the Company's energy management, all Autoneum plants will progressively implement energy monitoring systems and apply for ISO 50001 certification. This certification helps to better control and reduce energy use. In 2024, three more Autoneum plants received this certification, bringing the total number of locations certified to 82.1%.

In 2024, Autoneum's energy use fell by 60 703 MWh compared with the previous year, which represents a decline of 5.4% in absolute terms and 0.4% in intensity (3.2% excluding exchange rate fluctuations). Autoneum implemented 121 energy-efficiency projects across its Business Groups, which had a total impact of 19 826 MWh in 2024 (41 697 on an annualized basis). These projects included:

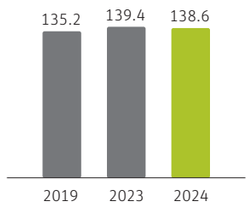
- A new tufting project that applies a new technology instead of the traditional method using steam. This resulted in a reduction in fossil fuels by 448 MWh in 2024 (583 MWh on an annualized basis). This technology will be rolled out in the Bloomsburg plant in the USA, as well as in other plants with the same technology.
- Autoneum implemented energy reduction recommendations to improve the efficiency of hot air ovens. Business Group Asia carried out pilot projects in the Guangzhou, Taicang and Yantai plants in China, resulting in a 116 MWh reduction in fossil fuels in 2024 (286 MWh on an annualized basis).
- The Gundernhausen plant in Germany lowered electricity consumption by 154 MWh in 2024 by automatically controlling the thickness in highly filled thermoplastic material, which increased the line's productivity.
- A pilot project carried at the Ons-en-Bray plant in France looked at opportunities to reduce energy use within production planning. The outcome was a 1 015 MWh reduction at the plant in 2024.

Scope 1 and 2 emissions

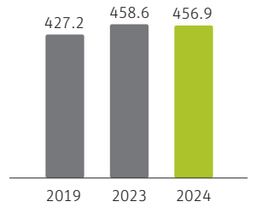
In line with reductions in the use of fossil fuels and electricity, Autoneum's Scope 1 and 2 emissions fell by 5.6% in absolute value in 2024 compared to 2023 and by 0.6% in intensity (3.5% excluding exchange rate fluctuations)[5]. The main lever to reduce Scope 1 and 2 emissions was the reduction in absolute values of energy along with electricity intensity and the decision to stop using coal at the Bloomsburg plant in the USA. In addition, the share of renewable electricity overall increased from 15.9% in 2023 to 18.2% in 2024. The Company continues to install solar panels at selected locations, including the A Rúa plant in Spain and the Taubaté and Gravataí plants in Brazil, which together achieved a reduction of 609 MWh in 2024, resulting in 102 tons of CO_2 equivalent.



Scope 3 intensity[6]
(metric tons of CO_2 equivalents per million CHF revenue)



Scope 1 and 2 intensity[6]
(metric tons of CO_2 equivalents per million CHF revenue)



Energy intensity[6]
(MWh per million CHF revenue)

[6]The table with detailed KPIs including the calculation methodology and restatements can be found on page 41.

In 2024, Autoneum implemented 22 projects in 16 plants to reduce the use of fossil fuels. These projects, in addition to the decision to stop using coal in Bloomsburg, enabled a reduction of 3 055 tons CO_2eq of Scope 1 emissions in 2024 (5 562 tons CO_2eq on an annualized basis). The main projects included:

- The upgrade of a steam boiler in the Ons-En-Bray plant in France, along with the installation of a new, highly efficient boiler in the São Paulo plant in Brazil. Together they reduced emissions by 489 tons CO_2eq in 2024 (1 064 tons CO_2eq on an annualized basis).
- The Tillsonburg plant in Canada improved the heating step of the conversion process, which enabled a reduction in emissions of 452 tons CO_2eq in 2024 (974 tons CO_2eq on an annualized basis).
- Autoneum reduced fossil fuel use during weekends and days with lower production levels in several plants including A Rúa in Spain, Berlin in Germany and Złotoryja in Poland. This reduced emissions at these plants by 701 tons CO_2eq in 2024 (1 570 tons CO_2eq on an annualized basis).
- The Bloomsburg plant in the USA no longer uses coal, which also contributed to the reduction in Scope 1 emissions by 773 tons CO_2eq in 2024.

Additionally, the Company implemented 99 projects at 31 locations to lower electricity use in 2024. This resulted in a reduction of 3 184 tons of CO_2eq in 2024 (7 131 tons of CO_2eq on an annualized basis). The projects included:

- A switch from conventional lighting to energy-efficient lighting at several plants (Blainville in France, Bocholt and Gunderhausen in Germany, Gothenburg in Sweden and Stoke-on-Trent in the UK). This measure improved ergonomics at the plants while also reducing Scope 2 emissions by 56 tons CO_2eq in 2024 (180 tons CO_2eq on an annualized basis).
- The Company continues to improve compressed air generation in its plants as compressors are one of the biggest consumers of electricity in the plants. Improvements include adjusting the minimum pressure, the introduction of policies to detect leakages and the implementation of servo motors or variable frequency drives (VFDs), which can precisely control a motor's speed depending on the air flow demand. Through the implementation of such measures at the Gravataí plant in Brazil, the Tianjin plant in China, the Katowice plant in Poland and the Sevelen plant in Switzerland, Autoneum reduced electricity use by compressors in these plants by 279 tons of CO_2eq in 2024 (651 tons of CO_2eq on an annualized basis). Additionally, a project to install servo motors or VFD at several plants in Business Group Asia, which began in 2023, continued in 2024. The plants involved were: Behror in India; and Guangzhou, Shenyang, Taicang, Tianjin and Yantai in China. This resulted in an overall reduction in electricity use at the plants of 515 tons of CO_2eq in 2024 (1 303 tons of CO_2eq on an annualized basis). Other actions, including increasing productivity and lowering consumption during weekends, were also implemented.
- Autoneum evaluates all the implemented projects for Scope 1 and Scope 2 emissions in the plants for one month to ensure they reach the estimated emissions savings. If the savings are not reached, the estimates are modified. By monitoring the emissions savings generated by the new projects, Autoneum upgrades the technical specifications for new equipment to reduce Scope 1 and 2 emissions. For example, new presses will now have servo motors and all new boilers will recover the heat from the fumes in order to become more efficient.

Scope 3 emissions

In 2021, Autoneum calculated its full Scope 3 emissions inventory according to the Greenhouse Gas Protocol to identify the main source of emissions and prioritize initiatives to reduce them. The methodology consists of a hybrid approach, mixing activity-based calculations for the categories that Autoneum has identified as priorities and monetary estimates for other categories. Following the acquisition of Borgers in 2023, the baseline 2019 was restated for purchased goods and services (Category 1), which are relevant for the SBTi targets. Hence, the full Scope 3 emissions data is not available for the acquired plants prior to 2023.

Over time, Autoneum will strive to increase the activity-based approach to progressively reduce all categories by order of priority. The calculation methodology is improved each year, which may lead to some data restatements (see table on page 41). Emissions from Category 1 evaluated by Autoneum account for more than 82% of the Company's Scope 3 emissions, with directly purchased materials and tools alone representing 71%. Consequently, Autoneum has set targets to reduce Category 1 emissions. The remaining Scope 3 categories are monitored; however, no reduction targets have been set yet[7].

In 2024, Autoneum implemented a more rigorous approach to the calculation and accounting methodology, which ensures greater precision and tracking of information for the reported figures.

Employed emission factors were refined through the integration of updated secondary data sources, which enhanced the accuracy of the calculations. For example, the LCA For Experts database was used as a source of secondary data. Technology, geography and time have been prioritized for the selection of the data sources. When information is not available, the most conservative approach has been used.

Furthermore, the inclusion of additional emission factors from suppliers resulted in a more thorough and detailed assessment of the emissions profile. These improvements in the methodology underscore the Company's commitment to robust, transparent and scientifically based GHG reporting. The data from primary sources now accounts for a significant share in the overall category of the emissions factor.

Tools are a subcategory of purchased goods, and they have also been accounted for in the GHG inventory. In contrast to directly purchased goods, this subcategory is calculated through a monetary-based method. In the coming years, Autoneum plans to develop a calculation methodology in line with the Greenhouse Gas Protocol guidelines, paving the way for the switch to an activity-based methodology.

The analysis of the full range of GHG emissions for purchased goods allows the Company to identify the material families with the greatest impacts in the different regions and the corresponding suppliers (see Procurement practices material topic). This has served as a starting point to define a road map to net-zero emissions, and to engage with its supply chain at a global level to reach this ambitious goal.

In 2024, Autoneum reduced its absolute emissions from directly purchased materials by 2.3% (activity-based), but emissions from tools increased by 18% (monetary-based calculation) compared to 2023 due to intense project launch activity. Overall, emissions from directly purchased materials and tools (SBTi target) were –0.7% compared to the previous year and –34% compared to the baseline 2019.

Weight reduction

Autoneum supported Renault Group in 2024 with the development of Renault Emblème, a low-carbon demonstration car designed to reduce GHG emissions by 90% over its entire life cycle. As a key partner of the project, Autoneum further optimized the environmental performance of its sustainable Pure technologies, which were used for numerous components in the vehicle interior and exterior. By leveraging its proven expertise in the development of lightweight and fully recyclable monomaterials with a high recycled content, as well as in the areas of LCA and product innovation, Autoneum was able to reduce the carbon footprint of its parts and contribute to a significant reduction in vehicle weight for Renault Emblème.

[7] In accordance with GHG protocol guidance, Autoneum reports all GHG in tons of CO_2 equivalent, taking into consideration the Kyoto GHG emissions (CO2, CH4, N2O, HFCs, PFCs, SF6, NF3). GHG figures only account for fossil fuel-based emissions and not biogenic emissions.

Water and effluents

INTRODUCTION

Most of Autoneum's manufacturing processes do not use a lot of water. Water is mainly needed for cooling, steam generation, dyeing carpets, cutting with water jets and other purposes. However, the Company believes reducing water withdrawal is important for manufacturing excellence and it invests in water efficiency projects each year.

Certain materials Autoneum buys, like aluminum, oil-based products and minerals, can require a lot of water and may cause pollution. Additionally, if the suppliers use chemicals or special treatments for materials, it may lead to water pollution. Such pollution could harm the health of people living nearby and result in legal and/or regulatory penalties, as well as hurt Autoneum's reputation.

MANAGEMENT APPROACH AND POLICIES

Autoneum aims to use water resources efficiently, prevent pollution and manage the environment responsibly by following the ISO 14001 standard for environmental management systems.

Water and effluents are covered under the Autoneum Management Policy on Quality, Environment, Energy, Health and Safety. This policy commits Autoneum to reduce water usage, manage risks related to natural hazards and business interruptions, use resources over the entire life cycle efficiently, focus on sustainable actions within all business areas and comply with all relevant laws, provisions, regulations and internal guidelines. By doing so, the Company aims to reduce its impact on the environment and increase water availability and quality in the areas where it operates. The Company achieves this through water-saving measures and proper wastewater management.

The Management Policy is supported by specific internal policies. Environmental management is part of the Environment, Health & Safety Management (MEHS) system, which combines various policies, procedures and activities to meet international and national laws, as well as the requirements of the ISO 14001 standard.

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

Each year, teams within each Business Group perform internal MEHS audits at all plants to ensure they follow the ISO 14001 standard. These audits are carried out by the regional EHS team or as part of a cross-plant audit and are supervised by the global Quality, Environment, Health & Safety (QEHS) team. The results of these audits are tracked within the Business Groups and reported to the global QEHS team. If any issues are found, they are addressed through action plans.

Autoneum plants follow local laws for effluent (wastewater) discharge. The Company monitors the amount and quality of wastewater, with the measured parameters defined by local legislation.

As part of the management approach, Autoneum collects and analyzes water withdrawal data by plant, Business Group and across the Company. This provides a thorough overview of the Company's water withdrawal.

OPERATIONAL TARGET 2027

Autoneum has set an ambitious target to improve water use:

Operational target	on track	not on track
Reduce water withdrawal by 10% – 34.5% decline in 2024 compared to 2019 baseline	✓	

KEY 2024 ACTIONS, PROGRESS AND KPIs[8]

In 2024, there were no negative water impacts caused by Autoneum operations. Autoneum decreased its total water intensity by 12.9% in 2024 compared to 2023 (–15.4% excluding exchange rate fluctuations).
The Company achieved this reduction in part through three projects targeting water withdrawal. Together, the projects lowered water withdrawal by 9 810 cubic meters in 2024 (27 010 cubic meters on an annualized basis). Two of the projects were implemented at the plants in Stoke-on-Trent in the UK and Choceň in the Czech Republic. By reusing water after it was treated, the two plants reduced water withdrawal by 640 cubic meters in 2024 (2 120 on an annualized basis). The third project involved the introduction of a new steam boiler technology to reduce water withdrawal and the use of natural gas at the São Paulo plant in Brazil. This reduced water withdrawal by 9 170 cubic meters (24 890 cubic meters on an annualized basis).

[8]The table with detailed KPIs can be found at the end of this chapter.

Waste and recycling

INTRODUCTION

During manufacturing, significant amounts of non-hazardous production cut-offs are generated due to the complex shapes of the final parts. The waste, which includes fibers, foam, aluminum and highly filled composites, can make up 20% to 40% of the total material used. Autoneum is dedicated to reducing the amount of waste by using the Company's expertise and technology. In the mid-term, the Company aims to develop monomaterial solutions that are easier to recycle. However, some mixed materials are more difficult to recycle, and this will remain the case for the coming years. Autoneum is working on both in-house recycling solutions and partnerships with external companies to handle tough-to-recycle waste, such as aluminum.

MANAGEMENT APPROACH AND POLICIES

Whenever possible, Autoneum recycles production scraps and reuses them. However, not all plants have the technology to recycle these mixed materials, and some waste cannot be recycled and reused currently. To address this, Autoneum is working toward using more monomaterial products, making recycling easier both during production and when vehicles reach the end of their life.

Autoneum has guidelines to help reuse leftover materials from production of the basic lines. These guidelines provide solutions for different products, including carpet, felt, heavy layer, Propylat and Ultra-Silent. In addition, the machine and tool standard specifications include recommendations to improve material efficiency.

Autoneum outlines the key principles of its environmental management in its Management Policy. This policy includes reducing waste, managing risks from natural hazards and business interruptions, using resources efficiently throughout their life cycle, focusing on sustainability in all business areas and complying with laws and internal guidelines. This effort helps Autoneum minimize its environmental impact through effective waste management.

The Management Policy is supported by various internal policies that address emissions, waste, water, chemicals and hazardous substances management. Autoneum's environmental management system is part of its MEHS, a set of policies, procedures and activities that follow international and national laws and regulations, as well as ISO 14001 requirements.

As part of the management approach, Autoneum collects and analyzes waste and recycling data by plant, Business Group and across the Company. This provides a thorough overview of the Company's waste and recycling data.

OPERATIONAL TARGET 2027

Autoneum has set an ambitious target to reduce waste:

Operational target	on track	not on track
Reduce non-hazardous waste by 40% – 38.5% reduction in non-hazardous waste directed to disposal in 2024 vs. 2019 baseline.	✓	

KEY 2024 ACTIONS, PROGRESS AND KPIs[9]

In 2024, Autoneum generated around 13 646 tons less non-hazardous waste directed to disposal than in 2023, which represents a decrease in absolute value of 11.4%. Waste intensity was also reduced by 6.7% (9.4% excluding exchange rate fluctuations). This means that Autoneum is very close to reaching its 40% reduction target for 2027.

This positive development reflects ongoing efforts to increase both recycling and material efficiency at Autoneum. In 2024, 121 projects were implemented to improve material efficiency and 17 projects to expand recycling capability. These projects involved 40 different locations, resulting in a waste reduction of 5 742 tons in 2024 (12 132 tons on an annualized basis). Overall, the impact from recycling projects in 11 locations was a 2 841-ton reduction in waste (4 152 tons on an annualized basis). Material efficiency measures at 29 locations yielded a reduction of waste of 2 941 tons (7 980 tons on an annualized basis) in 2024.

The projects included:

- The San Luis Potosi 1 plant in Mexico installed a second recycling line to recover scraps from carpets and thermoplastic felt, resulting in 1 375 tons less waste.
- Textile waste for the underbody is now externally recycled at the A Rúa plant in Spain, leading to a 180-ton reduction in waste from this product in 2024. Additionally, the plant is now recycling waste from plastic flooring, using lessons learned from the Genk plant in Belgium. This generated 319 tons less waste in 2024.
- Business Group SAMEA has started to recycle felt and highly compressed waste for the first time. The São Paulo plant in Brazil implemented a new shredding system, which reduced this type of waste by 231 tons in 2024 (626 tons on an annualized basis).
- The Taicang plant in China has started recycling waste from Engine Bay Hybrid-Acoustics. This has generated 90 tons less waste in 2024 (180 tons on an annualized basis).

Autoneum is working toward using more monomaterial products, making recycling easier both during production and when vehicles reach the end of their life.

[9]The table with detailed KPIs can be found at the end of this chapter.

ENVIRONMENTAL KPIs FOR AUTONEUM

KPIs	Absolute figures[8]					Relative figures (intensity)				
	2024	2023	2019	Difference to 2023	Difference to 2019	2024	2023[9]	2019[9]	Difference to 2023	Difference to baseline 2019
Energy (MWh)[1]	**1'068'607**	**1'129'310**	**1'246'580**	**–5.4%**	**–14.3%**	456.9	458.6	427.2	–0.4%	7.0%
Fossil fuels[2]	531'415	557'995	613'556	–4.8%	–13.4%	227.2	226.6	220.2	0.3%	3.2%
Electricity	537'192	571'315	633'023	–6.0%	–15.1%	229.7	232.0	206.9	–1.0%	11.0%
Energy intensity (MWh per million CHF revenue)						**456.9**	**458.6**	**427.2**	**–0.4%**	**7.0%**
Renewable electricity (%)	18.2%	15.9%	0.0%	2.3 pt	18.2 pt					
Water withdrawal (m^3)[3]	**798'969**	**965'736**	**1'219'878**	**–17.3%**	**–34.5%**	**341.6**	**392.2**	474.1	–12.9%	–27.9%
Municipal water	755'105	929'070	NA	–18.7%	NA	322.9	377.3	426.6	–14.4%	–24.3%
Groundwater	43'864	34'818	NA	26.0%	NA	18.8	14.1	35.6	32.7%	–47.3%
Rain water	0	1'849	NA	–100.0%	NA	0.0	0.8	11.9	–100.0%	–100.0%
Water intensity (m^3 per CHF million revenue)						**341.6**	**392.2**	**474.1**	**–12.9%**	**–27.9%**
Internal Recycling (metric tons)	**65'550**	**63'717**	**NA**	**2.9%**	**NA**	**28.0**	**25.9**	**18.9**	**8.3%**	**48.2%**
Internal Recycling intensity (metric tons per million CHF revenue)						**28.0**	**25.9**	**18.9**	**8.3%**	**48.2%**
Waste (metric tons)	**132'788**	**145'431**	**NA**	**–8.7%**	**NA**	**56.8**	**59.1**	**69.5**	**–3.9%**	**–18.3%**
Hazardous waste directed to disposal	1'035	1'087	NA	–4.8%	NA	0.4	0.4	0.4	0.3%	13.2%
Non-hazardous waste (metric tons)	**131'753**	**144'343**	**NA**	**–8.7%**	**NA**	56.3	58.6	69.1	–3.9%	–18.5%
External recycling	**25'769**	**24'714**	**NA**	**4.3%**	**NA**	11.0	10.0	8.4	9.8%	30.5%
Non-hazardous waste directed to disposal (metric tons)	**105'984**	**119'630**	**171'977**	**–11.4%**	**–38.4%**	45.3	48.6	60.6	–6.7%	–25.3%
Waste converted into energy	38'216	48'175	NA	–20.7%	NA	16.3	19.6	15.8	–16.5%	3.7%
Landfill waste	67'769	71'455	NA	–5.2%	NA	29.0	29.0	44.9	–0.1%	–35.4%
Non-hazardous waste directed to disposal intensity (metric tons per million CHF revenue)						**45.3**	**48.6**	**60.6**	**–6.7%**	**–25.3%**
Non-hazardous waste intensity (metric tons per million CHF revenue)						**56.3**	**58.6**	**56.8**	**–3.9%**	**–0.8%**
Waste intensity (metric tons per million CHF revenue)						**56.8**	**59.1**	**69.5**	**–3.9%**	**–18.3%**
CO_2 emissions[10] (metric tons CO_2 equivalents)[4]	**1'960'219**	**1'998'050**	**NA**	**–1.9%**	**NA**					
Scope 1	108'472	114'991	130'710	–5.7%	–17.0%	46.4	46.7	47.2	–0.7%	–1.6%
Scope 2[5]	215'620	228'326	289'034	–5.6%	–25.4%	92.2	92.7	88.0	–0.6%	4.7%
Scope 1 + scope 2	324'092	343'317	419'744	–5.6%	–22.8%	138.6	139.4	135.2	–0.6%	2.5%
Scope 3[6]	1'636'127	1'654'734	NA[8]	–1.1%	NA	699.6	672.0	935.5	4.1%	–12.8%
Scope 3 from directly purchased materials and tools[7]	1'153'562	1'162'020	1'748'800	–0.7%	–34.0%	493.2	471.9	629.2	4.5%	–9.0%
CO_2 emissions intensity (metric tons of CO_2 equivalents per million CHF revenue)						**838.2**	**811.4**	**1070.7**	**3.3%**	**–21.7%**

[1] Energy consumption is based on bills and energy monitoring systems in some plants.
[2] List of fossil fuels in 2024: 509'632 MWh natural gas, 17'896 MWh LPG, 2'146 MWh fuel oil, 1'741 MWh Diesel
[3] Only water withdrawal is measured currently. Water withdrawal is fresh water. Water consumption assumed to be very low (in foaming process and evaporated). Quantities of water discharged not monitored yet. 32% of water withdrawn from water stressed areas. Source: Aqueduct Water Risk Atlas.
[4] Greenhouse gas inventory calculated in accordance with the WRI/WBCSD Greenhouse Gas Protocol. Emission factor sources (2024): UK Defra (2024), US EPA eGRID (2022), IEA (2024), AIB (2023). Emission factor sources (2023 and 2019): UK Defra (2021), US EPA eGRID (2020), IEA (2021), AIB (2020). Scope 2 restated in 2024 for years 2019-2023 due to corrected emission factors in 2 plants in North America (206'584 tons CO_2 in 2023 and 270'212 in 2019). Note that the 2019 and 2023 figures published in the Corporate Responsibility Report 2023 exclude acquired plants.
[5] The greenhouse gas emissions associated with electricity consumption are reported in the table above using the "market-based" approach in accordance with the Greenhouse Gas Protocol Scope 2 standard. Using the "location-based" approach, emissions in 2024 totaled 220'549 (2023: 242'822 tCO_2e, 2022: 244'129 tCO_2e, 2021: 241'459 tCO_2e, 2020: 232'921 tCO_2e, 2019: 260'685 tCO_2e). For 2024 emission factors source: IEA (2024) and US EPA eGRID (2022). For 2023, 2022, 2021, 2020 and 2019 emission factors source: IEA (2021) and US EPA eGRID (2020). Note that the 2023 figure published in the Corporate Responsibility Report 2023 on page 27 did not include a footnote with the data including the acquired plants.
[6] Scope 3 inventories according to the Greenhouse Gas Protocol Corporate Value Chain Standard calculated with an hybrid approach: activity-based for directly purchased materials and business travel, monetary estimation for the other categories. Data sources for 2024: primary supplier data, LCA expert from Sphera 2024.2, UK Defra (2024), GHG Protocol Scope 3 evaluator. Scope 3 2023 restated due to refined material emission factors and correction of transportation (previously 1 680 700 tons CO_2e).
[7] Categories considered for Scope 3 GHG targets approved by SBTi. Restated in 2024 for the year 2023 due to refined material emission factors (previously 1 089 768 tons CO_2e). The split of all the categories can be found on page 34.
[8] Absolute values for 2019, 2023 and 2024 include all the acquired plants from Borgers. Scope 3 calculation 2019 for Borgers only partially available.
[9] Relative figures for 2019 exclude company Borgers (acquired in Q2/2023), no audited revenue available. Relatives figures for 2023 calculated with annualized revenue of acquired plants from Borgers.
[10] Emissions calculated by operational control. Note that the 2019 and 2023 figures published in the Corporate Responsibilty Report 2023 exclude acquired plants.

People

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

People

FOSTERING A PEOPLE-CENTRIC CULTURE

The expertise and engagement of its employees are key to Autoneum's success in a challenging business environment. Faced with a shortage of suitable talent all over the world, human resources (HR) and the Company's management must work together to successfully meet the needs and expectations of both current and potential employees.

As a manufacturing company, employee health and safety are of critical importance to Autoneum. The Company is committed to providing and maintaining a safe and healthy work environment for employees, customers, suppliers and visitors.

Autoneum pays fair and competitive compensation to its employees above the minimum wage and is committed to creating a diverse workplace where all employees feel respected. In addition, Autoneum strives to increase the engagement of all its employees through regular training and development opportunities. As part of its future way of working, Autoneum offers employees (when possible) the possibility to combine both home and office work, which plays an important role in job satisfaction.

With plants in 25 countries and 13 837[1] employees worldwide, Autoneum strives to foster constructive and enduring relationships with local communities. The Company is committed to addressing the environmental, social, governance and economic impacts of its operations through open dialogue with various stakeholders.

Within the "People" (i.e., social) dimension, Autoneum has identified four material topics[2]:

> Occupational health and safety
> Equal treatment and opportunities for all
> Local communities
> Indirect economic impacts

The People workstream oversees the material topics that fall within the People dimension, including regular monitoring of the key performance indicators (KPIs) for each topic, as well as identifying the risks and opportunities. All topics related to people, human rights and employee development are referred to the Nomination Committee and the Compensation Committee of the Board of Directors.

Occupational health and safety

INTRODUCTION

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

MANAGEMENT APPROACH AND POLICIES

By ensuring adherence to regulatory requirements and internal policies, Autoneum aims to create a safe workplace that protects employees' health and enhances job satisfaction and retention. A positive safety performance also strengthens Autoneum's reputation as an employer, fostering trust among stakeholders, including potential employees, local governments and investors. Furthermore, effective health and safety measures have a positive financial impact by reducing costly accidents, improving efficiency and minimizing downtime.

Creating a safe workplace

Autoneum's Environment, Health & Safety Management (MEHS) system integrates international and national laws and regulations and adheres to the requirements of ISO 45001 (occupational health and safety). This system is designed to safeguard workers from work-related injuries and illnesses by identifying and mitigating physical, mechanical, electrical and chemical hazards, and providing training and communication about safety objectives. Autoneum's MEHS system is implemented in all plants and covers every employee.[3] Each plant has an EHS coordinator to ensure compliance and continuous improvement in occupational health and safety standards. Autoneum's global Group EHS and regional EHS teams meet on a monthly basis. The regional Business Group and global Group EHS organization oversee EHS matters in the plants.

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

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

This assessment follows the five-step process defined in MEHS: risk identification, risk assessment, risk mitigation, validation and review, and reporting.

The Joint Health and Safety Committee (JHSC) is dedicated to fostering continuous improvements in EHS practices at each plant. Comprising at least six members, including three non-managerial employees who represent shopfloor workers, the JHSC plays a key role in identifying the needs and expectations of stakeholders. It recommends mechanisms for additional worker consultation and participation, assists in identifying hazards, assesses associated risks and opportunities and supports EHS Management in carrying out the Workplace Risk Assessment. The JHSC is also responsible for recommending actions to eliminate hazards, reduce risks and implement effective control measures. Additionally, the JHSC investigates any incidents and nonconformities, identifying corrective actions to prevent recurrence. The JHSC holds formal documented meetings at least once a month.

Risk assessments including ergonomic evaluations are performed for each workplace and any risks mitigated through the hierarchy of controls: eliminate the hazard (elimination); replace the hazard (substitution); isolate people from the hazard (engineering controls); change the way people work (administrative controls); and protect the worker with personal protective equipment (PPE). Plant management teams also conduct Gemba (Japanese for "real place") safety walks to identify and address unsafe conditions. During these walks, they observe processes and employee tasks to find opportunities for enhancing workplace safety.

The most significant employee-related health and safety hazards in Autoneum's production plants are mechanical, electrical, temperature, ergonomics, noise and chemical exposure. Additional risks occur when performing special tasks (e.g., hot work, work at height and in confined spaces). The Company seeks to reduce such injuries through education and training and regular safety campaigns.

Shopfloor workers receive updates on actions taken through direct feedback or during the Gemba safety walks and other safety-focused interactions with the plant management team. Safety interactions encourage everyone to share feedback about safety concerns, fostering an environment where workers feel free to speak up and be heard.

Each year, internal teams within each Business Group conduct internal MEHS audits to ensure compliance with ISO 45001. The audits are carried out by the regional EHS team or as part of a cross-plant audit and overseen by the global QEHS team. Results are tracked within the Business Groups and reported to the global QEHS team. Any identified issues are addressed through action plans.

Training and education

Autoneum offers specialized training programs for employees in all plants. These include machine guarding (a shield or device that covers a hazardous area of a machine), accident investigation and reporting, working at heights and lockout-tagout (LOTO) processes to ensure equipment is shut off properly for maintenance work.

Safety campaigns are regularly conducted to educate employees on correct practices. They provide employees with important knowledge about safe behavior, safe maintenance and servicing and the proper usage of PPE to protect employees from safety hazards in production, maintenance, logistics and cleaning, among other activities. The Safety Leadership program, which is run by the Group Quality, Environment, Health and Safety (QEHS) team, is focused on plants with higher accident rates. The goal of this program is to sensitize all plant, shift and EHS managers to the early identification and mitigation of potential hazards to share new safety aspects.

Each plant management team regularly informs employees about the status of various KPIs through plant meetings, such as the Top 5 meeting (a brief 5-minute discussion

[1] Number includes all employees and workers who are not employees but whose work and/or workplace is controlled by the organization. Excludes joint ventures in South Africa and UGN.
[2] The assessed risks for the social dimension can be found in the risk table on pages 15-16.
[3] UGN is excluded as it has its own Management System for Environment, Health & Safety.

each shift) and the Q-Talk (a quarterly meeting). Information on severe injuries is communicated within the regional Business Group and Corporate through Lessons Learned and posted bulletins on the information boards.

As part of the management approach, Autoneum collects and analyzes occupational health and safety management systems status, work-related injuries and work-related ill health by plant, Business Group and across the Company, providing a thorough overview of occupational health and safety data.

VISION 2025 OPERATIONAL TARGETS

Autoneum has set ambitious targets to improve occupational health and safety performance:

Operational targets	on track	not on track
Reduce injury frequency rate (IFR) by 20% each year – Significantly improved IFR by 47% in 2024	✓	
Develop, implement, and continuously improve EHS training at all plants and maintain completion rate of 95% – 94.4% in 2024	✓	
Develop and implement ergonomic assessments at all plants – 89.3% in 2024	✓	
All Autoneum plants achieve ISO 45001 certification – 82.1% in 2024	✓	

KEY 2024 ACTIONS, PROGRESS AND KPIs

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 2024, Autoneum implemented 95 projects to address challenges in the following areas: workplace and machine safety, fire safety, ergonomics, temperature, lighting, air quality and noise control. Autoneum invested more than CHF 4.6 million in EHS globally in 2024. 13 837[4] employees and workers who are not employees but whose work and/or workplace is controlled by the organization were covered by an internal occupational health and safety management system in line with ISO 45001.

On the shopfloor, day-to-day tasks may include handling heavy loads or performing repetitive actions in awkward positions, which can result in injuries and accidents. The continuous improvement of ergonomic conditions is therefore among the best accident prevention strategies. Autoneum's approach to developing and implementing ergonomic assessments at all of its plants and during the launch of new projects was confirmed in 2024, with the percentage of sites that implemented the ergonomic assessments at 89.3%. In 2025, Autoneum plans to roll out new ergonomics software globally using artificial intelligence.

In 2024, Autoneum successfully conducted MEHS audits at more than 90% of its sites. These audits confirmed the overall conformity of the systems in place, with areas for improvement identified and actively managed by the respective plants.

Accidents and ill health

The continuous improvement of health and safety conditions is essential for Autoneum, as outlined above. In 2024, Autoneum reported 122 injuries, a 49% decline from the prior year due to improvements in the new plants acquired in 2023. Bruises, contusions, sprains, cuts and stab wounds (from equipment) were the primary types of accidents for both employees and workers who are not employees but whose work and/or workplace is controlled by the organization at Autoneum plants. The most affected body parts were fingers, arms and hands. There were no fatalities as a result of work-related injuries. The injury frequency rate (IFR) declined by 4.5 points to 5.1 because of improvements in the new plants. The injury severity rate was 14.3 in 2024, a decrease of 36.7% from 2023 because of a lower number of injuries.

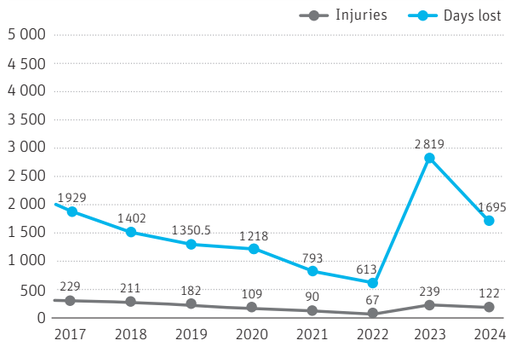
In 2024, there were 29 cases of recordable work-related ill health. The main types of work-related ill health included respiratory diseases and musculoskeletal disorders.

Training

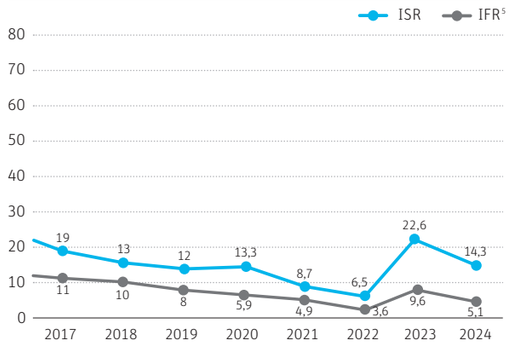
Safety Leadership programs, led by the Group QEHS team, were conducted at four Autoneum plants in 2024 due to their higher injury rates in 2023. The programs at the Volduchy plant in the Czech Republic, and the Bocholt, Ellzee and Gundernhausen plants in Germany covered safety leadership, Autoneum Group safety tools, best practices and lessons learned from other plants, among other critical topics. Hands-on training focused on the safe movement of forklifts, pedestrian behavior and ergonomics for the

[4]This figure excludes the UGN and South Africa joint ventures.

NUMBER OF INJURIES AND NUMBER OF DAYS LOST



INJURY SEVERITY RATE (ISR) AND INJURY FREQUENCY RATE (IFR)



shopfloor. All the plants that participated in the Safety Leadership training improved their performance in terms of the number of accidents and IFR in 2024.

Autoneum provided regular safety training in 2024 to operators, who constitute the majority of its workforce. In May, a safety campaign titled "Protect your hands and fingers" was provided to all plants. Another safety campaign focused on good practices for pedestrians vs. industrial trucks, while an e-learning refresher discussed vehicles and pedestrian aisles. Other safety campaigns and training in 2024 covered fire prevention and the key steps and rules when returning after holidays.

In 2025, the Company will continue to hold operational workshops across selected locations addressing safety leadership, plant layouts and the 5S system to improve safety, cleanliness and efficiency. The workshops will cover the importance of removing unnecessary items (sort), organizing all the equipment and tools (set in order), regularly cleaning the workspace, tools and equipment (shine), establishing standards for the organization (standardize) and maintaining discipline to uphold the system (sustain).

[5]The IFR is for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization.

OCCUPATIONAL HEALTH AND SAFETY

KPIs	2024	2023
The number of normal hours worked for all employees and for workers who are not employees but whose workplace and/or work is controlled by the organization. (GRI 403-9)	23 756 583	–[7]
Number of injuries for all employees and for workers who are not employees but whose workplace and/or work is controlled by the organization	122	239
Number of injuries for all employees[1]	114	–[7]
Number of injuries for workers who are not employees but whose workplace and/or work is controlled by the organization[2]	8	–
Number of days lost	1 695	2 819
Injury frequency rate (IFR) for all employees and for all workers who are not employees but whose work and/or workplace is controlled by the organization[3]	5.1	9.6
Injury severity rate (ISR)[4]	14.3	22.6
Absenteeism	3.1%	3.0%
Work-related fatalities	0	0
Work-related fatalities for all workers who are not employees but whose work and/or workplace is controlled by the organization	0	0
Percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization who are represented by formal joint management/workers health and safety committees[5]	97%	94.8%
The number of fatalities as a result of work-related ill health (for all employees and for all workers who are not employees but whose work and/or workplace is controlled by the organization)	0	–[7]
The number of cases of recordable work-related ill health (for all employees and for all workers who are not employees but whose work and/or workplace is controlled by the organization)	29	–[7]
Percentage of plants with IATF 16949 certification	100%	100%
Percentage of plants with ISO 45001 certification	82.1%	86.2%
Percentage of plants with ISO 14001 certification	98.2%	98.3%
Percentage of plants with ISO 50001 certification	82.1%	74.1%
Percentage of plants that have implemented ergonomic assessments	89.3%	86.2%
EHS training completion rate	94.4%	–[7]
Number of production facilities[6]	56	58

[1]Excluding UGN and workers from external agencies.
[2]Excluding UGN. Data not available for 2023.
[3]Calculated on the basis of the following formula: injury frequency rate = number of accidents/planned working hours * 1 000 000.
[4]Calculated on the basis of the following formula: injury severity rate = number of days lost/planned working hours * 200 000. The ISR is an Autoneum developed KPI and not the rate of high-consequence work-related injuries according to the GRI Standards.
[5]Excluding UGN.
[6]Excluding UGN and office or sales locations.
[7]Data not available for 2023.

All KPIs in this chart exclude Hnátnice with the exception of the EHS training completion rate and percentage of workers who are represented by formal joint management/workers health and safety committees.

Equal treatment and opportunities for all

INTRODUCTION

Autoneum's new strategy establishes a people-centric culture as one of its six strategic pillars. This decision acknowledges the importance of attracting and retaining talent in a competitive market. To achieve this, the Company is committed to offering attractive and competitive compensation and benefits to draw in top talent. Furthermore, Autoneum places emphasis on investing in employee training and engagement to enhance job satisfaction and strengthen employees' commitment to the Company. Overall, Autoneum is dedicated to fostering a culture that ensures equal treatment and opportunities for all employees.

For the Company, any event resulting in discrimination, such as unequal pay or opportunities, or cases of harassment, could lead to legal and compliance issues and adversely affect Autoneum's ability to retain and/or hire employees. Additionally, the Company's failure to offer competitive compensation, benefit packages and training programs could impact Autoneum's ability to attract and retain talent.

MANAGEMENT APPROACH AND POLICIES

Diversity in the workforce

As a global company, Autoneum is proud to have a diverse workforce in terms of race, gender, culture, age, religion, socioeconomic background and sexual orientation. Autoneum believes diversity is a key advantage for a technology leader. Diverse teams with an open-minded culture tend to be more agile in their thought and work processes. They contribute to reducing bias and fostering innovative ideas that positively impact the Company's performance. This approach signals to both the talent market and other stakeholders that Autoneum upholds an inclusive culture and embraces new challenges and opportunities.

Autoneum takes 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 the Code of Conduct, which is signed by every new employee upon joining Autoneum. The Company asks employees to bring any Code of Conduct violation to its attention. There are also complaint mechanisms in place for those affected and for third or external parties. The global Speak Up Line enables affected employees, as well as third or external parties, to anonymously report any incidents. All allegations are investigated internally by Group Compliance and reported on a quarterly basis to the Compliance Council, which is comprised of the CEO, CFO, Head Internal Audit, Head HR and the Group General Counsel & Head Compliance.

Autoneum invests in a working environment that provides specific opportunities for gender equity. Autoneum's Diversity & Inclusion (D&I) Board, chaired by the CEO, consists of eight D&I ambassadors – four women and four men – representing all four Business Groups as well as various Group Functions. The Board works closely with the Business Groups to identify location-specific diversity challenges, address them with targeted measures and establish meaningful metrics to track progress. The Business Groups and local units are responsible for the implementation of D&I measures.

While the Company has set a target for female representation in management positions (30% by 2025), significant challenges remain to attract and retain female operators, engineers and managers[6]. Autoneum continues its efforts to hire women whenever possible and puts special focus on helping women advance their career internally. Increasing women's representation in leadership will create a more diverse working environment, introduce varied leadership and communication styles and reduce biases. It also signals an open culture to talent and other stakeholders.

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 the European Union (EU), worker participation takes place via the European Works Council (EWC). The EWC is a consultation body that represents the EU employees of a company. Employee delegates from EU countries are informed by company management about business developments and certain decisions.

Training and education

The automotive industry currently faces several obstacles when recruiting employees, which could pose a risk to Autoneum's longer-term strategic goals. One significant issue is the potential shortage of skilled labor in manufacturing. According to Deloitte, the US manufacturing sector may require up to 3.8 million new employees between 2024 and 2033, but half of these positions could remain unfilled if workforce challenges are not effectively addressed[7].

More broadly speaking, the global competition for talent further increases the task of attracting and retaining the right talent for the diverse set of competencies and skills required at Autoneum.

These trends underscore the importance of employee development. Qualified employees who can regularly train and learn in view of the transformation process in the automotive industry are essential to Autoneum's business success. By offering comprehensive and customized training and development opportunities, the Company promotes the skills, knowledge and competencies of its employees, which ultimately supports their development and productivity and overall employability.

[6]Demographic Diversity in U.S. Automotive Manufacturing, U.S. International Trade Commission, September 2020.
[7]US Manufacturing Could Need as Many as 3.8 Million New Employees by 2023, According to Deloitte and The Manufacturing Institute, Deloitte, April 3, 2024.

The Company's global e-learning platform GoodHabitz offers 170 courses, videos and assessments in different languages. These courses cover a wide range of relevant areas, including health and safety, productivity, management, teamwork, inspirational leadership, presentation and communication skills. The platform supports self-organized learning and is available to all employees with an Autoneum e-mail address.

Operators in Autoneum factories receive training in classroom sessions, as well as in training boxes in the plants where they learn about accident prevention and risk reduction through the application of safety measures, such as ergonomic lifting techniques, the use of personal protective equipment and incident reporting. For more information, see the Occupational health and safety section on page 44.

Autoneum also 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. Toward the end of the program, employees can operate these workstations at any time and train other operators to do so. The program increases flexibility, autonomy and performance. Additionally, frequent job rotations help employees develop a deeper understanding of the various workstations, processes and related risks, which also contributes to a significant reduction in work accidents.

Employee engagement
Employee engagement is the foundation for the Company's agile and successful performance. By promoting employee engagement, Autoneum can influence the satisfaction and motivation of its employees and contribute to a healthy working environment.

Over the past five years, Autoneum has partnered with Gallup to conduct a global employee survey aimed at identifying the key factors that influence employee engagement. The 2024 engagement survey results show that Autoneum has made good progress in all those areas over the past four years. The survey results have revealed three primary factors that positively impact employee engagement: feedback, recognition and development. Autoneum recently added care as an additional factor. In response, the Company has implemented various

By promoting employee engagement, Autoneum can influence the satisfaction and motivation of its employees and contribute to a healthy working environment.

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

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

Appraisal and feedback
Performance and self-motivation are essential for career advancement and development at Autoneum. An important process that facilitates feedback and growth is the annual Performance Management Process (PMP), which outlines a yearly cycle in which employees receive guidance on their current performance. Once or twice per year, managers and employees convene to exchange feedback and evaluate the employee's performance. Feedback from other departments is also considered during the performance calibration meetings. Additionally, managers and employees discuss the employee's career goals and jointly establish Individual Development Plans (IDP). These IDP discussions are not limited to the annual appraisal but occur throughout the year.

VISION 2025 OPERATIONAL TARGETS

Autoneum has set operational targets to improve training, engagement and diversity:

Operational targets	on track	not on track
Set and maintain benchmark position (3.1 average days or 25 hours) for "training days per employee" in industry peer group – 2.77 in 2024 (due to restructuring measures, some employees were no longer required to work and therefore did not complete their trainings)		×
Achieve employee appraisal coverage for 95% of Autoneum staff – 89% in 2024		×
Implement development framework for operators – Multi-skill framework for operators is in place	✓	
Establish and maintain Diversity & Inclusion governance framework and implement targeted measures in all Autoneum Business Groups – see Key 2024 Actions on page 51	✓	
Increase share of women in management positions to 30% and continuously improve Autoneum Diversity & Inclusion metrics – 15.6% in 2024		×
Define and implement Employee Value Proposition (EVP) at all Autoneum locations – see Key 2024 Actions on page 55	✓	
Improve employee engagement with an effective follow-up action plan – 79% participation rate in the 2024 Global Employee Engagement Survey[8]	✓	

KEY 2024 ACTIONS, PROGRESS AND KPIs

Diversity in the workforce
Autoneum is committed to fostering a workplace free from harassment and discrimination through targeted training and awareness initiatives. The Company continues to develop D&I training for employees and managers, including the launch of online training sessions aimed at increasing awareness about D&I and unconscious bias topics in 2024. Additionally, bias as a topic is now included in the standard material for interview skills training for HR and hiring managers.

Employee feedback and engagement are critical for creating an inclusive workplace and addressing discrimination. Autoneum's 2024 Global Employee Engagement Survey (see page 54) offers valuable insights into employees' experiences and the workplace culture, including their perceptions regarding inclusion and discrimination. Based on these survey results, follow-up measures are planned for 2025. Additionally, Autoneum's Speak Up Line provides employees with a confidential channel to report concerns related to discrimination, harassment, or other workplace issues, ensuring their voices are heard and appropriate actions taken to address their concerns.

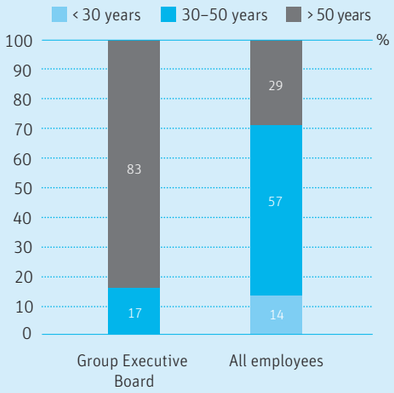
The Diversity & Inclusion (D&I) Board's main purpose is to provide strategic input and recommendations to the Business and to implement D&I-related measures. In 2024, the D&I Board provided guidance on the global recruitment initiative and established guidelines for inclusive recruitment. It regularly reviews Autoneum's employee demographics with newly established metrics on female leadership, hiring and succession. In 2025, Autoneum will establish a dedicated program on female leadership and further drive the case for inclusion and bias-free decision making.

In 2024, there were three cases related to discrimination (out of a total of 68 compliance cases). Internal investigations, conducted jointly by the Compliance Officer and the Local HR Department, found no evidence supporting claims of discrimination, harassment, or retaliation. The Company's anti-discrimination policies and procedures for addressing discrimination complaints were followed in each case. Preventive measures, such as reinforcing professional communication among leaders, were also taken. In one case, a former employee also submitted a complaint to the local authority, prompting an external review. While the Company's internal investigation has been finalized, the case remains open pending the outcome of the external review process.

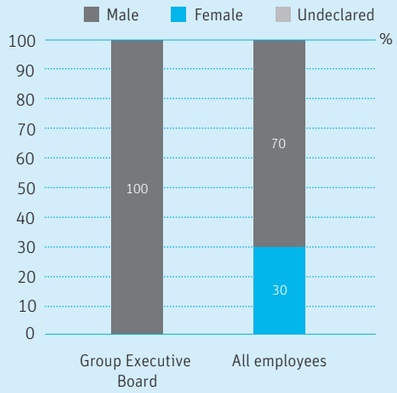
In 2025, Autoneum plans to roll out an anti-harassment and discrimination training for all employees with email access. The primary objectives of the training are to provide employees with the knowledge to identify instances of discrimination, harassment, retaliation and bullying, as well as to encourage appropriate responses, including reporting potential violations. For managers, the training additionally focuses on their responsibilities, the impact of their actions and strategies for preventing such issues. A customized training for HR staff on managing discrimination-related issues will also be introduced in 2025.

[8]The 2024 Global Employee Engagement Survey participation rate was 1% lower than in 2023. However, 2,600 additional employees from the acquired company (Borgers) were surveyed in 2024.

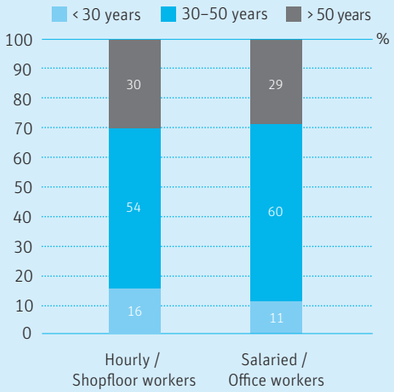
Employees and governance bodies by age (2024)



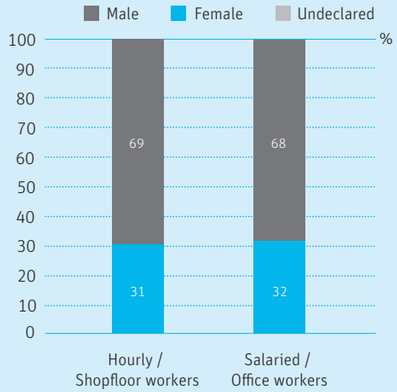
Employees and governance bodies by gender (2024)



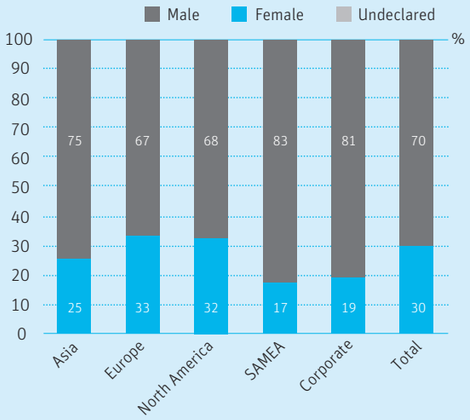
Employees per category by age range (2024)



Employees per category by gender (2024)



Employees by Business Group and gender (2024)



OPERATIONAL TARGETS

KPIs	2024	2023
Employees who are members of trade unions[1]	28.9%	25%
Employees covered by collective agreement	72.7%	66%
Apprentices and vocational trainees	1.6%	1.6%
Percentage of total employees by gender who received a regular performance and career development review during the reporting period[2]	89%	94.8%*
Turnover rate	15.3%	15.3%*
Voluntary turnover rate	9.2%	9.5%*
Training days per employee[3]	2.77	3.4*
Training hours per employee (GRI 404-1)	22.18	27.2
Share of women in management positions	15.6%	15.6%
Employee engagement – percentile rank	21st	21st*
Employee engagement – mean	3.68	3.67*
Employee engagement – participation %	79%	80%*

[1]The figure may not include all employees belonging to a union, as union membership in many countries is kept confidential and is not disclosed to the employer.
[2]Only office employees; online PMP via TouchPoint.
[3]Breakdown by gender and employee category not possible due to the methodology used to collect data. Calculation based on 8 hours of training per day.
*Borgers employee data not included. Joint ventures ASAF and UGN excluded.

2024 – GRI 2.7	Business Group Asia	Business Group Europe	Business Group North America	Business Group SAMEA	Corporate	Grand Total
Number of employees (head count)	1 235	6 959	2 736	816	513	12 259
Number of permanent employees (head count)	1 234	6 604	2 717	801	502	11 858
Number of temporary employees (head count)	1	355	19	15	11	401
Number of non-guaranteed hours employees (head count)	0	16	512	0	0	528
Number of full-time employees (head count)	1 235	6 738	2 736	801	468	11 978
Number of part-time employees (head count)	0	221	0	15	45	281

Head count at end of reporting period 12/31/2024.
Joint ventures ASAF and UGN excluded

2024 – GRI 2.7	Female	Male	Undeclared	Total
Number of employees (head count)	3 724	8 533	2	12 259
Number of permanent employees (head count)	3 574	8 282	2	11 858
Number of temporary employees (head count)	150	251	0	401
Number of non-guaranteed hours employees (head count)	147	380	1	528
Number of full-time employees (head count)	3 538	8 438	2	11 978
Number of part-time employees (head count)	186	95	0	281

Head count at end of reporting period 12/31/2024
Joint ventures ASAF and UGN excluded

Training and education
In 2024, Autoneum employees received on average 2.8 days of training. Training covers classroom training (internal/external), continuing education such as evening classes paid in whole or in part by the Company, apprenticeships, development programs, e-learning, orientation, policy/process/methodology induction, workshops and locally organized operations training.

In Q3 2024, the new Level Up strategy was introduced to employees globally. During the introductory sessions, the Company's new purpose, vision, mission and values were communicated. In subsequent in-person training that began in Q4, more than 9 000 employees discussed the behaviors associated with each value and how to apply them at work.

Managers and employees who joined Autoneum through the acquisition of Borgers Automotive received training on Autoneum's Global HR System, the PMP and the Company's approach to employee engagement, and the global HR system, TouchPoint. Additionally, various other training sessions for managers and employees were conducted over the past year. These included presentation skills, an introduction to development discussions and development planning, guidance on leading development discussions, and training on conducting performance discussions.

Autoneum continued to enhance the leadership competencies of its supervisors, team leaders and managers in 2024. A focal point of this initiative was the High Performance Leadership (HPL) program, which was attended by 30 senior managers from all Business Groups during two onsite modules in Winterthur. The program offered insights into leading teams and organizations, and facilitated discussions on the new Autoneum values. Additionally, the program included self-reflection, action learning and individual coaching sessions to further support the development of participants.

First-line managers were introduced to the fundamentals of leadership during an onsite program in Winterthur titled "Management Essentials." This program was designed to help managers better understand their roles and engage with others to discuss common challenges. A particular emphasis was placed on the development of employees within the R&T department. Promotion candidates participated in a Development Center based on defined competencies and expectations for targeted roles. They showcased their skills and competencies to a group of senior leaders through presentations, group discussions and role-playing exercises. Each candidate received an individual report summarizing the assessors' observations and evaluations, including detailed suggestions for further development.

Engagement
Roughly a fifth (19.1%) of Autoneum locations provided transition assistance programs for employees whose careers were ending with the Company. This included outplacement programs, retirement planning and advice, a retirement bonus and severance pay.

In 2024, a Global Engagement Committee was established to support Autoneum's workforce engagement initiatives. The committee developed an Intranet page that includes pertinent information on this topic, such as videos from all Business Groups that share best practices, in addition to other useful engagement resources.

The Company reached a key milestone when all former Borgers Automotive locations participated for the first time in Autoneum's 2024 Global Employee Engagement Survey. The result placed Autoneum in the 21st percentile of companies participating in the Gallup survey in 2024, maintaining the prior year's position. In November 2024, an external company held a webinar on the survey results for Plant Managers and the Business Groups' Head Operations. An executive presentation followed in December 2024.

2024 ENGAGEMENT SURVEY HIGHLIGHTS

79%
participation rate among Autoneum employees.

21st
percentile among all companies participating in the Gallup survey.

78%
Business Group Asia received the highest ranking for Autoneum, coming in at the 78th percentile in 2024, which was higher than in 2023 (63rd percentile).

Local communities

INTRODUCTION
With plants in 25 countries, constructive and lasting relationships with local communities are important to Autoneum. The Company's factories strive to create an open dialogue with stakeholders, including works councils, unions and the local government, to address the ESG and economic impacts of its operations on local communities. Failure to maintain good relations with local communities could impact Autoneum's reputation and ability to attract workers for its plants. Environmental issues could lead to fines, legal actions or even the closure of plants by local governments.

MANAGEMENT APPROACH AND POLICIES
The Company has a stated aim to achieve 100% ISO 14001 certification across all its plants. According to the ISO, the standard "provides a framework for organizations to design and implement an environmental management system (EMS) and continually improve their environmental performance." Additionally, Autoneum aims to achieve 100% ISO 45001 certification for its plants. According to ISO, the standard "enables organizations to better protect their workers and manage occupational health and safety (OHS) risks."

Autoneum values its role as a significant employer within local communities and actively seeks to promote diversity in its workforce by encouraging applications from women and young people. The Company's initiatives include apprenticeship programs, employer branding on social media and participation in job fairs.

In line with Autoneum's commitment to act as a responsible corporate citizen, each site must implement at least one social engagement project annually that benefits the local community. Through these community engagement projects, Autoneum can enhance well-being in the regions where the Company is located. Projects are developed based on proposals submitted by sites or from ideas identified jointly with the local community and reflect a wide range of focus areas, from the environment to health and social welfare. Autoneum's guideline for contributions defines the rules and procedures for donations, sponsorships and community engagements on a global level.

In 2023, Autoneum defined the following EVP (employer value proposition): "We care for each other and embrace new opportunities. We invite you to join our global team to bring your talent and share our future. Together we make a difference." In 2024, Autoneum created a dedicated EVP team across Group Functions and Business Groups to work on seven projects. The Company is in the process of rolling out the first EVP initiatives stemming from this work group.

Going forward, Autoneum will introduce additional initiatives to bolster engagement. In 2025, the Company will set engagement targets for all Business Groups, which will then be communicated to their respective plants. Furthermore, the Company will present an engagement trophy to the plant demonstrating the best results and most significant improvement in 2025. The best practices from all the plants will be made accessible to all employees on the Company's intranet.

When local stakeholders raise concerns about ESG or financial topics, the Company follows a structured process: concerns are recorded and assessed, stakeholders are engaged through consultation committees (including vulnerable groups), and a resolution plan is developed and communicated transparently. Autoneum has formal grievance mechanisms aligned with GRI standards, works councils and safety committees to address impacts and ensure accountability. Regular reviews ensure continuous improvement in Autoneum's processes.

Additionally, Autoneum publishes information on its Speak Up Line on its intranet. Anyone who observes or suspects misconduct at Autoneum is encouraged to contact the Speak Up Line, with documents available in various languages. All reports, irrespective of the reporting channel used, are treated confidentially and processed by Autoneum's Legal & Compliance department.

VISION 2025 OPERATIONAL TARGETS

Autoneum has set operational targets to improve its relations with local communities:

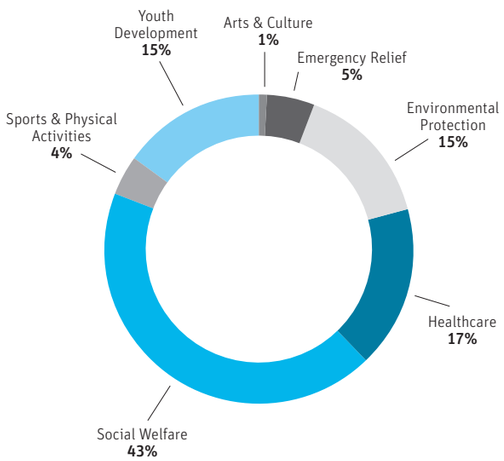
Operational targets	on track	not on track
Support social and community engagement activities of Autoneum employees – The Company regularly reports on community and employee engagement events on the intranet, screens in the plants and social media.	✓	
Implement local community engagement projects at all Autoneum locations on an annual basis – 75 projects in 2024 2 987 volunteers 6 737 hours of volunteer work	✓	

KEY ACTIONS, PROGRESS AND KPIs

Autoneum implemented 75 community projects across all four Business Groups in 2024. The majority fall within the social welfare category. Around 2 987 Autoneum employees (2023: 2 158) played an active role as volunteers, investing more than 6 737 hours in community engagement.

In 2024, Autoneum opened a new plant in Pune, India and started construction on another new factory in Changchun, China. As women are still under-represented in the automotive industry, the Company is reaching out to encourage women to work in the new plants in Pune and Changchun, for example through employer branding campaigns on social media.

Community engagement Projects 2024 (by focus area)



Both sites conducted environmental impact assessments that were submitted to and approved by local authorities, exploring areas such as emissions, waste and noise. The information on the environmental impact assessments is available to the public on the Internet sites of the local licensing authorities.

Changchun's environmental impact assessment (EPI) plan was approved on November 25, 2024, and impacts on waste (gas and water) were identified. Autoneum put control measures in place in accordance with the requirements in the EIA approval, including the installation of waste gas treatment equipment as well as wastewater purification equipment. The EIA was published on the local government's public website.

The Pune plant is currently exploring opportunities to provide infrastructure support to the local community (within 10 km) of the plant. This could include the provision of laptops to schools serving children in need. In addition, Autoneum has entered into dialogue with the Indo-Swiss Centre of Excellence in Pune, a not-for-profit organization that seeks to impart skills training by applying the Swiss Vocational Education System to fields such as agriculture and manufacturing technology.

The organization's aim is to improve the employability of rural youth. In 2024, Autoneum Chairman Hans-Peter Schwald visited the Indo-Swiss Centre of Excellence and gave a speech to the students.

In 2024, no complaints about environmental and social topics were reported to the Company's Speak Up Line. Autoneum continues to encourage stakeholders to voice their concerns and provide feedback through established channels. This aligns with its commitment to transparency and proactive management of environmental and social issues.

Indirect economic impact

INTRODUCTION

Autoneum is a major employer, contributing to the economic growth of the local communities where it operates by building and operating plants. The Company's spending on materials and services from a network of suppliers around the world also impacts local economies. In 2024, Autoneum spent CHF 1 239 on procurement, significantly benefiting its direct and indirect suppliers. Any discontinuation of infrastructure investments, the closure of a factory, or the ceasing of ties with local suppliers could negatively impact local economies and harm the Company's reputation within the local community.

MANAGEMENT APPROACH AND POLICIES

As the Company grows, it builds new plants in countries and regions in which it seeks to expand. These new facilities, together with the expansion of existing factories, have a considerable impact on local economies. Local construction and consulting companies, along with suppliers of raw materials, are among the key beneficiaries when Autoneum builds a new factory. Once the plants begin production, they generate employment opportunities for both shopfloor and office workers within the local community. The Company is committed to enhancing the skills of the local workforce through regular training sessions tailored to employees' roles and responsibilities. In countries with an apprenticeship system, Autoneum offers positions for young people from the local community to gain practical experience alongside their education.

As part of Autoneum's evolving operational strategy, it may occasionally become necessary to close a plant. In such cases, consultations are held with local government authorities, work councils and unions to minimize the impact on employees and the local economy. Where possible, affected employees are offered positions at the nearest facility or receive compensation in accordance with applicable local regulations. The shutdown of these factories could potentially impact the affected communities through reduced job opportunities, decreased spending for services and goods provided by local suppliers and lower tax revenue for local governments.

KEY 2024 ACTIONS

In 2024, Autoneum established two new manufacturing facilities in Pune, India, and Changchun, China. These initiatives have resulted in substantial infrastructure investments, benefiting the local communities and local suppliers of services and materials. Additionally, the commencement of production at the Pune facility in August 2024 created 88 new jobs (contractors and own employees), with plans to further expand the workforce in the near future.

The establishment of the Pune plant enhances the region's status as a significant automotive hub within India, which is the world's third-largest automotive market. Autoneum's Pune facility will supply both domestic and international OEMs, thereby contributing to foreign investment in the country.

In response to the acquisition of Borgers in 2023 and weak demand for light vehicles in Europe, the Company decided to close several plants within its European operations. This closure process is being carried out in consultation with local governments, work councils and unions. Where feasible, employees are offered positions at nearby facilities.

The establishment of the Pune plant enhances the region's status as a significant automotive hub within India, which is the world's third-largest automotive market.

Governance

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

Governance

A GOOD CORPORATE CITIZEN

As a global company, Autoneum plays a significant role within the local communities where the Company and its suppliers conduct business, as well as within the automotive industry. Autoneum takes its responsibility to be a good corporate citizen seriously.

The Responsible Supply Chain workstream within the Corporate Responsibility Steering Committee is tasked with monitoring the performance, risks and opportunities for supply chain topics. Risks and issues related to conflict materials and child labor are addressed in the Audit Committee of the Board of Directors, while human rights topics are referred to the Board of Directors' Nomination Committee and Compensation Committee.

Within the Governance dimension, Autoneum has identified five material topics[1]:

> Anti-corruption and anti-competitive behavior
> Procurement practices
> Child labor and forced labor
> Material compliance
> Noise reduction of vehicles

Anti-corruption and anti-competitive behavior

INTRODUCTION

Bribery and corruption pose significant risks in various sectors and industries worldwide. These illicit practices can have far-reaching consequences, undermining trust, integrity and fair competition. Moreover, they can lead to fines against the Company, employees or management, criminal sanctions and civil actions, reputational damage and exclusion from future tenders. It is therefore crucial for Autoneum to have robust anti-bribery and corruption measures in place to safeguard the Company's reputation and legal standing.

By actively combating corruption and anti-competitive behavior, Autoneum contributes 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 non-corrupt behavior among Autoneum's suppliers, the Code of Conduct for Suppliers reflects the latest ESG regulations and the requirements of customers in the automotive industry.

MANAGEMENT APPROACH AND POLICIES

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

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

[1]The assessed risks for the governance dimension can be found in the risk table on pages 15-16.

Autoneum has established the Bribery, Corruption and Money Laundering Prevention Directive as a guiding framework for employees and stakeholders, emphasizing the Company's commitment to upholding the highest ethical standards in its operations. Additionally, the Company believes conducting due diligence on business partners and third-party associates is crucial in mitigating risks associated with bribery and corruption.

Autoneum acknowledges that dealing with authorities and government officials can be particularly sensitive as these interactions often carry elevated risks of bribery and corruption. Therefore, Autoneum has implemented a strict approach in such cases and permits neither the giving or promising of any cash payments or cash equivalent, gifts, entertainment nor any other contributions to public officials, irrespective of their value. This approach is also set out in the Bribery, Corruption and Money Laundering Prevention Directive.

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

Compliance
Autoneum's Code of Conduct assigns personal responsibility for compliance with environmental, social and ethical values and principles to all line managers and employees. It is essential that 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. All employees are trained on the Code of Conduct on a semi-annual basis.

The Code of Conduct for Suppliers includes strict guidelines on bribery prevention and anti-competitive behavior, which every supplier must agree to before initiating a business relationship with Autoneum. Similarly, the Company adheres to comparable requirements set by OEMs. Thus, all of Autoneum's business partners comply with these standards.

Autoneum's Code of Conduct is accessible to the public on its website. The Code of Conduct for Suppliers can be found via the supplier portal on the Company's website. Additionally, Autoneum periodically sends its Code of Conduct to customers or suppliers for their review as an alternative to signing their own Code of Conduct. 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, anonymously. The Speak Up Line is an option in addition to existing channels (i.e., reporting incidents to a superior, the Human Resources department or the Legal & Compliance function).

The Board of Directors 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 is delegated to the Group Executive Board.

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

manages training and learning programs and ensures that the organization is compliant with all applicable laws in the different jurisdictions where Autoneum is active, as well as with all internal regulations and directives.

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

Autoneum manages compliance risks through its Risk Management System as outlined in the Corporate Responsibility framework (see pages 17-18). This is, in part, achieved by conducting regular Group-wide compliance risk surveys. These assessments evaluate employees' perspectives and actions regarding various compliance risks, such as bribery and anti-competitive behavior. The compliance risk assessment identifies areas for improvement (forward-looking) and provides information on whether previously implemented actions are recognized within the workforce (backward-looking).

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

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

VISION 2025 OPERATIONAL TARGETS

Autoneum has set operational targets to improve anti-corruption and anti-competitive behavior:

Operational targets	on track	not on track
Continuously develop the training and awareness framework and maintain completion rates of at least 95% – Training completion rates in 2024: • Code of Conduct (office staff): 85.4%[2] • Code of Conduct (operators): 96.2%[3]	✓	
Implement and maintain a Group-wide Compliance Management System based on ISO 19600	✓	
Strengthen and expand Group-wide compliance risk assessment and audit framework – Audits are performed on a case-by-case basis, either as part of the internal audit or as part of specific investigations.	✓	

KEY 2024 ACTIONS, PROGRESS AND KPIs

In 2024, Autoneum enhanced employee compliance awareness by updating and rolling out several directives to all employees, including the Code of Conduct, the Compliance Directive, the Bribery, Corruption and Money Laundering Prevention Directive, the Legal Department Directive and the Speak Up Line Directive. These updated directives reflect the new corporate values.

Autoneum continued its mandatory Code of Conduct training program for employees. The program includes training on preventing human and labor rights violations and anti-bribery and anti-corruption training. Autoneum developed a new Code of Conduct e-learning and rolled it out to all employees in the second half of 2024. Workers in production were trained in classroom training sessions carried out in the plants. Overall, 11 370 employees, representing 92.7% of the workforce, received training on the Code of Conduct. This included 1 224 employees in Business Group Asia (99.1%), 6 302 employees in Business Group Europe (90.6%), 2 564 employees in Business Group North America (93.7%), 789 employees in Business Group SAMEA (96.7%) and 491 employees in Corporate (95.7%).[4] In terms of employee category, 3 320 office employees (85.4%) and 8 050 operators (96.2%)[3] received the training.

[2]Due to restructuring measures, some employees were no longer required to work and therefore did not complete their training.
[3]Operators' offline actual training completion is projected to the final year-end headcount based on the assumption that the same training rates apply throughout the year.
[4]Training completion rates exclude the UGN and ASAF joint ventures and workers who are not employees but whose work and/or workplace is controlled by the organization.

Furthermore, online training campaigns were rolled out on topics that are relevant for certain segments of the workforce. For example, 108 managers (including Legal Unit Heads, local Finance and Controlling Heads, Plant Managers and Executive Committee members) received compliance training that included the updated Bribery, Corruption and Money Laundering Prevention Directive. This included 20 people in Business Group Asia, 56 in Business Group Europe, 17 in Business Group North America, 9 in Business Group SAMEA and 6 in Corporate, with an overall training rate for this group of 95.6%. HR employees globally received a customized training covering conflict of interest and competition law topics.

In 2024, 64 compliance cases were filed, mostly via the Speak Up Line. If allegations were confirmed or substantiated, appropriate actions were taken to remedy the situation. In the reporting year, no lawsuits for anti-competitive behavior or violations of antitrust law involving Autoneum were pending or concluded. There were no instances of non-compliance with laws and regulations at Autoneum during the reporting period where fines or non-monetary sanctions were incurred.

As of December 31, 2024, there was one open case where an employee of a potential supplier allegedly offered bribes to an Autoneum employee. The supplier was immediately taken off Autoneum's supplier list and was informed about the situation. The investigation and case have since been closed. The supplier will no longer work with Autoneum.

ANTI-CORRUPTION AND ANTI-COMPETITIVE BEHAVIOR

KPIs	2024	2023
Total number of governance body members that the organization's anti-corruption policies and procedures have been communicated to and who have received training on anti-corruption	6[1]	6
Total percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to and who have received training on anti-corruption	100%	100%
Total number of employees that the organization's anti-corruption policies and procedures have been communicated to[2]	12 259	–[3]
Percentage of employees that the organization's anti-corruption policies and procedures have been communicated to	100%	–[3]
Percentage of employees that have received training on anti-corruption	92.5%	91.85%
Total number and nature of confirmed incidents of corruption	1	1
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	0	0
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	1	1
Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases	0	0

[1]Governance body members are defined as members of the Group Executive Board (GEB). The policies were communicated to 3 GEB members at the headquarters in Switzerland, 1 in the USA, 1 in China, 1 in Brazil.
[2]The Bribery, Corruption and Money Laundering Prevention Directive is communicated to all employees with an Autoneum email address and is not directed to shopfloor workers. Breakdown by region on page 53. Data includes all employees and workers who are not employees but whose workplace and/or work is controlled by the organization, but excludes joint venture in South Africa and UGN. Employees without an email address have access through the Intranet and/or Code of Conduct / Shopfloor training sessions.
[3]Data not gathered for 2023.

Procurement practices

INTRODUCTION

Autoneum supplies automobile manufacturers around the world with components for the interior floor, underbody and engine bay. The Group is active in 25 countries, creating substantial demand in direct spend (materials that are directly incorporated in a product) and indirect spend (goods and services supporting the production process, such as machinery, energy and travel services). Autoneum's total procurement spend in 2024 amounted to CHF 1 239 million.

Responsible procurement offers more than just operational advantages such as higher product quality and shorter lead times. Rather, Autoneum sees responsible procurement as an opportunity to help shape markets and sourcing practices to become more sustainable, ensure the safety of end customers, create new jobs and attract further investment to less favored regions.

By integrating sustainability into procurement, Autoneum can manage risks and opportunities for sustainable environmental, social and economic development. Autoneum is aware of the potential ESG risks within the automotive supply chain. There are materials produced by its suppliers with chemical or textile processing that carry certain risks of pollution and require specific waste treatment methods. In addition, there needs to be a focus on energy management for materials where production is energy-intensive.

Finally, the Company buys materials from labor-intensive industries and from suppliers located in regions where there may be a high risk of environmental and social impacts. In order to address these concerns, Autoneum ensures that all suppliers comply with material regulations through various tools and systems.

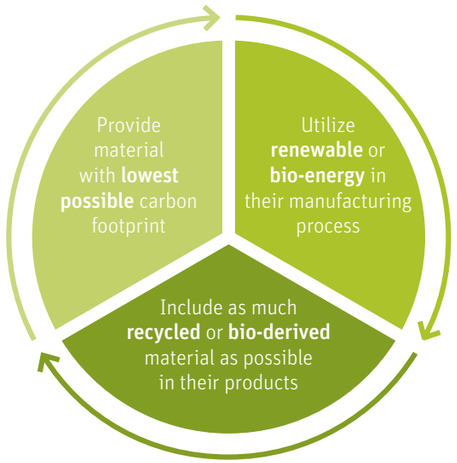
MANAGEMENT APPROACH AND POLICIES

Autoneum currently works with around 1 500 direct and around 11 000 indirect spend suppliers. Within the direct spend category, Autoneum sources materials from a total of 57 direct 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 its operations globally. These include aluminum, yarn, mixed fibers, plastics, reclaimed cotton and polyester, among others.

Autoneum typically maintains business relationships with most suppliers for periods ranging from at least five years to over 15 years. The Company believes long-term relationships with suppliers help to develop a more effective supply chain that can have a positive impact on costs and customer service. These relationships are also necessary to realize the Company's ambitions in terms of sustainability, as it takes many years to implement requirements such as switching to green energy, investing in recycling facilities or developing strategies to increase recycling.

Emissions from suppliers, especially those engaged in mining activities (e.g., bauxite for aluminum, calcium carbonate) and the chemical sectors, can affect the communities in which the supplier operates. Autoneum also procures materials produced through energy-intensive processes. Finally, the Company buys materials from labor-intensive industries and suppliers located in regions with environmental and social risks. Autoneum is committed to ensuring that suppliers comply with environmental and social regulations worldwide through various measures.

Code of Conduct for Suppliers
How suppliers can contribute to climate protection



Autoneum works closely with selected suppliers to meet customer needs and stay competitive in the long term. Thanks to its top-tier suppliers, Autoneum can deliver high standards and top-quality products. The Company operates an internet-based supplier portal where interested companies can register to join Autoneum's global supplier network. New suppliers must agree to the terms of use, confidentiality agreement and Autoneum's Code of Conduct for Suppliers when signing up for the portal.

Suppliers must adhere to the Code of Conduct for Suppliers, which is aligned with the latest ESG regulations and automotive industry standards.

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

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

International Material Data System
All of Autoneum's suppliers must confirm compliance with all relevant regulations. This is primarily done via registration in the International Material Data System (IMDS), the automotive industry's material data system, which includes declarations for all materials that use conflict minerals.

Compliance Process Management Tool
Autoneum requires periodic verification of material compliance using the 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.

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

In 2023, Autoneum updated its Supplier Quality Manual to reflect recent developments and expectations regarding ISO 50001 certification. The manual was then distributed to suppliers in the same year.

Supplier Sustainability Assessment Questionnaire
Autoneum continues to use the Sustainability Questionnaire (SAQ 5.0) to evaluate its suppliers. Each year, the SAQ is applied to all identified risk category material suppliers. Autoneum updates the list of suppliers included in the SAQ each year. This process checks if any suppliers need to be removed or if new suppliers should be added based on their risk category.

Risk category materials are identified based on ESG risks within the supply chain, such as environmental risks due to industry/supplier manufacturing processes, labor and working conditions and country social risks linked with corruption and bribery.

The questionnaire aligns with the "Automotive Industry Guiding Principles to Enhance Sustainability Performance" and aims to improve sustainability performance in the supply chain by evaluating policies and practices in the areas of human rights and environmental sustainability, health and safety, business ethics and compliance, responsible sourcing of raw materials and responsible supplier management. The SAQs are provided and collected through a service provider's supplier assurance platform developed specifically for automotive supply chains.

Autoneum's third-party due diligence manual explains how the Company assesses a supplier's environmental, social, legal and compliance/governance aspects for both current and future business relationships. This process serves to assess and mitigate risks related to suppliers' business activities (i.e., due diligence). The manual, accessible on Autoneum's website, was sent to all Autoneum's direct, tool and equipment suppliers in 2022. Additionally, it was provided to the suppliers of the former Borgers Automotive entities in 2024.

In response to new regulatory requirements, particularly in the European Union (EU) and USA, Autoneum is evaluating alternative solutions to strengthen its risk management program. This includes potential external service provider support for audits and assessments, CAP management and supplier engagement. Such measures would help Autoneum effectively implement, monitor and address any non-compliance issues.

In line with the automotive industry's sustainability guiding principles and Autoneum's sustainability targets, procurement teams will enhance collaboration with suppliers to pursue these goals and recommend necessary measures within the supply chain.

Upstream emissions

Autoneum prioritizes energy management with its suppliers due to the substantial emissions generated in the upstream process stages of its products. Autoneum engages with suppliers that have the highest CO_2 emissions to communicate Scope 3 emission reduction targets that align with Autoneum's objective of reducing CO_2 emissions by 20% by the end of 2027.

The Company holds quarterly follow-up meetings with selected suppliers to discuss decarbonization opportunities, strategies to increase recycling ratios and energy efficiency projects at production sites. These measures are designed to support both Autoneum and its suppliers in achieving the Company's emission targets. The requested information includes:

- Improved 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).
- The CO_2 emission factor (Cradle to Gate, GWP in kg CO_2/kg) supported by a published LCA or EPD.
- The average recycled content of their materials/components.
- Plans to improve the sustainability of their materials/components.
- Any alternative products that could help Autoneum reduce its carbon footprint, including lightweighting, improved material efficiency, reduction of material complexity and enabling recycling both in the processing and end-of-life stages.

Purchasing organization

Autoneum's purchasing organization operates within the Company's four Business Groups and Corporate. The Company differentiates between local, regional and global suppliers based on the Autoneum locations they serve.

The Global Procurement Leader organization is responsible for analyzing global supply chain risks, implementing standards and specifications, improving transparency and forecasting market requirements.

As part of the commitments in its sustainability strategy, Autoneum annually evaluates its procurement management framework against the ISO 20400 sustainable procurement standard.

In addition to working closely with suppliers to reduce their environmental and social impacts, Autoneum is developing product innovations that use more recycled material.

VISION 2025 OPERATIONAL TARGETS

Autoneum has set operational targets to improve procurement practices:

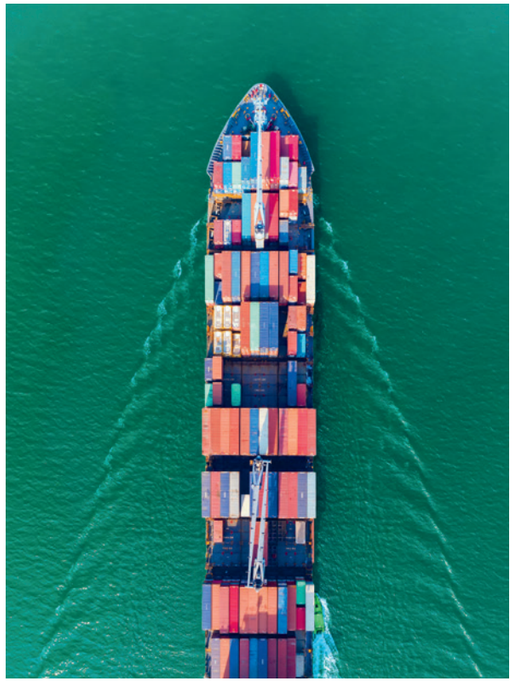
Operational targets	on track	not on track
Implement and maintain responsible procurement and practices based on ISO 20400 guidance for sustainable procurement – ESG risk assessment of Global Material families in place. Sustainability performance now holds equal importance to material performance in Autoneum's sourcing decisions for the highest CO_2-emitting material categories.	✓	
Ensure that all Autoneum suppliers comply with the Code of Conduct for Suppliers – Autoneum's Code of Conduct for Suppliers complies with the "Automotive Industry Guiding Principles to Enhance Sustainability Performance in the Supply Chain" and is included in the Purchasing Framework Agreement (PFA), as well as requested as a supplier declaration.	✓	
Establish supplier risk monitoring system and manage risks on an ongoing basis – The Supplier Sustainability Assessment Questionnaire (SAQ 5.0) is ongoing with identified risk category material suppliers globally. Campaign implemented again in 2024.	✓	
Establish supplier audit mechanism and conduct regular on-site audits – Budget available for possible third-party audits for several high-risk suppliers.	✓	

KEY 2024 ACTIONS, PROGRESS AND KPIs

After Autoneum's expansion in Germany with the Borgers Automotive acquisition in 2023, the Company must now comply with Germany's Act on Corporate Due Diligence Obligations in Supply Chains (LkSG). The LkSG requires companies in Germany that employ at least 1,000 people to disclose their due diligence measures to prevent and mitigate the risks of human rights violations and environmental damage in their supply chain.

To ensure compliance with the LkSG, Autoneum carried out a gap analysis in 2024. Based on the result, the following measures were implemented to ensure compliance: identification and engagement of a third-party service provider to conduct the required due diligence for Autoneum Germany GmbH and its supply chain on a "software as a service" basis; publication of the "Declaration on the Human Rights Strategy of the Autoneum Group" on Autoneum's homepage; appointment of a Human Rights Officer (TÜV certified) to oversee the implementation of Autoneum's Human Rights Strategy within the Autoneum Group as well as within Autoneum Germany GmbH in particular; publication of the Speak Up Line process description on Autoneum's homepage; the first abstract risk assessment of Autoneum Germany GmbH's tier 1 suppliers with regard to LkSG-relevant risk categories; and the first report to Autoneum's Compliance Council and Autoneum Germany GmbH's management on the status of the implementation. The next steps for the individual risk assessment of suppliers falling within the high-risk category were defined and implementation will start at the beginning of 2025.

In the second half of 2024, Autoneum gave priority to sourcing new supply chain sustainability service vendors (platforms) due to heightened regulatory obligations covering ESG risks in the supply chain. Most of the upcoming new regulations, especially in the EU, require automated systems to track supplier-specific data (such as geological mapping for the EU Deforestation Regulation, or EUDR). These vendors provide services in three key areas: sustainability reporting, risk management and supplier engagement and collaboration.



In 2024, Autoneum carried out the SAQ screening for global suppliers from the identified risk category families, including new suppliers. These suppliers represent approximately 50% of the Company's global direct material spend. Autoneum did not identify any significant actual and potential negative environmental impacts during 2024.

Some of the suppliers in the highest emitting category have shown consistent improvements in their SAQ scores each year. These suppliers are dedicated to ongoing collaboration with Autoneum. The journey toward sustainability is long and challenging. Automotive suppliers must be proactive to navigate this evolving landscape with many new requirements and regulations.

Future opportunities with supply chain sustainability service vendors are on Autoneum's radar as the Company seeks to consolidate other regulatory activities currently managed with different systems.

Child labor and forced labor

INTRODUCTION

Autoneum believes that respect for human rights is a fundamental aspect of responsible corporate governance and considers the protection of human rights to be a central element of corporate responsibility.

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

The Company's goal is to ensure that human rights are respected in all companies within the Autoneum Group, by business partners and within the supply chain, and that no human rights violations occur. Autoneum develops and implements measures to support this goal.

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

MANAGEMENT APPROACH AND POLICIES

Autoneum is committed to complying with the following international standards:

- United Nations Global Compact
- UN Guiding Principles on Business and Human Rights
- International Bill of Human Rights (consisting of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights)
- International Labour Organization's Declaration on Fundamental Principles and Rights at Work
- OECD Guidelines for Multinational Enterprises
- Ten Principles of the United Nations Global Compact
- Ethical Trade Initiative (ETI) Base Code

Autoneum is committed to actively defining and implementing measures within its sphere of influence to prevent human rights violations within its global operations and value chain. Should any incidents nevertheless occur, Autoneum will take immediate measures to remedy them.

In this way, Autoneum not only implements its own ambitious goals in terms of social and economic responsibility but also ensures compliance with all applicable legal regulations and provisions within this area. At the national level in particular, some of its affiliated companies are subject to local laws aimed at protecting human rights and the environment.

Preventative and remedial measures

Autoneum does not tolerate any form of forced and child labor within its operations or its supply chain, as set out in the Autoneum Code of Conduct for Suppliers. Autoneum requests its suppliers to not tolerate any form of child labor within their operations or supply chain as stipulated by the International Labor Organization's conventions on Minimum Age and the Worst Forms of Child Labour. It is essential that children are not put at risk or deprived of an education or their childhood. They must not be in any way mentally, physically, socially or morally harmed by being forced to work.

The prevention, detection and reporting of any such violations are the responsibility of all Autoneum employees. The Company's employees, affected parties and any third parties are encouraged to report any violations of human rights obligations by Autoneum or within its supply chain. Reports can be made directly to the Company's compliance organization or through the Speak Up Line.

The Company seeks compliance with human and labor rights regulations among its suppliers through its Code of Conduct for Suppliers, the Supplier Assessment Questionnaire (SAQ) and/or a Child Labor Self-Declaration for suppliers. Some of the suppliers who have their own Child Labor policies/declarations, mainly within the EU, have shared them with the Company instead of signing Autoneum's self-declaration.

Any misconduct in the supply chain is recorded and evaluated in the supplier management system and, depending on its severity, can have negative consequences for the company concerned.

ACTIONS, PROGRESS AND KPIs

In 2024, Autoneum's purchasing department sent the Child Labor Self-Declaration to suppliers of the former Borgers Automotive entities. To date, the declaration has been distributed to direct, tooling and capex suppliers globally. It has been signed by around 65% of Autoneum's suppliers worldwide.

No instances of child labor or forced labor were identified within Autoneum's own operations or its supply chain in 2024. Consequently, no remedial measures were required. Based on an abstract assessment of industry and country risk on the supply chain due diligence platform that Autoneum uses, no significant risk was identified for incidents of child, forced or compulsory labor within Autoneum operations in 2024.

In 2024, Autoneum issued its Declaration on the Human Rights Strategy of the Autoneum Group. This declaration supplements the existing corporate policies on human rights, including the Code of Conduct, the Code of Conduct for Suppliers, the ESG Directive and the Corporate Responsibility Report.

This declaration was distributed to all Autoneum employees with an email address to raise awareness, along with information regarding the new role of the Human Rights Officer in July 2024.

These corporate policies aim to safeguard the highest standards throughout Autoneum. By preventing the use of forced and child labor, Autoneum seeks to positively and directly impact the living conditions and quality of life for individuals, communities and ecosystems.

Autoneum Holding AG has appointed a member of Autoneum's compliance organization as Human Rights Officer for the Autoneum Group. Starting in 2024, the Human Rights Officer, with the support of the Group Manager Responsible Supply Chain, will conduct annual risk analyses in order to identify, assess and address human rights-related risks at an early stage and to initiate countermeasures within the organization, where necessary.

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

Material compliance

INTRODUCTION

Material compliance is crucial to safeguarding the health and safety of consumers who drive cars equipped with Autoneum components. The Company ensures all suppliers adhere to material regulations through a range of tools and systems. The material compliance team at Autoneum is tasked with developing processes and tools that ensure the materials purchased and used in products meet both legal and customer requirements.

Any incident that could comprise consumer health due to the materials used in Autoneum's parts may result in legal and/or regulatory penalties, reputational damage and adverse effects on the Company's operations.

MANAGEMENT APPROACH AND POLICIES

Compliance Process Management Tool

The Company uses the best-practice Compliance Process Management Tool (CPM Tool) to ensure supplier adherence to material specifications and thresholds set by legal regulatory frameworks such as REACH54 and GADSL55, as well as those outlined by automobile manufacturers. The tool enables Autoneum to maintain a comprehensive database of these requirements and assists the Company and its suppliers in monitoring any changes on a single platform. For all functions involved in defining the materials used in Autoneum products, an e-learning program is available that covers significant material compliance topics.

Conflict materials

Special attention is given to conflict minerals, such as gold and ores used to produce tin, tantalum, or tungsten that are often linked to armed conflict in the Democratic Republic of the Congo (DRC). By keeping track of these minerals' origins and uses, Autoneum aims to prevent human and labor rights abuses and avoid funding armed conflicts. Encouraging suppliers to steer clear of conflict materials and protecting human rights within the supply chain helps lower the risk of harming Autoneum's reputation and meets customer expectations.

Autoneum does not directly purchase conflict minerals. However, certain suppliers may 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 International Material Data System (IMDS) to verify and document the materials sourced from suppliers. Moreover, selected suppliers will be subject to review through the SAQ as part of a third-party risk assessment.

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

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

KEY 2024 ACTIONS, PROGRESS AND KPIs

Autoneum updated the list of substances for its online CPM tool in 2024 and informed OEMs via internal contacts, such as sales managers or technical experts. The Company also monitored updates (notices) of Substances of Concern In Products (SCIP), a database operated by the European Chemicals Agency. Additionally, Autoneum is actively monitoring the regulation of Per- and Polyfluoroalkyl Substances (PFAS), analyzing the Company's exposure to these chemicals, and exploring potential replacements to mitigate any risks.

Autoneum continues to monitor the IMDS tool for updates, particularly those related to recycling content and the carbon footprint, ensuring that the Company stays compliant with new environmental standards. The integration of the former Borgers Automotive into the IMDS system is underway, with updates to the user list and instructions provided to Business Group administrators.

New updates concerning the European Deforestation Regulation are being tracked. An impact analysis based on detailed IMDS searches and the fulfillment of specific reporting requests from two OEMs is being conducted to ensure compliance and address any environmental concerns.

In 2024, Autoneum completed the chemical compliance surveys and certifications for two OEMs.

VISION 2025 OPERATIONAL TARGETS

Autoneum has set ambitious operational targets to improve material compliance:

Operational targets	on track	not on track
Strengthen and expand Company-wide material compliance framework – 99% of all identified suppliers fulfilled their conflict minerals reporting obligations to Autoneum by providing a CMRT to the Company[5].	✓	

[5]Autoneum continues to talk to the suppliers who don't meet the reporting obligations to see how they can become compliant in the future. If no solution is found, Autoneum may exclude these suppliers from new business awards.

Noise reduction of vehicles

INTRODUCTION

Effective acoustic treatment for vehicles is gaining further importance in light of new pass-by noise regulations introduced across the globe that aim to reduce health-damaging environmental noise pollution. Excessive noise pollution can have a negative impact on human health and well-being. By reducing noise emissions from vehicles, Autoneum contributes to improving the quality of life for people in urban areas. Based on Autoneum's 50+ years of experience in vehicle acoustic management, the Company supports customers in reducing exterior noise caused by the exhaust or rolling noise resulting from the friction of tires on the road, as well as disturbing interior sounds emitted by the combustion engine, e-motors and other electric devices in e-cars.

Failure to manufacture acoustic products that meet evolving pass-by-noise regulations could reduce demand for Autoneum's products, as cars and trucks must fulfill these noise requirements to be approved.

MANAGEMENT APPROACH AND POLICIES

Autoneum helps vehicle manufacturers meet new emissions regulations by developing innovative products, custom acoustic measurement systems and simulation software. Some of these solutions are now global industry standards.

All Autoneum components are based on technologies whose material properties help improve the acoustic management of vehicles. They include Hybrid-Acoustics PET and Theta-FiberCell, which are used for the treatment of e-motors and combustion engines, as well as Propylat PET-based wheelhouse outer liners, heatshields made of RIMIC and Ultra-Silent-based underbody systems.

KEY 2024 ACTIONS, PROGRESS AND KPIs

The Wheelhouse Expert Network discussed several new ways to improve wheelhouse liner technologies. Two ideas made it to Autoneum's Wave innovation platform, and one project was launched.

Autoneum's Research and Technology team also joined a European-funded project focused on reducing road noise. The project aimed to create a lightweight, eco-friendly wheelhouse liner using non-woven fabrics. Partners included Autoneum, Groz-Beckert KG and Dilo. The goal was to enhance noise absorption at low and mid frequencies.

The Company developed a new acoustic underbody technology that combines an acoustically absorbing fibrous material (Propylat Mineral) with the D-LFT process to make monomaterial (reinforced Polypropylene) acoustic underbody shields. This technology produces no waste and offers superior stiffness. Autoneum also created a new heavy layer formulation (using 20% recycled content) for the injection process to make e-motor encapsulations.

On the simulation side, experts from Autoneum's computer-aided Engineering Acoustic and Thermal Management team in Winterthur validated an easy-to-use method to predict the pass-by noise level of a new vehicle during the design phase when no prototypes are available. This required a new mathematical method, a new algorithm and a graphical user interface to help clients use this method easily. This approach will help optimize pass-by noise levels generated by tires.

TCFD Report

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

Governance

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

The responsibility for these climate-related duties and responsibilities is delegated to the Board of Directors' Strategy and Sustainability Committee (StSC). The committee meets at least twice a year and prepares an executive summary of the progress together with the management. In 2024, climate-related topics were discussed by the Strategy and Sustainability Committee at each meeting (3 meetings in 2024). Additionally, the Compliance/Corporate Responsibility (CR) update is a standard agenda item at every regular Board of Directors (BoD) meeting. In 2024, there were five regular BoD meetings. For each meeting, written documentation, including CR topics, was provided, and Group General Counsel & Head Compliance delivered the Compliance/CR update, which also includes climate-related topics, such as the Company's greenhouse gas emissions targets and performance, the strategic opportunities and risks linked to climate change, the materiality assessment and the ESG scoring.

In addition, Autoneum maintains a Risk Management System and procedures for identifying, reporting and managing risks. A dedicated section addresses ESG risks, including climate change. An aggregated review of all identified risks and measures to address them is performed by the Risk Council, consisting of the Business Group Controllers and the Corporate Function Heads. The review results are summarized in the Risk Report and presented twice a year to the Board of Directors and the Group Executive Board. Specific climate-related risks are reviewed and consolidated by the Head of Strategy and Sustainability and presented in the StSC. The Audit Committee ensures overall supervision of Risk Management, and the Board of Directors takes note of the Risk Report and audit-related topics for the Corporate Responsibility Report.

The Board of Directors delegates operational business management – including climate-related issues – to the CEO. He leads the Corporate Responsibility Steering Committee, which consists of the Group Executive Board and the Corporate Responsibility Organization. It meets four times a year to oversee and manage the whole Corporate Responsibility Organization. The Committee oversees the implementation of the Advance Sustainability Strategy 2025, and the progress of the Company's new strategic pillar "Be the sustainability benchmark." It monitors the performance of ESG topics, continuously reviews potential risks in the area of Corporate Responsibility and defines important measures. Each ESG topic, including climate, is led by a workstream leader who consolidates qualitative and quantitative information and reports to the Committee. In 2024, the Corporate Responsibility Steering Committee focused mainly, but not exclusively, on the reduction of emissions toward the Company targets validated by the Science Based Targets Initiative (SBTi), in addition to initiatives to reduce energy, waste and water, as well as sustainability ratings and new reporting obligations.

The implementation of the sustainability strategy and its corresponding measures is primarily overseen by the Corporate Responsibility Organization, which is managed by the Corporate Responsibility Steering Committee. The Corporate Responsibility Organization comprises members from various functions, including Research & Technology, Strategy, Operations, Purchasing, Environment, Health & Safety (EHS), Human Resources, Legal & Compliance and Communications. The members collaborate at both global and regional levels to systematically implement the sustainability initiatives, aligning them with the Company's long-term vision across five dimensions of Corporate Responsibility: ESG Management, Planet, People, Business Ethics and Responsible Supply Chain. Each of the 5 workstreams is managed by a Workstream Leader, with Strategy responsible for ESG Management and Planet.

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

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

The Risk Management system, which covers risk identification, analysis, control and reporting, is the responsibility of the Board of Directors and is implemented by the Risk Council. The Company's managers ensure the identification of short- and mid-term operational risks, including extreme weather events. The Risk Council prepares the Risk Report, which includes climate and other ESG risks. The Risk Report is forwarded to the Audit Committee (AC), which is responsible for the supervision of risk management at the BoD level.

Strategy

CLIMATE-RELATED RISKS AND OPPORTUNITIES

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

To better understand the future impact of the identified risks and opportunities on its business strategy, Autoneum conducted a qualitative scenario analysis. To do this, Autoneum used the Shared Socio-economic Pathways (SSP) scenarios, which are based on the Intergovernmental Panel on Climate Change (IPCC) and also take into account socio-economic development. To assess its resilience to climate change, Autoneum considers two different scenarios: one well below 2°C, known as "Sustainability – Taking the Green Road" (SSP1-2.6), and one above 2°C, known as "Regional Rivalry – A Rocky Road" (SSP3-4.5). The goal was to assess risks for both scenarios and to assess and increase Autoneum's resilience for both future options.

Climate-related physical risks

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

Table 1: Physical risks

	Physical risk	Impact on Autoneum	Measures
Physical risk, acute	Extreme heatwave • Value chain: whole value chain • Time horizon: short-term	Some plants are affected by extreme heatwaves, which can impact productivity. >Low financial impact	Monitor and evaluate risk with risk data and service platform.
	Extreme weather events (e.g., floods, wind storms, wildfires, tornadoes) • Value chain: whole value chain • Time horizon: short-term	With some plants not far from areas affected by recent flooding (Hnátnice in the Czech Republic, Valldoreix in Spain), Autoneum faces the risk that such events could cause significant damage to one or more of its own facilities or those of its customers and/or sub-suppliers. >Medium financial impact	These risks are taken into account in Autoneum's business continuity plan. Autoneum has 14 operations with a very high risk: 4 with lightning, 3 with flooding, 2 with storms, 2 with tornadoes, 1 with earthquakes, 1 with hailstorms and 1 with wildfire.
Physical risk, chronic	Water stress • Value chain: whole value chain • Time horizon: medium-term	Declining water quality, long-lasting droughts and increased water stress can impact operations. >Low financial impact	These risks are taken into account in the Company's business continuity plan. Supply chain risk under evaluation. Autoneum has 18 plants in areas with high or extremely high water stress. This number is expected to grow to 21 plants by 2030.
	Rising sea levels • Value chain: whole value chain • Time horizon: long-term	Coastal flooding could impact operations. Limited risk in the mid-term but expected to increase in the long term. To be monitored. >Medium financial impact	Monitor and evaluate risks with risk data and service platform.
	Changes in biodiversity Value chain: suppliers Time horizon: long-term	Changes in biodiversity and affected ecosystems could disrupt the supply chain (e.g., cotton or other natural fibres). However, it's a question of price (it depends on whether the materials can be substituted). >Low financial impact	Not needed for the moment / low risk.

Autoneum's assessment showed that it faces some physical risks that might pose financial implications such as direct damage to assets. The main risks identified are extreme weather events or rising sea levels. These might affect Autoneum's sites as well as its suppliers. However, the assessment showed that their financial impact would still be moderate.

Assessments conducted by the insurance company showed that 14 of Autoneum's own operations have a very high risk due to extreme weather events (see table above).

Although some risks already occur today, they would worsen in the above 2°C scenario. In this scenario, supply chain and operational disruptions would be prevalent, underscoring the importance of introducing protective measures and contributing to a lower-emissions economy.

Climate-related transition risks and opportunities

The transition to a lower-carbon economy may require policy, legal, technological or market changes to address mitigation and adaptation requirements related to climate change. Depending on the nature and speed of these changes, transition risks may pose varying levels of financial risks to organizations.

Table 2: Transition risks

	Transition risk	Impact on Autoneum	Measures
Transition risk, Policy & Legal	Missing important environmental legislation changes and local emissions regulations • Value chain: own operations • Time horizon: short-term	Missing important environmental legislation changes could lead to reputational or financial impact. >Change in regulation could impact legacy equipment and capex >Low financial impact	Automated alerts, newsletters, seminars, external counsel, etc.
	Local emission regulations • Value chain: own operations • Time horizon: short-term	Some equipment might become obsolete because of non-compliance with local emission regulations (e.g., boilers in Bloomsburg). This would mean that Autoneum needs to invest in new equipment. >Low financial impact	Regular monitoring and analysis of emission regulations. Anticipate and plan for new investment.
	Policies not aligned in different regions • Value chain: whole value chain • Time horizon: medium-term	If policies across different regions are not aligned, this could lead to a lack of standardization and a diversity of technology, which might increase costs and shift production between regions. >Low financial impact	Adopt regional strategies / monitor standard adoption.
	Increased climate-related regulations (carbon pricing, CBAM, reporting) • Value chain: suppliers, own operations • Time horizon: medium-term	Taxes on CO_2 on aluminum imported to Europe from 2026 onwards could increase costs in purchasing as well as own operations. >Low financial impact	Reduction of CO_2 emissions within own operations. Autoneum aluminum global suppliers are already working on reducing emissions with accelerated plans as the majority of their production is exported to the EU.
	Reporting obligations • Value chain: own operations • Time horizon: short-term	In order to comply with increasing reporting obligations, Autoneum needs to add internal resources. Failure to report correctly on mandatory disclosures like TCFD and CSRD can entail fines. >Low financial impact	Efficient organization in place. The Sustainability team was strengthened in 2024 to ensure compliant reporting for own operations as well as the supply chain.
Transition risk, Technology	Obsolescence for some technologies • Value chain: own operations • Time horizon: medium-term	Legacy equipment might become obsolete, for example heavy layer, polyurethane foam, which would entail new investments in new production lines (e.g., felt). >Low financial impact	Anticipate/limit new investment for technologies at risk and outsource obsolete technologies.
	Sourcing of recycled material, especially recycled polyester • Value chain: suppliers • Time horizon: medium-term	Potential price increase and capacity risks due to increasing demand from other industries for bottle flakes. >Medium financial impact	Autoneum conducted a thorough assessment in 2024 and demonstrated a low risk of shortages for bottle flakes that Autoneum purchases. The purchasing and development teams are developing alternative sources of recycled polyester.
Transition risk, Market	Electrification • Value chain: customers • Time horizon: medium-term	Some customers might not be able to adapt fast enough to market electrification. >Medium financial impact	Gain market share with Chinese OEMs, which have competitive and technological advantages with regard to BEVs. Achieve through internal growth and/or acquisitions.
	Value decrease of some products • Value chain: own operations • Time horizon: medium-term	Due to the transition to electric mobility, some products might become obsolete or decrease in value, e.g., heat shields, hoodliner, underfloor shields. >Medium financial impact	Compensate sales loss through new products for electric cars (i.e., battery protection parts, e-motor treatment, frunks). Limited risks as more than 90% of Autoneum's products are suitable for all kinds of powertrains.

Table 2: Transition risks (continued)

	Transition risk	Impact on Autoneum	Measures
Transition risk, Market	Sourcing of green electricity • Value chain: suppliers, own operations • Time horizon: short-term	Costs for renewable electricity fluctuate depending on customer demands. >Low financial impact	Investigating multiple solutions to minimize costs: solar panel installation; hedging the purchase of renewable energy certificates (mostly EU); long-term purchasing power agreement. Policy of cost sharing with customers.
Transition risk, Reputation	Discrepancy of Autoneum's ESG performance with commitments and/or expectations - Value chain: whole value chain - Time horizon: short-term	Automotive suppliers like Autoneum may face reputational risks from participation in the automotive industry. Also, failure to abide by public ESG commitments could lead to a significant loss of reputation, a decline in the Company's value and loss of sales. >Reputational impact	Autoneum has embedded sustainability in its strategy to ensure long-term commitment in all ESG aspects, including climate change adaptation and mitigation.
	Risk of not being able to recycle waste. • Value chain: own operations • Time horizon: medium-term	Risk of not being able to recycle waste, e.g., mixed products containing glass fibers. >Reputational impact	Striving to develop monomaterial solutions to facilitate recycling. Partnering with external companies to find other uses for the waste.
	Expensive solution to eliminate fossil fuel from Autoneum's operations • Value chain: suppliers, own operations • Time horizon: medium-term	Difficulties to reduce Scope 1 emissions due to expensive alternative equipment.	Maximize energy efficiency in all plants, systemically check public funding opportunities to change technologies, evaluate use of biofuels where available.

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

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

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

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

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

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

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

Table 3: Climate-related opportunities

	Transition opportunity	Impact on Autoneum	Measures
Resource efficiency & energy source	Cheaper recycled materials • Value chain: own operations • Time horizon: medium-term	Increasing regulation will favor the recycling industry and should lead to higher volumes. >Medium financial impact	Purchasing sourcing and developing alternative suppliers, closed loop recycling solutions in line with evolving regulations.
	Waste efficiency • Value chain: own operations • Time horizon: long-term	Opportunity to recycle Autoneum's production cut-offs and reduce waste disposal and material costs. >Medium financial impact	"Zero waste vision" initiative kicked off as part of the Level Up strategy. Waste reduction targets are included in Group bonus.
	Energy consumption • Value chain: own operations • Time horizon: short-term	Opportunity to reduce energy consumption, which in turn saves costs. >Low financial impact	Targets set for all Autoneum plants based on energy reduction guidelines. Energy reduction targets are included in Group bonus.
Technology	New products for electric cars • Value chain: own operations • Time horizon: medium-term	Opportunity to develop specific, high-value products for electric cars. >Medium financial impact	Creation of a dedicated New Mobility Team and new R&T resources in China.
	Standardization of materials • Value chain: own operations • Time horizon: long-term	Opportunity to decrease BOM complexity and to standardize material sourcing and production equipment. >Low financial impact	Strive to implement standardized bill of materials leveraging the demand for sustainable products.
Transition opportunity, Market	Circular economy • Value chain: whole value chain • Time horizon: long-term	Business growth opportunity thanks to the transition to a more circular economy in line with EU regulations for end-of-life vehicles. >Low financial impact	Develop innovative monomaterial solutions that can be collected and recycled at the end of a vehicle's life (i.e., monomaterial polyester carpets).
	Differentiation • Value chain: whole value chain • Time horizon: short-term	The opportunity to differentiate from competition by rolling out sustainable products and increase its market share. >Low financial impact	Autoneum's high level of vertical integration and expertise in all textile products is key to innovation and differentiation.
	Competitiveness with suppliers • Value chain: suppliers • Time horizon: medium-term	Increasing climate-related regulations worldwide force Autoneum's suppliers outside the EU to adapt and progress. >Low financial impact	To maintain its competitive sources outside the EU, Autoneum has anticipated tightening regulation with key suppliers (i.e., aluminum suppliers submitted to CBAM).
Transition opportunity, Reputation	Differentiation • Value chain: customers • Time horizon: short-term	Opportunity to differentiate through transparency disclosure and ESG Rating.	Autoneum is the first Company among its peers to receive validation for a mid-term SBTi target. Other recognition includes a gold medal from EcoVadis.

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

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

CLIMATE TRANSITION PLAN

The climate transition plan aims to mitigate Autoneum's impacts, to reduce its climate-related risks, and seize the opportunities the Company has identified. Autoneum recognizes that it is part of an emission-intensive industry, which makes the decarbonization of its business particularly relevant. In 2021, Autoneum integrated absolute greenhouse house gas emissions targets into its advanced Sustainability Strategy 2025. In January 2023, the SBTi validated the Company's mid-term reduction targets, which are in line with a well-below 2°C trajectory:

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

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

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

Integration into corporate strategy

In 2024, Autoneum released its new corporate strategy Level Up, which consists of 6 strategic pillars. Two of the pillars address issues that are relevant for the group's transition to a lower-emission economy:

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

Strategic measures

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

Emissions reduction in own operations

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

1. **Eco-efficient production processes:** The Company focuses on minimizing energy and water consumption, as well as reducing and recycling waste materials. In 2024, Autoneum executed 262 eco-efficiency projects across all regions, introducing energy efficiency measures and recycling methods for raw materials.
2. **Renewable energy adoption:** Autoneum has installed solar panels at 3 additional plants in Europe and South America, enabling these facilities to generate electricity from renewable sources.
3. **Energy management certification:** The Company has continued its certification process, with 3 additional plants achieving ISO 50001 certification in 2024, bringing the total number of locations certified to 82.1%. This standard supports organizations in developing efficient energy management systems.
4. **Sustainable product development:** Autoneum has launched innovative, environmentally friendly carpet systems made entirely of polyester, which incorporate a high proportion of recycled materials. The production of these new monomaterial needlepunch and tufted carpets requires substantially less energy and absolutely no water, which increases their sustainability.

More detailed information on the management of energy and emissions within Autoneum's own operations can be found in the Energy and emissions material topic.

Supply chain engagement

Autoneum is committed to reducing its Scope 3 greenhouse gas emissions, particularly those arising from purchased goods and services. The Company has set a target to decrease these emissions by 20% by 2027. In order to meet its target, Autoneum has identified the most critical families that contribute to 57% of the directly purchased material emissions. These material families are: aluminum, virgin fibers, yarns and polyurethane foams. Autoneum has engaged with the main suppliers of these commodities to set emission factor targets in line with its ambition to reduce Scope 3.

The measures include:

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

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

Increasing portfolio of low carbon products

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

1. **Innovation in sustainable technologies:** The Company focuses on developing products that deliver improvements in sustainability. This includes replacing less sustainable technologies with innovative, eco-friendly alternatives.
2. **Utilization of recycled materials:** Autoneum incorporates recycled materials into its products. For instance, interior floor products are designed to be lighter and more environmentally friendly, contributing to a reduced carbon footprint.
3. **Development of monomaterial solutions to enable recycling:**. Autoneum's product portfolio already includes 100% polyester carpets, underbody and interior trim parts, which also contributes to a reduction of Scope 3 emissions in Category 1 and Category 5.

Through these measures, Autoneum strives to increase the share of low-carbon products in its portfolio, aligning with its commitment to sustainability and environmental responsibility.

Customer engagement

To reduce the climate impact of its products throughout the entire lifecycle, Autoneum engages with its customers by developing and supplying innovative, lightweight components that enhance vehicle efficiency. These components, such as underbody systems made of Ultra-Silent, are up to 50% lighter than traditional plastic alternatives, leading to lower fuel consumption and reduced CO_2 emissions. Additionally, Autoneum's products improve vehicle aerodynamics, further contributing to emission reductions. The exchange with customers is also a focus in connection with ambitious pre-development projects like the Polestar 0 project or the project Renault Emblème, which aims to reduce the cradle-to-gate emissions by 90%. More detailed information on customer engagement in the context of these projects can be found in the Planet section.

Financial planning

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

R&T investments: Autoneum prioritizes innovation and sustainability in R&T, focusing on products that enhance vehicle efficiency and reduce environmental impacts. Initiatives like “Autoneum Pure.” and “Autoneum Blue.” reflect this focus. In line with the new Level Up corporate strategy, which focuses on innovation and a future-fit product portfolio among other things, Autoneum has further expanded its research and development activities in 2024 with a particular focus on New Mobility. In addition to establishing a specialized team to accelerate the development and market readiness of novel products and technologies for electric vehicles, the Company has complemented its global innovation network with a new R&T Center in Shanghai, China.

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

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

Access to capital: Autoneum’s emphasis on ESG criteria makes it attractive to sustainability-focused investors, strengthening its position in the capital markets.

AUTONEUM’S RESILIENCE CONSIDERING CLIMATE SCENARIOS

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

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

Risk management

Autoneum maintains a Risk Management System and procedures for the identification, reporting and management of risks. The Company regularly assesses general business risks related to strategic, operational, financial, compliance, capital, litigation, legal, environmental, human rights violation and other corporate responsibility risks.

In 2024, a team of sustainability experts from the Corporate Functions and the Business Groups identified potential climate-related risks and opportunities in a comprehensive way. These experts include representatives from the Business Groups, Operations, Research and Technology, Legal, Strategy, Purchasing, Finance, EHS and Quality. The starting point was an in-depth analysis of the current risks regarding climate-related aspects. During workshops, the team determined where in the value chain risks and opportunities are most likely to occur, as well as the time horizon under which the risks are expected to play out. Based on the Company’s risk classification scheme, the team also assessed the financial and the strategic impacts that the risks and opportunities would have on the Company’s strategy and planning.

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

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

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

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

By fully integrating climate-related risk assessments into its broader risk management processes, Autoneum ensures that environmental considerations are integral to its strategic planning and operational activities.

Metrics and targets

Autoneum is committed to achieving net-zero emissions by 2050, in line with Switzerland’s national climate target. The Company aims to reduce the CO_2 emissions caused by its business activities as much as possible and has set near-term targets that are validated by the SBTi (see climate transition plan).

Detailed information on its decarbonization roadmap, including current and planned measures to reduce greenhouse gas emissions, can be found in the Planet section. The development of the Company’s climate-related metrics is also shown in this section.

GRI content index

CONTENT INDEX ESSENTIALS SERVICE 2025

Autoneum Holding AG has reported in accordance with the GRI Standards for the period January 1, 2024 to December 31, 2024. For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders. The service was performed on the English version of the report. Autoneum publishes an annual Corporate Responsibility Report (CRR). The report for 2024 was issued on March 12, 2025. The contact person for matters relating to this CRR is Bernhard Weber, Head Financial Services & IR (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)	Assured by KPMG
	THE ORGANIZATION AND ITS REPORTING PRACTICES			
GRI 2: General Disclosures 2021	2-1 Organizational details	CRR 24, p. 6, 8		
	2-2 Entities included in the organization's sustainability reporting	If not stated otherwise: Autoneum and its consolidated subsidiaries (AR 24, p. 149)		
	2-3 Reporting period, frequency and contact point	CRR 24, p. 82		
	2-4 Restatements of information	Restatements for emissions (CRR 24, p. 41)		
	OPERATIONS AND WORKERS			
	2-6 Activities, value chain and other business relationships	CRR 24, p. 6, 12		
	2-7 Employees	CRR 24, p. 53		✓
	2-8 Workers who are not employees		Information unavailable/incomplete: 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 24, p. 63		
	2-10 Nomination and selection of the highest governance body	AR 24, p. 63		
	2-11 Chair of the highest governance body	AR 24, p. 67		
	2-12 Role of the highest governance body in overseeing the management of impacts	CRR 24, p. 17		
	2-13 Delegation of responsibility for managing impacts	CRR 24, p. 17		
	2-14 Role of the highest governance body in sustainability reporting	CRR 24, p. 17		
	2-15 Conflicts of interest	AR 24, p. 69-70		
	2-16 Communication of critical concerns	CRR 24, p. 61		
	2-17 Collective knowledge of the highest governance body	AR 24, p. 67		
	2-18 Evaluation of the performance of the highest governance body	AR 24, p. 64		
	2-19 Remuneration policies	AR 24, p. 146-157		
	2-20 Process to determine remuneration	AR 24, p. 146-157		
	2-21 Annual total compensation ratio		Information unavailable/incomplete: 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 24, p. 7		
	2-23 Policy commitments	CRR 24, p. 61		
	2-24 Embedding policy commitments	CRR 24, p. 61		
	2-25 Processes to remediate negative impacts	CRR 24, p. 61		
	2-26 Mechanisms for seeking advice and raising concerns	CRR 24, p. 61		
	2-27 Compliance with laws and regulations	CRR 24, p. 63		
	2-28 Membership associations	CRR 24, p. 22		
	STAKEHOLDER ENGAGEMENT			
	2-29 Approach to stakeholder engagement	CRR 24, p. 22		
	2-30 Collective bargaining agreements	CRR 24, p. 53		

Material topics

GRI Standard	Disclosure	Location* / information	Omission (requirement omitted, reason, explanation)	Assured by KPMG
	MATERIALITY ANALYSIS AND LIST OF MATERIAL TOPICS			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	CRR 24, p. 20		
	3-2 List of material topics	CRR 24, p. 20		
	MATERIALS AND INNOVATION OF RESOURCE-EFFICIENT PRODUCTS			
GRI 3: Material Topics 2021	3-3 Management of material topics	CRR 24, p. 28		
GRI 301: Materials 2016	301-2 Recycled input materials used		Information unavailable/incomplete. Autoneum does not yet collect systematically data on the use of recycled materials from its suppliers (301-2 a). The Company is exploring ways to collect this information in the mid term.	
	301-3 Reclaimed products and their packaging materials		Information unavailable/incomplete. Autoneum does not yet track its reclaimed products and their packaging. The Company is developing monomaterial products to facilitate reclaiming in the future at the end of life.	
	ENERGY AND EMISSIONS			
GRI 3: Material Topics 2021	3-3 Management of material topics	CRR 24, p. 32		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	CRR 24, p. 41		✓
	302-3 Energy intensity	CRR 24, p. 41		✓
	302-4 Reduction of energy consumption	CRR 24, p. 41		✓
	302-5 Reductions in energy requirements of products and services	CRR 24, p. 34		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	CRR 24, p. 41		✓
	305-2 Energy indirect (Scope 2) GHG emissions	CRR 24, p. 41		✓
	305-3 Other indirect (Scope 3) GHG emissions	CRR 24, p. 41		✓
	305-4 GHG emissions intensity	CRR 24, p. 41		✓
	305-5 Reduction of GHG emissions	CRR 24, p. 41		
	WATER AND EFFLUENTS			
GRI 3: Material Topics 2021	3-3 Management of material topics	CRR 24, p. 38		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	CRR 24, p. 38		
	303-3 Water withdrawal	CRR 24, p. 41		✓
	303-4 Water discharge		Information unavailable/incomplete. No data available for total water discharge to all areas in megaliters.	
	303-5 Water consumption		Information unavailable/incomplete. Data not available for water consumption from all areas in megaliters. Assumed to be low.	
	WASTE			
GRI 3: Material Topics 2021	3-3 Management of material topics	CRR 24, p. 39		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	CRR 24, p. 39		
	306-2 Management of significant waste-related impacts	CRR 24, p. 39		
	306-3 Waste generated		Information unavailable/incomplete. Data not available to classify waste depending on the type of material, e.g., plastic, metal, textile.	✓
	306-4 Waste diverted from disposal	CRR 24, p. 41		
	306-5 Waste directed to disposal	CRR 24, p. 41		

GRI Standard	Disclosure		Location* / information	Omission (requirement omitted, reason, explanation)	Assured by KPMG
	OCCUPATIONAL HEALTH AND SAFETY				
GRI 3: Material Topics 2021	3-3	Management of material topics	CRR 24, p. 44		
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	CRR 24, p. 44		
	403-2	Hazard identification, risk assessment, and incident investigation	CRR 24, p. 45	Information unavailable/incomplete. Data (403-2 a-d) not available for workers who are not employees but whose work and/or workplace is controlled by the organization.	
	403-3	Occupational health services		Information unavailable/incomplete. Data not available for workers who are not employees but whose work and/or workplace is controlled by the organization.	
	403-5	Worker training on occupational health and safety	CRR 24, p. 45		
	403-8	Workers covered by an occupational health and safety management system	CRR 24, p. 44	Information unavailable/incomplete. Data (403-8 a-c) not available for workers who are not employees but whose work and/or workplace is controlled by the organization.	
	403-9	Work-related injuries	CRR 24, p. 46-48	Information unavailable/incomplete. Data for high-consequence work-related injuries for all employees and for workers who are not employees but whose work and/or workplace is controlled by the organization is not available. Separate data not available for the number of hours worked for all employees and for workers who are not employees but whose work and/or workplace is controlled by the organization. As a result, separate IFR data is not available for each of these groups. The data for accidents and planned hours worked is not available for the following locations: Winterthur, Switzerland; Aubergenville, France; Munich and Sindelfingen, Germany; Farmington Hills, USA; Shanghai and Changchun, China; Pune in India; Seoul in Korea; and Chon Burt in Thailand.	✓
	EQUAL TREATMENT AND OPPORTUNITIES FOR ALL				
GRI 3: Material Topics 2021	3-3	Management of material topics	CRR 24, p. 48		
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	CRR 24, p. 54	Information unavailable/incomplete. Data not available to provide information by employee category and gender for average hours of training. (404-1 a.i. & 404-1 a.ii)	✓
	404-2	Programs for upgrading employee skills and transition assistance programs	CRR 24, p. 50, 54	Information unavailable/incomplete. The Company currently does not provide training for employees who are retiring or who have been terminated at all locations (404-2 b).	
	404-3	Percentage of employees receiving regular performance and career development reviews	CRR 24, p. 53		
GRI 405: Diversity and equal opportunity 2016	405-1	Diversity of governance bodies and employees	CRR 24, p. 52		✓
	405-2	Ratio of basic salary and remuneration of women and men		Information unavailable/incomplete. Data not yet available for most locations. Provided whenever there is a legal requirement. Case-by case renumeration analysis is done during the hiring process or annual salary review.	
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	CRR 24, p. 51		
	LOCAL COMMUNITIES				
GRI 3: Material Topics 2021	3-3	Management of material topics	CRR 24, p. 55	Information unavailable/incomplete. Data (3-3 e) not fully tracked.	
	INDIRECT ECONOMIC IMPACTS				
GRI 3: Material Topics 2021	3-3	Management of material topics	CRR 24, p. 57	Information unavailable/incomplete. Data (3-3 e) not fully tracked.	

GRI Standard	Disclosure		Location* / information	Omission (requirement omitted, reason, explanation)	Assured by KPMG
	ANTI-CORRUPTION AND ANTI-COMPETITIVE BEHAVIOR				
GRI 3: Material Topics 2021	3-3	Management of material topics	CRR 24, p. 60		
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption		Information unavailable/incomplete. Data not yet fully tracked. In 2024, Autoneum had not yet started assessing its operations specifically for risks related to corruption. The information and data (205-1 a&b) were therefore not yet available. At the beginning of 2025, Autoneum conducted an abstract risk assessment for its own organization using a third-party service provider. The Company plans to send out questionnaires to its plants regarding risks related to corruption in 2025.	
	205-2	Communication and training about anti-corruption policies and procedures	CRR 24, p. 63	Information unavailable/incomplete. Data not available for total number and percentage of business partners (205-2 c) that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region.	✓
	205-3	Confirmed incidents of corruption and actions taken	CRR 24, p. 63		✓
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	CRR 24, p. 63		
	PROCUREMENT PRACTICES				
GRI 3: Material Topics 2021	3-3	Management of material topics	CRR 24, p. 64		
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers		Confidentiality constraints. Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services produced locally) is confidential.	
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria		Information unavailable/incomplete. While Autoneum screens new suppliers using environmental criteria through self-assessments and quality audits, it does not yet have a systematic process to track the data globally.	
	308-2	Negative environmental impacts in the supply chain and actions taken	CRR 24, p. 67	Information unavailable/incomplete. As Autoneum does not yet have a systematic process to track the data globally, the data (308-2 a) is not yet available.	
GRI 414: Supplier Social Assessment	414-1	New suppliers that were screened using social criteria		Information unavailable/incomplete. While Autoneum screens new suppliers from the identified risk categories only using social criteria through self-assessments, it does not yet have a systematic process to track the data globally.	
	414-2	Negative social impacts in the supply chain and actions taken	CRR 24, p. 65	Information unavailable/incomplete. As Autoneum does not yet have a systematic process to track the data globally, the data (414-2 a) is not yet available.	
	CHILD LABOR AND FORCED LABOR				
GRI 3: Material Topics 2021	3-3	Management of material topics	CRR 24, p. 68		
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor		Information unavailable/incomplete. A full analysis of Autoneum's supply chain has not yet been conducted. The Risk Assessment will be extended in 2025 to cover more suppliers globally.	
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		Information unavailable/incomplete. A full analysis of Autoneum's supply chain has not yet been conducted. The Risk Assessment will be extended in 2025 to cover more suppliers globally.	
	MATERIAL COMPLIANCE				
GRI 3: Material Topics 2021	3-3	Management of material topics	CRR 24, p. 69		
	NOISE REDUCTION OF VEHICLES				
GRI 3: Material Topics 2021	3-3	Management of material topics	CRR 24, p. 71		

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

To the Board of Directors of Autoneum Holding AG, Winterthur

We have undertaken a limited assurance engagement on Autoneum Holding AG's (hereinafter "Autoneum") and its subsidiaries (the Group) following selected Sustainability Information for the year 2024 (hereinafter "Sustainability Information"):

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

The sections are marked with ✓ in the GRI Index (page 82–85) of the Corporate Responsibility Report for the year ending on December 31, 2024.

Our Limited Assurance Conclusion

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

Our assurance engagement and our conclusion do not extend to information in respect of earlier periods or future looking information included in the Corporate Responsibility Report 2024, information linked from the Corporate Responsibility Report 2024 or any images, audio files or embedded videos.

Understanding how Autoneum Holding AG has Prepared the Sustainability Information

Autoneum prepared the Sustainability Information using the following criteria (hereinafter referred to as the "Sustainability Reporting Criteria"):

- For Global Reporting Initiative (GRI) related KPIs – GRI Standards

Consequently, the Sustainability Information needs to be read and understood together with these standards and criteria.

Inherent Limitations in Preparing the Sustainability Information

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

Autoneum's Responsibilities

The Board of Directors of Autoneum is responsible for:

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

Our Responsibilities

We are responsible for:

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

- reporting our independent conclusion to the Board of Directors of Autoneum Holding AG.

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

Professional Standards Applied

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

Our Independence and Quality Control

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

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

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

Summary of the Work we Performed as the Basis for our Assurance Conclusion

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

- assessment of the design and implementation of systems, processes and internal controls for determining, processing and monitoring sustainability performance data, including the consolidation of data;
- inquiries of employees responsible for the determination and consolidation as well as the implementation of internal control procedures regarding the selected disclosures;
- inspection of selected internal and external documents to determine whether quantitative and qualitative information is supported by sufficient evidence and presented in an accurate and balanced manner;

- assessment of the data collection, validation and reporting processes as well as the reliability of the reported data on a test basis and through testing of selected calculations;
- analytical assessment of the data and trends of the quantitative disclosures included in the scope of the limited assurance engagement; and
- assessment of the consistency of the disclosures applicable to Autoneum with the other disclosures and key figures and of the overall presentation of the disclosures through critical reading of the Corporate Responsibility Report 2024.

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

KPMG AG

Cyrill Kaufmann
Licensed Audit Expert

Kathrin Schünke
Licensed Audit Expert

Zurich, March 11, 2025

KPMG AG, Badenerstrasse 172, CH-8036 Zurich

Contact

Bernhard Weber
Head Financial Services & IR
investor@autoneum.com

ESG Rating Disclaimers

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Legal Notice

Cautionary statement on forward-looking information:
All statements in this CR Report which do not refer to historical facts are forecasts for the future that include no representations or warranties, express or implied, as to the accuracy or completeness of the information provided in this CR Report and any liability whatsoever is disclaimed. Forward-looking information is based on current expectations, estimates and projections about factors that may affect the Group's future performance. These expectations, estimates and projections are generally identifiable by statements containing words such as 'expects,' 'estimates,' 'targets,' 'aim', 'outlook' or similar expressions.

There are numerous risks, uncertainties and other factors, many of which are beyond Autoneum's control, that could cause Autoneum's actual results to differ materially from the forward-looking information and statements made in this CR Report and that could affect Autoneum's ability to achieve its stated targets. The important factors that could cause such differences include, among others: global economic conditions, exchange rates, legal provisions, market conditions, activities by competitors and other factors outside Autoneum's control. Although Autoneum believes that its expectations reflected in any such forward-looking statements are based on reasonable assumptions, it can give no assurance that those expectations will be achieved.

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

March 2025

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Autoneum. Mastering sound and heat.