



Sustainability Report Brose Group 2024

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About this report

This Sustainability Report, like this year's financial report, covers the reporting period from 1 January to 31 December 2024. Brose also aims to adhere to an annual reporting schedule in the future [GRI 2-3]. The contents of the report are guided by the materiality assessment based on GRI standards, which was performed for the 2019 Sustainability Report (see Materiality assessment, p. 11). It was validated for the 2024 Sustainability Report. Unless otherwise stipulated, all information contained in the report refers to the entire Brose Group, excluding Brose Sitech GmbH – the joint venture between the Brose Group and Volkswagen AG [GRI 2-2].

Responsible for content in the sense of German Press Law: Stefan Krug, Chief Executive Officer and Chief Operating Officer, Brose SE, Max-Brose-Straße 1, 96450 Coburg, Germany. This report was approved by the Brose Executive Board.

Liability disclaimer

We have prepared the data contained in this Sustainability Report with the utmost care. Nevertheless, the Brose Group accepts no liability and makes no guarantee with respect to the correctness or accuracy of the information contained in this Sustainability Report. In addition to retrospective analysis, forward-looking statements made in this report were prepared based on existing forecasts. Although these have been prepared with the utmost care, unforeseeable developments in the future may lead to different results. Therefore, any forward-looking statements made in this report should not be regarded as certain. The Brose Group reserves the right to update this Sustainability Report without additional notice [GRI 2-4].

Foreword of the Executive Board



Ladies and Gentlemen,

For us as a company, sustainable operations mean taking responsibility for our employees, the environment and society. We are fortunate to be able to build on an ownership structure that ensures continuity and has put the long-term success story of our family-owned company at the center of what we do for more than 110 years.

In this report, we provide insight into developments across the three dimensions of sustainability – environment, people and sustainable business practices – and offer an overview of the tasks and challenges that lie ahead. We aligned our efforts with the principles of the “UN Global Compact” and the Sustainable Development Goals outlined in the United Nation’s Agenda 2030. We participate in the industry dialog promoted by the German National Action Plan on Business and Human Rights and are a founding and board member of the “Responsible Supply Chain Initiative” established by the German Association of the Automotive Industry.

Our sustainability strategy covers all aspects of sustainable practices and supports our customers in achieving their ambitious goals. Sustainability is becoming an increasingly decisive competitive factor in our industry. Our focus is not merely on the financial future of our company, but also on the society in which we operate, the people we work with and the environment on which our very lives depend.

Since 2023, we have been committed in a company-wide policy statement to respecting human rights, including environmental due diligence, both in our own operations and along our global supply and value chains.

Our key objective: From 2039, we aim to offer net carbon-neutral products. To this end, we focus on avoiding and reducing emissions throughout the entire lifecycle and offset remaining emissions through certified compensation projects.

A key milestone on this path is the net carbon-neutral operation of our global Brose locations from 2025 (Scope 1 and 2).

Our products themselves also make a contribution: Through lightweight construction and increased efficiency, they reduce vehicles’ energy consumption and emissions. We prioritize resource-conserving materials and low-waste manufacturing processes as early as the development phase.

For us, responsibility does not end at the factory gates: We actively involve our suppliers in our sustainability objectives. Compliance with high standards regarding environmental protection, working conditions and human rights is an integral part of our collaboration.

Our employees are at the heart of all we do. Their commitment and expertise are the foundation of our success. Protecting health, personal development and a culture of appreciation are values we practice on a daily basis. We are also proud to honor the tradition of our founder Max Brose by supporting the regions in which we operate with targeted investments and support measures in the areas of social affairs, education, culture and sport.

Best regards,

A handwritten signature in blue ink, appearing to read 'S. Krug', with a long horizontal line extending from the end of the signature.

Stefan Krug
CEO and COO of the Brose Group

Company profile

Last updated: 26 September 2025

Brose is one of the top five family-owned automotive suppliers worldwide. One in three cars globally is equipped with at least one Brose product. The mechatronics specialist develops and manufactures systems for vehicle doors, tailgates and seats. Brose also produces electric motors and drives from 200 watts to 14 kilowatts for a wide range of vehicle applications, including steering, thermal management and e-scooters.

Facts and figures

- Around 26,000 employees, roughly 59 percent in Europe (including South Africa and India), 25 percent in America and 16 percent in Asia
- Around 5,000 additional employees work for our joint venture Brose Sitech in Europe and China
- Three headquarters in Coburg (CEO, Interior division), Hallstadt (Exterior division) and Würzburg (Drives division), along with two regional headquarters in Detroit/USA and Shanghai/China
- Company name: Brose SE [GRI 2-1]
- Headquarters: Max-Brose-Str. 1, 96450 Coburg, Germany
- In 2024, research and development expenditure as a share of sales was 6.4 percent

Governance

Shareholder family: Michael Stoschek (Chairman of the Administrative Board), Christine Volkmann († 22 December 2023) and their respective children [GRI 2-1]

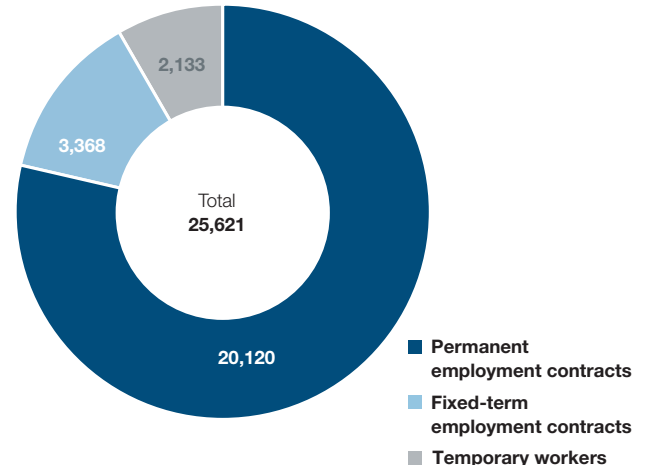
Advisory Board: Dr Rolf Breidenbach (until July 2024), Franz-Josef Kortüm (until December 2024), Dr Bernd Bohr

Executive Board: Dr Philipp Schramm (Chief Executive Officer and Chief Financial Officer until the end of September 2024), Stefan Krug (Chief Executive Officer from October 2024 and Chief Operating Officer), Bernhard Blauth (Executive Vice President Human Resources and Legal), Andreas Jagl (Executive Vice President Interior until the end of April 2025), Klaus Jungwirth (Executive Vice President Interior from May 2025), Raymond Mutz (Executive Vice President Drives), Christof Vollkommer (Executive Vice President Exterior until the end of July 2024), Michael Brandstetter (Executive Vice President Exterior from August 2024)

The shareholder family comprises the Administrative Board, which is the highest governing body in the Brose Group. Since the passing of shareholder Christine Volkmann on 22 December 2023, it now consists of four members. Two of them are women, and two are men. All of the shareholders have been involved in the business and worked on social causes for years. The Articles of Association govern all requirements placed on the shareholders.

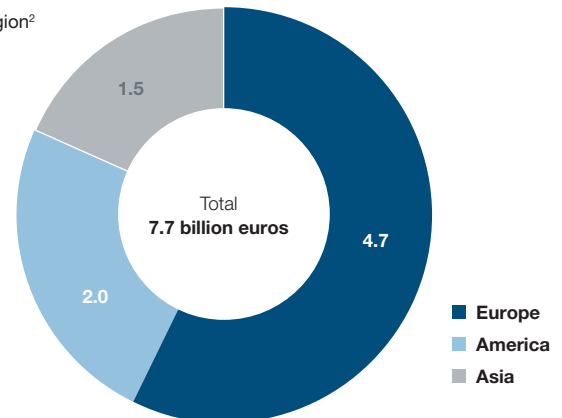
Employees 2024

by employment contract (excluding joint venture)¹

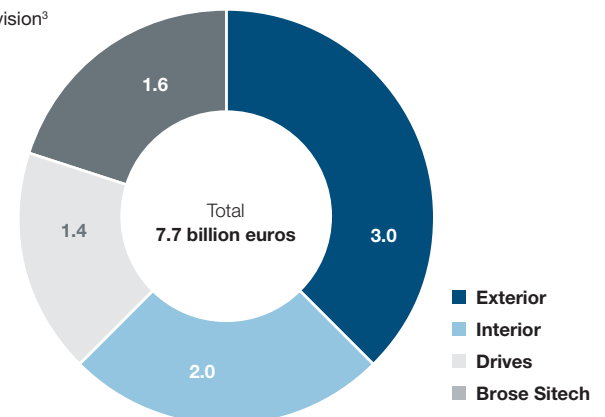


Sales 2024

by region²



by division³



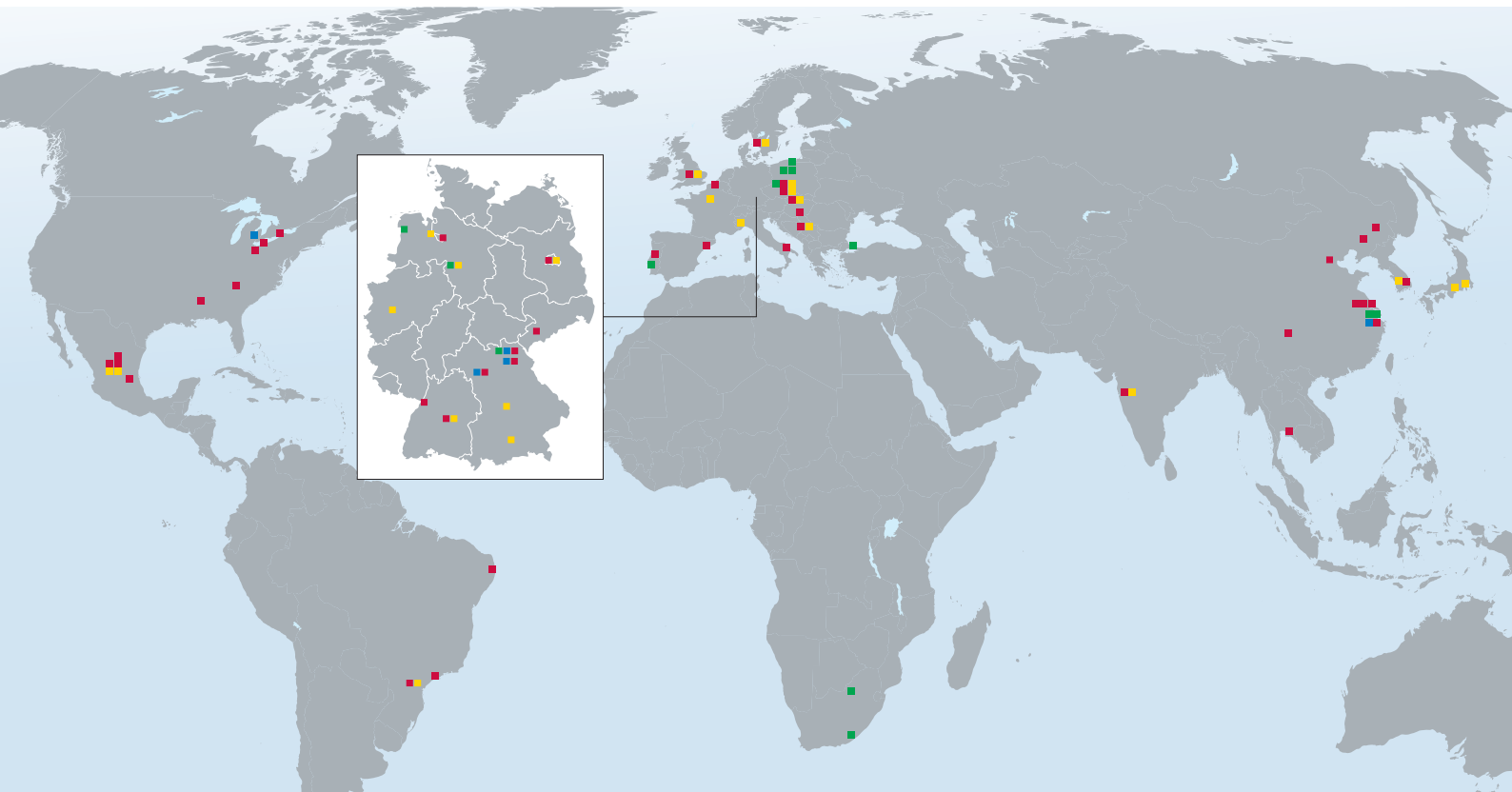
¹ Due to the differences in the data available on our joint venture, our report does not include it to improve comparability.

² Including Brose Sitech. Deviations possible due to rounding. In addition, due to inter-company sales between the business divisions, it is not possible to add sales in the business divisions to group sales.

³ Including Brose Sitech. Deviations possible due to rounding. In addition, due to inter-company sales between the business divisions, it is not possible to add sales in the business divisions to group sales.

Locations and internationalization

In 2024 Brose had 68 locations in 24 countries, including 43 of our own plants and 14 production sites with local partners.



Interest groups, public funds and taxes

We are engaged in politics and society in the countries in which we manufacture our products. This is why we are a member of national and international interest groups. In Germany, these include the German Electrical and Digital Manufacturers' Association, the German Association for Supply Chain Management, Procurement and Logistics, the Association of Electrical and Electronic Manufacturers and the German Association of the Automotive Industry.

We are also members of the German Chambers of Commerce in the US, China, Spain, Japan, France, India, Italy, Mexico, Sweden, the Czech Republic and South Africa, among other countries. No political contributions were made during the reporting year.

Public funds

in millions of euros of the total payments, by region⁴

	2022	2023	2024
China	8.5	10.7	7.7
Germany	0.6	0.8	0.7
Europe (excluding Germany)	1.9	2.5	2.2
North America	1.6	0.4	0.5
Rest	0.5	0.6	0.5
Total	13.1	15.0	11.6

⁴ Deviations possible due to rounding.

Products

As a mechatronics specialist, we develop and manufacture mechatronic components and systems for vehicle doors, tailgates and seats. Electric motors for transmissions, steering and climate control as well as drives for two-wheelers complement our product portfolio. Over 80 car manufacturers and 40 suppliers rely on our system expertise.

Technology for doors and liftgates

Our success story began with the “crank drive for retractable windows”. Today, we are among the global market leaders in the development and production of mechatronic systems for vehicle doors and tailgates and stand for comfort, flexibility, efficiency and safety. We have transferred this expertise to the side door, enabling a new level of comfort when boarding the vehicle. Our comprehensive portfolio comprises all of the requisite components – from power opening latches and side door drives to electronics and sensors for collision and anti-trap protection.

Adjustment systems for seat structures

Autonomous driving and electromobility require new and dynamic interior concepts. We offer mechatronic systems and innovative solutions to meet these demands. Our range of products extends from manual adjusters to complete power-adjustable seats with lumbar support and a massage function. This enables flexible interior design, always with the aim of ensuring comfort and safety for passengers.

Electric motors and drives

Our products are used in HVAC units, engine cooling, in the drive train and in steering and braking systems. They also operate window regulators, seats, liftgates and side doors. The components improve the efficiency of conventional and e-vehicles alike, which in turn reduces energy consumption and extends range, while also making a vital contribution to sustainability. Additional applications in the field of micro-mobility complement our product portfolio.

Product portfolio

Exterior

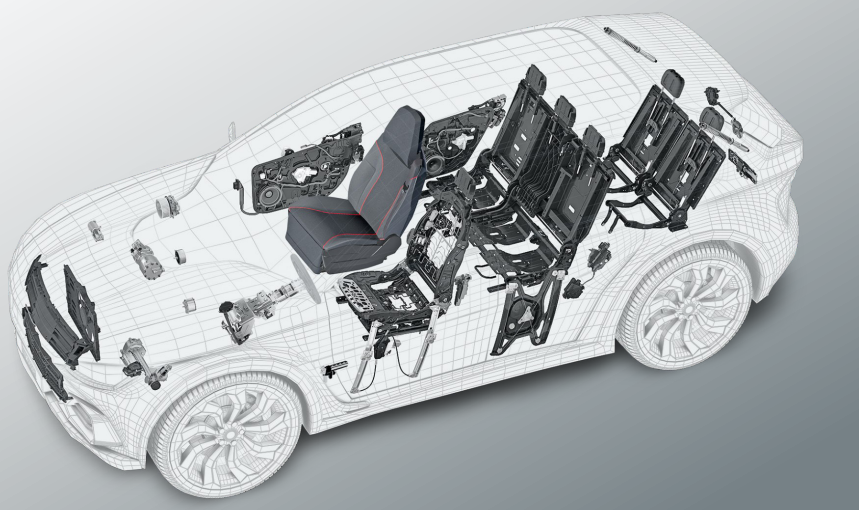
- Door systems
- Window regulators
- Liftgate systems
- Side door drives
- Latch systems

Interior

- Front and rear seat structures
- Seat components
- Vehicle seats
- Comfort adjustment systems

Drives

- Heating and ventilation components
- Electric motors for chassis and steering
- Electric oil pumps and actuators
- Drives for electric two-wheelers



Philosophy

In accordance with our goal to deliver first-class performance in every respect, the shareholders, Advisory Board and Executive Board of the Brose Group approved the “FIRST” company principles, which were updated at the end of 2023.



Family

Our family not only includes the shareholders, but all employees worldwide.



Innovation

We are constantly improving our product range and internal processes.



Return

To maintain our independence and finance the company's development, we generate a sustainable return.



Speed

Speed in all processes and decisions is an important success factor.



Team

Instead of pursuing individual interests, we work together for the good of the company.

Responsibility, compliance and ethical conduct

Compliance with legal requirements and ethical principles goes without saying at Brose. Binding policies such as the Brose Code of Conduct and the “FIRST” principles shape day-to-day interactions and provide the framework for business relationships built on respect, transparency and integrity.

These guidelines apply worldwide and are available to all employees in the respective national languages. They are firmly embedded in our corporate culture thanks to regular, mandatory e-learning programs.

Sustainability through self-commitment

We take responsibility for the environmental and social impacts of our business activities along the entire product life-cycle. We see sustainability as an integral part of our business model.

It is our goal to

- Sustainably reduce adverse environmental effects,
- Continuously improve the energy efficiency of our products and production,
- Prevent risks of injury and health hazards,
- Provide a safe and ergonomic working environment for our employees,
- Use suppliers that follow our sustainability and ethical principles,
- Provide the necessary financial, structural and human resources,
- And comply with legal and regulatory requirements.

We avoid risks, prevent mismanagement and fight waste. We eliminate or mitigate the causes whenever and wherever we identify them. We also take targeted organizational and HR-related measures.

Sustainability management

Brose's sustainability management is based on a streamlined structure that is aligned with the company's own sustainability strategy. Building on this strategy, we have implemented topic-specific, HR responsibilities for the individual areas and functions. We take responsibility for sustainable executive management with regard to economic, environ-

mental and social aspects. This is also reflected in our Code of Conduct, our sustainability policy and the requirements we place on our entire supply and value chain. Not least, as an overarching field of action, the issue of sustainability is an essential element of our corporate strategy.

Sustainability organization

Since no separate organizational unit exists for sustainability in the Brose Group, responsibility for specific economic, environmental and social topics has been assigned to the individual areas and functions. The Chief Operating Officer (COO) has overall responsibility for sustainability. The Chief Corporate Responsibility Officer (CCRO) of the Brose Group reports to the COO. The CCRO structures and coordinates all issues related to sustainability between the individual functions and divisions.

The CR Board meets monthly and features representatives from all functional areas that are able to contribute to sustainability. The regions are also included in the discussion via representatives from Detroit/USA and Shanghai/China. The CCRO reports quarterly directly to the Executive Board meeting on material topics and submits recommendations for action and decision templates for issues that cannot be decided within the CR Board.

The management systems for environment, energy, health & safety (EHS) and fire prevention and hazard management are consolidated under the term "technical sustainability" and fall under the direct area of responsibility of the COO. In addition, environmental and energy coordinators were appointed in every business division. At least once a quarter, members of the EHS Board meet under the leadership of the COO. These include coordinators from the business divisions along with CCRO, representatives from Purchasing, Human Resources and Corporate Communications, as well as other group functions depending on the topic. The committee assists the Executive Board with the implementation of guidelines for environment, energy and occupational safety and health by discussing alternative action strategies and procedures. Purchasing steers sustainability topics related to the supply chain.

Brose sustainability strategy

The Brose Group sustainability strategy was confirmed and formalized by the Executive Board in June 2024 and includes a clear statement on every aspect of sustainability and corporate responsibility. It shows that we not only take responsibility for the financial future of the company, but also for the society in which we operate, the people we work with and the environment on which our very lives depend. Shareholders and the Executive Board manage the Brose Group as a globally sustainable company. Based on this strategy, we developed four fields of action and further cemented them with focal points and target visions. This is the foundation for continuous further development towards a completely sustainable company. The subject of sustainability is incorporated into the corporate strategy as an overarching field of action. This means it impacts all areas and functions and is an essential building block in ensuring the company's future.

Our four strategic fields of action and their core messages:

- Energy & environment**
 We actively work to protect our natural foundations of life. The objective is to consistently avoid or minimize environmental impacts such as emissions, waste and hazardous substances.

- Products & innovation**
 Our product development follows the principle of the circular economy. We design our solutions to be resource efficient and durable, with clearly defined CO₂ limits across the entire lifecycle.
- Suppliers & supply chain**
 Maintaining a sustainable supply chain is one of our top priorities. We demand and promote responsible action by our partners and strive to achieve common objectives in line with our sustainability principles.
- People & society**
 Our employees are the key to our success. We promote diversity, health and development opportunities and also engage in local projects at our locations worldwide.

These four fields form the foundation of our sustainability work. They provide orientation, define objectives and create transparency both internally and externally. Our sustainability strategy and the fields of action presented were confirmed as the basis for our sustainability activities together with the Executive Board in 2024 during the annual strategy workshop.

Our way to sustainability – Four fields of action

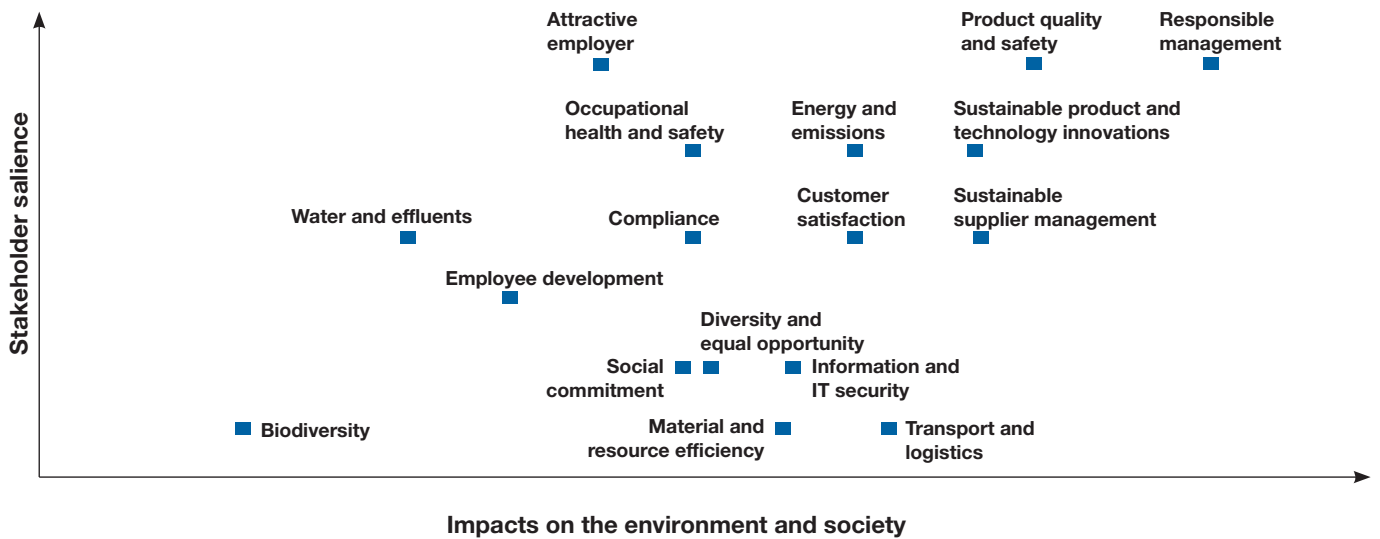
Energy & Environment	Products & Innovation	Suppliers & Supply chain	People & Society
<p>Our way of reducing the environmental impact of our plants.</p> <ul style="list-style-type: none"> Net carbon-neutral operation of our locations (Scope 1 and 2) 100 percent coverage of our electricity requirements through renewable energy sources Recognized as a Top 3 company within the automotive industry by the German Sustainability Award 2025 	<p>Our greatest lever to drive forward sustainability lies within development and product design.</p> <ul style="list-style-type: none"> Net carbon-neutral products with the start of series production from 2039 (including supply chain) Use of sustainable materials, circular design and efficient products 	<p>Our social responsibility activities and our high sustainability requirements impact our entire supply chain.</p> <ul style="list-style-type: none"> Development of a net CO₂-neutral product range from 2039 together with our suppliers Ensuring compliance with environmental and human rights standards in the supply chain as a founding member of the Responsible Supply Chain Initiative (RSCI) 	<p>As a family-owned company, we are more than just one supplier of many. We value our employees, take social responsibility and support local projects at our locations.</p> <ul style="list-style-type: none"> Good working conditions at all our locations today and in the future Support for projects in the fields of health, education, culture, art and sport Investment in humanitarian aid around our locations 

Materiality assessment

To determine the material content of this report, we conducted a multi-step process with an external sustainability consultancy. In the first step a comprehensive, selective list of potentially relevant topics was prepared and then compressed into a shortlist. We used this as the basis for a workshop with those responsible from the relevant functional areas to carry out two assessments. First, the shortlist topics were prioritized from the perspective of our most

important stakeholders (employees, customers, interested members of the public). Second, an analysis was performed to quantify Brose's impact on the environment and society for each topic. The resulting material topics were then validated and released by executive management. In early 2024 the results of the analysis were once again reviewed and confirmed for this report [GRI 3-1].

Topic matrix for materiality assessment [GRI 3-2]



Compliance and risk management

The Brose Group Chief Compliance Officer is the Compliance Management System process owner and is responsible for risk-oriented enhancements to the system via the global compliance organization. The system is designed to ensure ethical and legally compliant conduct within the Brose Group. Moreover, it helps us control and minimize compliance risks. We also established a Compliance Committee to advise the Executive Board on cross-departmental compliance issues and support the Compliance department. Permanent members include the Executive Vice President Commercial Administration, the Executive Vice President Human Resources and Legal, the Chief Compliance Officer, the head of Auditing and the Group Compliance Officer.

The principal focus of our compliance activities is anti-trust law and avoiding corruption. The Compliance Management System encompasses prevention measures in the form of training courses and consultations for employees in individual cases, monitoring of compliant behavior and responses to misconduct such as disciplinary actions or process improvements. Training courses are designed to address the individual risk propensity in specific areas of business and provide information on current planning or changes in legislation.

Regular reviews performed by the auditing department in Brose Group companies and locations support the Compliance Management System in preventing and uncovering corruption. In 2024, no significant incidents of corruption or anti-trust violations were confirmed, nor were any fines or penalties imposed on Brose for corruption or anti-trust offenses.

Code of Conduct fosters and demands ethical conduct

The Brose Code of Conduct outlines the requirements for ethical and compliant behavior in day-to-day work within a globally applicable framework. It includes rules concerning export control, information security and money laundering. Additional topics in the Code of Conduct include responsibility in the workplace, fighting corruption, conduct towards business partners and third parties, avoiding conflicts of interest, fairness and diversity along with quality and product safety.

The Code of Conduct is available in English, Chinese, Spanish and Czech and published both digitally on the intranet and in printed form to reach all employees and new hires, including those in skilled trades. It applies worldwide at all of our locations. The rules are regularly updated and adapted to meet current demands.

Supervisors are tasked with ensuring that the employees assigned to them understand and comply with the Brose Code of Conduct. The company will not tolerate any behavior that contradicts the Code of Conduct, and such behavior may result in legal action. No serious breaches were reported in 2024. Employees with PC access are required to participate in an e-learning course on the Brose Code of Conduct every 36 months. The courses last about an hour and raise awareness of the behavior norms outlined therein while making employees conscious of proper conduct in their day-to-day work. 9,579 employees completed a corresponding e-learning session in 2024. The average fulfillment rate for the year under review is approximately 93 percent worldwide.

Raising awareness for the topic area compliance

Brose also offers in-person compliance seminars on the topics “Introduction to compliance” and “Anti-trust law” in foreign and domestic companies of the Brose Group.

To raise awareness among employees working in high-risk areas or projects, a mandatory e-learning module on anti-trust law was introduced in 2022, which must be repeated every three years. 9,692 people completed this training in 2024. This corresponds to a fulfillment rate of 95 percent.

The anti-corruption policy governs binding, group-wide requirements for accepting and granting gifts and guest services as well as handling potential conflicts of interest. Employees must communicate and document these conflicts in a transparent manner so that they can work with their respective supervisors to ensure that any issues are handled appropriately. An accompanying e-learning module was also introduced in April 2023 in the context of the anti-corruption policy adopted in 2022. The e-learning course must be repeated every year. A total of 9,658 employees were trained in 2024, which translates into a participation rate of 95 percent. The Brose Code of Conduct for Suppliers and Service Providers obliges our business partners to be socially responsible and comply with all applicable laws, in particular those governing the avoidance of corruption and violations of anti-trust law. The Code of Conduct for Suppliers and Service Providers should be seen as a supplement to the existing purchasing guidelines and is attached to the contract. It enters into force when the contract is concluded between the business partner and Brose. In 2023, the Brose Code of Conduct for Suppliers and Service Providers was extensively revised and expanded to address new requirements stemming from the German Act on Corporate Due Diligence Obligations in Supply Chains (Lieferkettensorgfaltspflichten-gesetz (LkSG)).

Reporting potential compliance incidents

If employees have questions about compliance topics or are aware of any compliance incidents, we expect them to actively seek a personal meeting with their supervisor to discuss the matter or directly contact the responsible Compliance Officer, HR support officer or the works council. Every concern is treated as confidential. Moreover, internal HR audits are conducted to discuss the relevant topics by location and identify the need for action as required. Local and/or global employee surveys can further be used to compile information on inconsistencies.

The Brose Group provides the web-based whistleblower system “WhistleB” in 17 languages along with accompanying information. Employees at all Brose locations, customers, suppliers and other business partners can use this system to confidentially or anonymously report violations

against legal regulations in accordance with the German Whistleblower Protection Act (Hinweisgeberschutzgesetz (HinSchG)). Reports usually involve possible violations of anti-trust law, the ban on corruption and corporate security; however, incidents such as theft, property damage or threats may also be reported.

In the context of the German Supply Chain Act (Lieferkettensorgfaltspflichtengesetz (LkSG)), this whistleblower system was also expanded to serve as a complaint mechanism for reports on possible human rights violations in employees’ own business divisions and within the supply chain. A procedural regulation was published in writing on the Brose website for this purpose. All reports are processed by an internal reporting office, which is committed to maintaining strict confidentiality.

Tax management

As a family-owned German company, we are aware of our responsibility to society when it comes to meeting our tax obligations. The Brose Group is committed to tax compliance via the C.A.R.E. (Compliance, Attitude, Responsibility, Enforcement) Principles in its internal Code of Conduct. This includes adhering to national and international tax laws. We also acknowledge that tax payments made by the Brose Group in specific countries are crucial revenue sources that can support public, economic and social projects.

Organization and responsibility

The Executive Vice President Commercial Administration is responsible for taxes and tax strategy and delegates tasks to Finance and Taxes Brose Group and the local Finance competence centers. Finance and Taxes Brose Group functions as the tax department for Germany and also coordinates the Brose Group’s foreign tax roles. The head of Finance and Taxes and the Executive Vice President Commercial Administration share a constant exchange of information on key aspects of this topic. Among other things, these include current and future developments with respect to foreign and domestic legislation, the status of the risk assessment and the implementation of risk-mitigating measures or controls. Furthermore, the Executive Vice President Commercial Ad-

ministration keeps the shareholders and Advisory Board informed of important tax-related issues and the tax risk assessment. Finance and Taxes Brose Group strictly adheres to tax guidelines and continuously monitors and improves processes and controls. It is also committed to contributing as comprehensively as possible to the success of the Brose Group’s operations. This is achieved, for example, by closely supporting innovative developments, promptly resolving tax-related uncertainties and identifying practical solutions to meet specific tax requirements. Backed by the active support of the Executive Vice President Commercial Administration, the Brose Group has a modern, world-class tax function. Ongoing education and training opportunities for all employees via internal and external training courses ensure that this tax function continues to evolve and improve.

Responsible, efficient, digital

To review and validate our position, the Finance and Taxes group function also relies on internal and external expertise when needed. An auditing firm confirms our tax items in the annual financial statements. As part of its digitalization effort, the Brose group is working to further automate its processes and continually expand IT-based controls. Among other things, this includes IT-assisted modeling of tax-related pro-

cesses to establish the Tax Compliance Management System (Tax CMS) along with tool-based documentation and review of potential reporting obligations within the scope of EU DAC6 Guidelines.

Dialog & ethics

The Brose Group follows a management approach to taxes aimed at avoiding impermissible tax reductions and tax evasion and always ensuring compliance with statement, reporting, cooperation and documentation obligations to tax authorities in the respective tax jurisdictions.

We do not engage in aggressive tax planning activities, and we pay taxes wherever we operate in a value-adding capacity. Finance and Taxes Brose Group and the decentralized tax departments maintain a professional, transparent and cooperative relationship with the tax authorities. Considering stakeholder interests is important to us in order to ensure the long-term success of our company and ensure a balanced tax burden.

Whistleblower system

Employees, customers, suppliers and other business partners have been able to report tax concerns via our web-based whistleblower system, WhistleB, since 2024. Employees at German Brose companies were able to contact the responsible Compliance Representative by phone or email during the reporting period.

Our involvement in associations, ongoing professional education and training to enhance our tax skills and an exchange with internal and external stakeholders help us constantly improve our tax position in line with our company principles. Upholding our ethical principles is a prerequisite in this regard. Our participation in industry associations aims to promote the fair, transparent and administratively streamlined development of tax law.

Information and IT security

Brose protects company, product and customer data through a central Information Security Management System (ISMS) anchored in the company principles. Responsibility for information and IT security lies with the Chief Information Security Officer (CISO), who works in close coordination with the Chief Information Officer (CIO) and the Executive Board.

Risk prevention and vulnerability management

With the cyber defense center established in 2023, Brose has a central organizational unit for defending against cyber threats. State-of-the-art technologies and highly qualified specialists enable a rapid and coordinated response to security-relevant events at all times. Risks and vulnerabilities in the IT infrastructure are continuously identified, assessed and addressed on a risk basis within a structured vulnerability management process. Prioritization is based on potential impacts on availability, confidentiality and integrity, and on established scoring systems such as the Common Vulnerability Scoring System (CVSS).

Raising awareness among employees and business partners

Information security is a fixed component of Brose's digital responsibility. All employees complete mandatory annual training on relevant aspects of cybersecurity. In addition, regular target-group-specific awareness measures are carried out and adapted to the current threat situation. To increase resilience along the supply chain, Brose systematically implements defined information security requirements with partners and suppliers. All Brose locations hold a TISAX certificate confirming compliance with recognized security standards.

Privacy

We are also aware of our responsibility when it comes to data privacy and believe that compliance with legal guidelines goes without saying. We rely on our employees' cooperation to meet this goal. For example, the Brose Code of Conduct and binding internal processes for all employees and functions ensure data is handled in accordance with data protection legislation.

EU data protection management system

The European Union's General Data Protection Regulation (GDPR) plays a crucial role here. The EU Data Protection Management System was established to meet the standards outlined in the regulation. It is based on the VdS guidelines for implementing the GDPR (VdS 10010:2017-12 (01)). The data protection manager and the local data protection coordinators and data protection officers ensure compliance with the GDPR. To this end, the data protection manager regularly reports to the Compliance Committee and exchanges information on strategies, processes and existing threats with the CISO as part of the Information Security Working Group.

Training & awareness

Internal guidelines on compliance with the regulation apply to all employees at our European locations. All employees

with access to a PC must complete an e-learning course on EU data protection every two years. Their employment contract also requires them to maintain confidentiality. We raise awareness of issues related to data protection laws among employees with measures designed for specific topics and target groups. Employees in HR roles and in the IT and development departments frequently come into contact with large volumes of sensitive and personal information in their day-to-day work. Priority training sessions were implemented in 2024 for this purpose.

Order processing & data protection incidents

To ensure that personal data remains adequately protected even when tasks are outsourced to service providers, we will conclude the legally necessary contracts (in particular according to Article 28 GDPR) with suppliers who process orders and information for us. In the reporting year, a medium-severity incident at a supplier who processes orders for our Ghent location became known. The cause was remedied by the supplier. The legally required notification was submitted by the Ghent entity to the competent supervisory authority.

Sustainable procurement

Brose is working on establishing the most efficient and resource-conserving company-wide methods of purchasing raw materials and products while considering both internal and external supply chain sustainability requirements.

The Supplier Innovation and Sustainability team is responsible for coordinating sustainability requirements within the supply chain. The team's tasks include ensuring suppliers comply with requirements and continuously developing and refining the corresponding processes. Our Code of Conduct for Suppliers is the framework for compliance with sustainability requirements, as are the sustainability standards that apply to suppliers in both the production and non-production material sectors when working with Brose. To continuously expand and establish our processes, we participate in industry initiatives aimed at improving transparency in

our supply chains, realize regular benchmark meetings with leading businesses in the automotive sector and unrelated segments and convey our insight through training courses and supplier discussions within our supply chain.

High standards and initiatives for more sustainable procurement

We rely on premium quality suppliers and set high standards for purchased parts and capital goods to exceed our customers' expectations. Even before awarding a contract, Brose conducts a thorough review of the supplier's technology and process capabilities. Acceptance of the Brose Code of Conduct, where we have compiled our high social, ethical and environmental standards, forms the basis for our continuing collaboration. Regular progress checks are carried out once a contract has been awarded. The supplier must

deliver precise information regarding the project and the project development status. Upon series start we perform additional assessments and evaluate compliance with our high quality standards. Our guidelines are aligned with those of the automotive industry in accordance with IATF 16949 (International Automotive Task Force).

To satisfy the constantly rising automotive market demands for sustainable procurement, Brose is not only a founding member of the Responsible Supply Chain Initiative (RSCI), but also provides the chair who spearheads the initiative. RSCI focuses on compliance with standards relating to human rights, forced and child labor, occupational health and safety and environmental protection, and is an essential component of risk management in relation to our suppliers. The sharing platform delivers comparable audit results and thus leads to mutual acknowledgment of these outcomes in the supplier network. In addition, Brose is part of the Sustainability Task Force of the German Association of the Automotive Industry (VDA), where we collaborate with auto-makers and tier-1 suppliers to create unified standards for protecting the environment and human rights.

Launched in 2022, RSCI prevents multiple audits and minimizes auditing expenditure overall throughout the industry. These measures are an integral part of our risk management system and are applied using a risk-based approach to ensure compliance with both our Code of Conduct for Suppliers and legal requirements.

In 2024, Brose conducted a risk analysis of its supplier base in accordance with the German Supply Chain Due Diligence Act (LkSG). A management process has already been implemented in recent years to meet the requirements of the LkSG. This process includes the use of abstract and continuous monitoring information, supplier self-assessment questionnaires and RSCI audits. To significantly simplify this process, we introduced the digital platform proSustain in June 2024. It not only consolidates monitoring of all information transparently in one place but also enables direct collaboration with our suppliers. More than 3,500 direct and indirect suppliers use the platform and are continuously monitored to ensure we remain informed of key risks, developments and changes within our supplier base at all times.

To structure Brose requirements and make these available to suppliers, we have consolidated them into two Brose standards on sustainability alongside the Code of Conduct for Suppliers since 2022. We use these standards to describe the requirements and expectations we have of our suppli-

ers to determine and successively improve their ecological footprint and work together with Brose to achieve the long-term target of net carbon neutrality⁵ in both our processes and the products we deliver. We have specific requirements regarding the emission reduction steps needed to achieve 2025, 2030 and 2035 milestones, along with the net carbon neutrality of our products in 2039, and to increase the use of secondary material and recycle in the products we procure. In 2024, both standards underwent an update that, in addition to editorial revisions, primarily included the integration of green electricity usage for future projects as a key criterion for collaboration.

The structured survey of compliance with sustainability standards, which began in 2022, was significantly expanded in 2024. The findings on emissions and processes, energy consumption and material usage obtained from this survey are a solid foundation for further implementing our Brose sustainability strategy with our suppliers. By the end of the reporting year, the feedback received covered a number of suppliers representing more than 70 percent of our production material procurement volume. These insights also provide a strong foundation on which to estimate the amount of support our suppliers require to implement sustainability requirements and respond with the help of our efforts to continually adapt our education and training offers.

Beyond analysis of our production material suppliers, in 2024 we initiated dialog with our strategic suppliers of non-production materials and conducted a structured survey to further develop our emissions reduction strategy in this area.

We demand zero-defect products from our suppliers based on the principle of avoiding errors throughout the entire supply life cycle. Suppliers must provide detailed documentation of their quality management measures. This includes initial sample documents or proof of qualification and requalification of the delivered parts. We take a similar approach to supplier approval for capital goods.

We strive for positive, collaborative partnerships with all of our suppliers, a consistent quality management system and continuous improvements to processes and products. We use audits to ensure the presence of effective management

⁵ Net carbon-neutral means avoiding and reducing CO₂ emissions generated by our own business activities (Scope 1 and 2) and in the upstream supply chain (Scope 3 Upstream), as well as offsetting unavoidable emissions through certified environmental projects. Scope 1, 2 and 3 are used in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. The net carbon-neutral operation of our Brose locations (excluding joint ventures) starting in 2025 refers to Scope 1 and 2 emissions.

systems (IATF 16949). The validity of the certification is reviewed on a regular basis and considered in our supplier rating.

Supplier assessment of ecological aspects

At Brose our approach is to map the entire production and product life cycle in the most ecological way possible. Our environmental management system is based on the ISO 14001 standard. We also expect our suppliers and delivered parts to meet the highest ecological production and product life cycle standards possible. The Code of Conduct for Suppliers requires them to be socially responsible and comply with all applicable laws. We perform a specific review of ecological criteria for new suppliers.

To support our suppliers' efforts to implement environmental protections, we launched a series of training courses in 2020. They cover the necessary standards and additional expectations Brose has for its suppliers. Topics not only include environmental protection but also the sustainable reduction of emissions in our suppliers' products and processes. In late 2021, we expanded our training program into three different modules and offer them in all of the regions where Brose purchases goods. Worldwide, we are observing growing restraint in the demand for individual, customer-specific training, not least due to uncertainty about the validity of political frameworks.

Employment conditions and ethical and moral principles

In the spirit of our Code of Conduct and company principles, we encourage employees to exercise their freedom of association and engage in collective bargaining. These principles apply in the same way to every vendor the Brose Group works with. We have high expectations of ourselves and our suppliers when it comes to employment conditions. Our Code of Conduct for Suppliers is an integral part of every Brose supply contract. To our knowledge, none of our vendors tolerates child labor or dangerous working conditions. Similarly, to our knowledge, we work exclusively with suppliers that do not subject their employees to forced or compulsory labor. Moreover, we are unaware of any cases where suppliers do not meet our company's ethical and moral principles. A suspected case in this context had to be investigated in 2024 through auditing and follow-up of the corrective and improvement plan. The final assessment of the incident is still pending.

To address the requirements related to agreements on hu-

man rights due diligence, working conditions and environmental protection arising from the introduction of the German Supply Chain Due Diligence Act (LkSG), the Code of Conduct for Suppliers was fundamentally revised in 2023. In addition to incorporating the results of the risk analysis and explicitly describing our grievance mechanism, the scope of environmental due diligence obligations under the LkSG was specifically expanded.

We always review every new supplier's capability and performance. We use the supplier onboarding process, supplier self-assessments and additional evaluations of key issues such as innovative strength or environmental management systems for this purpose. As part of the process, Brose sends all potential suppliers a Self-Assessment Questionnaire (SAQ). This Self-Assessment Questionnaire requires suppliers to make explicit statements regarding their moral principles and internal compliance rules, among other topics.

Among other things, companies must be able to provide information on whether they can assure that no child or forced labor and no discrimination is tolerated on the basis of gender, race, skin color or similar. These questions are based on the Code of Conduct that is binding for all Brose Group employees worldwide and is a fundamental part of our supplier management. Our Global Terms and Conditions of Purchase are available on the Internet at <https://www.brose.com/de/en/purchasing/general-terms-and-conditions-of-purchase/>.

To underscore our efforts beyond our corporate and supply chain boundaries, Brose is an active member of the sector dialogs with the automotive industry as part of the National Action Plan for Business and Human Rights (NAP) promulgated by the German Federal Ministry of Labor and Social Affairs. Key members include reputable manufacturers and suppliers alongside countless non-government organizations and stakeholder groups. Brose expressly welcomes the recommendations for action drafted during the sector dialogs, as they provide us with valuable orientation aids for implementing the due diligence obligations outlined in the German Supply Chain Act, whose requirements Brose has consistently reviewed and embedded into its procurement processes and strategies since the law was published in July 2021.

Goods procurement in the regions and localization rate

Around 1,280 suppliers from 57 countries throughout the world deliver products to the various locations of the Brose Group. During the 2024 fiscal year, we procured 49 percent of goods and services from suppliers in Europe, 20 percent from North America, 30 percent from Asia and 1 percent from Brazil. Our suppliers' share of value added is about 60 percent.

The overall localization rate within the respective regions is 77 percent. This is just one of the ways we strengthen local economies and optimize transport routes, while simultaneously creating more local jobs.

When procuring new systems we also ensure that they meet our high environmental and energy efficiency standards. Our internal Production Equipment Specifications "Work Safety and Environment – Brose Norm (BN) 589580" are always an integral part of our technical specifications, which ensures these environmental and energy efficiency standards are firmly anchored in the procurement process. The BN 589580 standard defines minimum requirements for protection and prevention in planning, producing and building production equipment. Alongside economic efficiency, worker safety and environmental protection are criteria set by our own standard.

Stakeholder engagement in purchasing

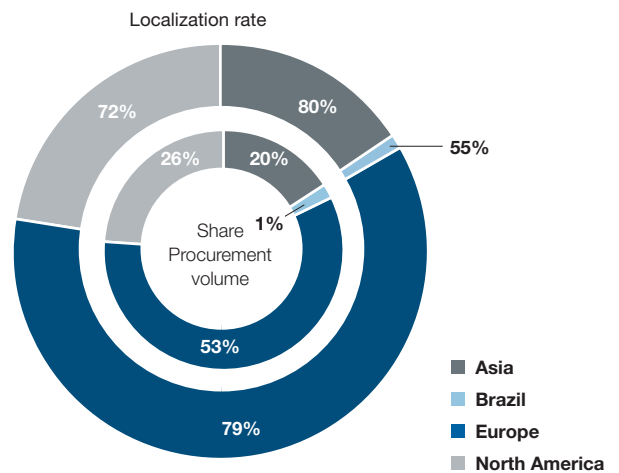
The Brose Group values continuous communication with suppliers and customers and works hard to maintain the best possible business relationships, for example by conducting regular supplier surveys. We use these to determine whether our vendors continue to meet Brose's high standards.

We maintain regular dialog with our suppliers on sustainabil-

ity topics, not least through the "Brose Green Hour", in which at regular intervals we present priorities of our sustainability strategy and put collaboration with suppliers center stage. In 2024, we used it to discuss core questions on sustainable steel and plastics as well as the update of our general sustainability objectives with our suppliers. Depending on the topic, there were up to 300 participants in attendance at any given time, directly exchanging ideas on how to refine our shared sustainability agenda.

Share of procurement volume and localization rate

by region



Environment

As an international family-owned company with more than 110 years of corporate history, sustainable action is part of our identity. Protecting the environment and handling natural resources responsibly therefore have high priority for Brose.

Our environmental management is anchored Group-wide in the central division Production and is based on internationally recognized standards. The Occupational Safety and Environment (ZAU) department is responsible for topics such as the environment, occupational safety, energy and fire prevention. In close coordination with the Executive Board and the Chief Corporate Responsibility Officer (CCRO), the Occupational Safety and Environment (ZAU) department defines specific environmental objectives within the Environment, Health & Safety (EHS) program in three-year cycles, which are rolled out by location and reviewed regularly.

Material strategy and resource conservation

Brose considers environmental aspects along the entire product lifecycle from raw material extraction to recycling. We place particular emphasis on the carbon footprint of the materials used. We continuously evaluate and test innovative alternatives that meet both environmental and functional requirements. Among others, these include:

- Multi-material systems
- Recycled plastics and biopolymers
- Metals with increased scrap content
- Natural fiber-reinforced composites

This material strategy is a central component of our innovation focus and supports the overarching goal of CO₂ reduction along the entire value chain.

Product life cycle, environmental management and energy management

Our sustainability policy documents our commitment as a globally operating company to utilizing environmentally friendly technologies. We monitor compliance with all rules and laws related to the environment and work to counteract violations. The Brose Group records all incident-related pollution. No significant pollution due to waste, chemicals or uncontrolled emissions released into the environment was reported during the period under review. No fines or other non-monetary sanctions were issued in 2024.

Lifecycle assessment of our products

Brose has balanced the ecological footprint of its products for over two decades with the assessment standard it developed in-house (Brose Norm 590020). The ISO 14040, 14044 and 14067 standards are the basis for calculation. The data basis and level of detail of the assessment undergo continuous enhancement. For the service life, a mileage of 200,000 kilometers is assumed, taking diesel, petrol and electric drives into account. We assess not only the CO₂ emissions over the entire life cycle, but also criteria such as material and resource efficiency, the share of regrind and recycle and the material and thermal recyclability rates. We also determine the share of reusable components in our products and aim to minimize the use of resources. In addition,

we make efforts to bundle material and product transports. From the top echelons of management to individual employees, Brose is committed to the steady improvement of the ecological efficiency of our business. This is defined in the Brose Code of Conduct.

Certified environmental and energy management

Our annual certification according to ISO 14001 shows how efficient our environmental management system is in all of the production locations of the Brose Group. Our process management is also certified according to IATF 16949. To improve the energy efficiency of our production and infrastructure, we have also introduced an energy management system in 31 locations that is certified according to the requirements of the ISO 50001 standard. A total of 63 percent of Brose employees worked at an ISO 50001-certified location in 2024. We publish the respective ISO certificates on the Brose website.

Sustainable product and technology innovations

In terms of company policy we are always reducing damaging environmental effects across the entire life cycle of our components and systems. Our sustainability strategy forms the basis for this. When reducing damaging environmental impacts, the focus is on material efficiency and lightweight design along with the corresponding savings in energy and resource consumption. The choice of materials also has a major impact on the life cycle assessment, or “ecobalance”, of products, which is why we try to use simple, recyclable materials whenever possible and determine a recyclability rate for each product family. We improve our manufacturing processes in production to continuously reduce waste and scrap content. Energy efficiency is yet another factor that plays a key role in selecting the right supplier when procuring new systems.

All business divisions are pursuing measures to lower the product-specific carbon footprint and are working tirelessly to reduce the environmental impact of their products. In the Exterior business division, a product strategy with over 40 product-specific CO₂ reduction measures was adopted in the product families compared to the baseline year 2022. These measures include material substitutions with more sustainable alternatives, the use of renewable energy in the supply chain and far-reaching conceptual adjustments in product design. Work on implementing measures through to the target year 2030 is already underway.

In the Interior business division, product development is the most significant lever for sustainably lowering CO₂ emissions. The focus is on the continuous reduction of product

weight. Intelligent material combinations and design approaches for future seat structures contribute to this effort. The targets requested by customers for weight and CO₂ savings were successfully met during the reporting year. The business division also improved logistics processes through several individual measures to make them more efficient and resource-friendly.

To reduce CO₂ emissions during the manufacturing and usage phases of the products, the Drives business division uses low-CO₂ materials, reduces component weight and lowers energy consumption. Since cooling fan module shrouds are already manufactured primarily from the lighter material polypropylene instead of polyamide, optimized product design and adapted production technology enabled us to use this material for the fan wheels as well. As a result, the component-specific carbon footprint was reduced by more than 60 percent. The approximately 10 percent lower component mass also results in reduced energy consumption during the vehicle’s service life.

We have representatives at the group and business division levels who are responsible for product safety. Since they are often assembly components, Brose products do not usually require their own certification. However, in individual cases they may be certified by the German Federal Motor Transport Authority (KBA). Risk assessments are performed according to the FMEA method, with improvement measures being implemented until there are no more assessments classified as critical and approval is granted.

Energy use and emissions

In 2024 total energy consumption among all Brose locations was 1,578,011,261 megajoules. This includes consumption of energy sources such as electricity, gas, district heating and heating oil that we need for our manufacturing processes and administration buildings.

At Brose, electricity is the most frequently used form of energy at 63 percent, followed by gas. The majority of gas consumed goes toward our own electricity production and paint finishing systems.

Share of renewable energy

The share of renewable energy in power consumption is 65 percent; the share of renewable energy in total energy consumption is 40 percent.

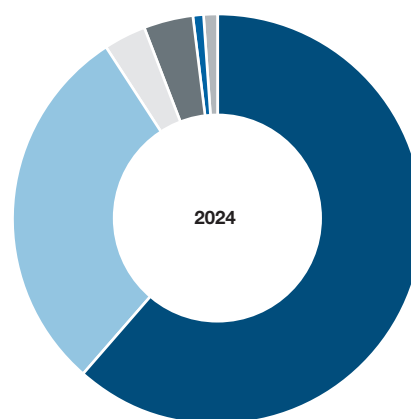
Energy intensity

The energy intensity of the Brose Group during the reporting year is 277 kWh/thousand euros. We believe this ratio of energy consumption to plant costs excluding material and tool costs is relatively low.

Energy consumption

in megawatt hours by energy type

	2022	2023	2024
	MWh	MWh	MWh
■ Power	250,076	263,884	274,441
■ Natural gas	140,020	131,798	130,829
■ Fuels	20,933	19,845	15,393
■ District heating	17,082	14,322	16,833
■ Heating oil	444	373	382
■ Liquid gas	566	293	457
Total	429,121	430,515	438,335



Measures for reducing greenhouse gases

As part of our environmental program, we set targets to reduce our annual energy consumption by 3 percent by the end of 2024, thereby simultaneously cutting greenhouse gas (GHG) emissions. We defined absolute values based on energy consumption in 2019 as target figures. We also aimed to reduce product-related CO₂ emissions in the three business divisions by 220,000 tons during this period. We already reached this target in 2022.

During the 2024 reporting year, we implemented 67 individual measures in our production locations designed to increase energy efficiency and reduce greenhouse gases.

This saves us 7.3 GWh annually. The measures were primarily related to cross-sector technologies deployed across various manufacturing processes, such as compressed air, lighting, cooling or ventilation.

Energy savings thanks to efficiency measures

in megawatt hours

	2022	2023	2024
MWh	3,347	5,148	7,332

The Brose CO₂ balance is based on the international Greenhouse Gas Protocol standard. Emissions comprise:

- **Scope 1** – Direct emissions from oil and gas consumption along with the Brose fleet and Brose Flugservice GmbH
- **Scope 2** – Indirect emissions from purchased electricity and district heating
- **Scope 3** – Other indirect emissions along the supply chain, through product use, business travel, waste disposal, etc.

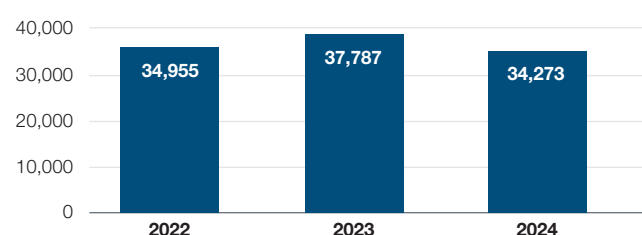
The CO₂ equivalent for Scope 1 and Scope 2 reporting is calculated by multiplying primarily local emissions factors with energy consumption. In certain locations we also use factors from the Intergovernmental Panel on Climate Change (IPCC) database.

Emissions overview 2024:

- **Scope 1** – 34,273 tons CO₂ equivalent
→ Decrease compared to the previous year, primarily due to reduced fuel consumption
- **Scope 2** – 45,518 tons CO₂ equivalent
→ Significant reduction due to the increased share of renewable energy

Scope 1 emissions

using the in tons of CO₂ equivalent.



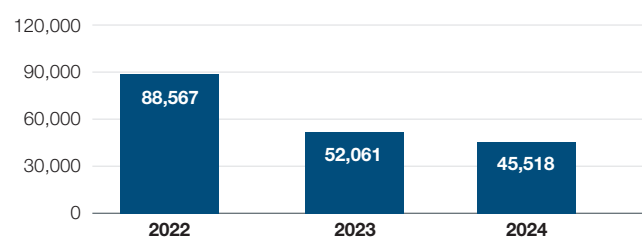
Emissions from generating purchased energy

We include local emissions factors in our calculations of emissions from purchased energy. The total Scope 2 emissions of the Brose Group are distributed as follows:

- 31 percent attributable to our locations in North and Central America
- 65 percent attributable to our locations in Asia
- 4 percent attributable to Europe including locations organizationally assigned to Brazil and South Africa

Scope 2 emissions

using the in tons of CO₂ equivalent.



Emissions from the downstream value chain

The total of all Scope 3 emissions of the Brose Group in the 2024 fiscal year was 12,139,838 tons of CO₂ equivalent. Most of our Scope 3 emissions are associated with the use of our products in our customers' finished products. The following factors are used to calculate these emissions:

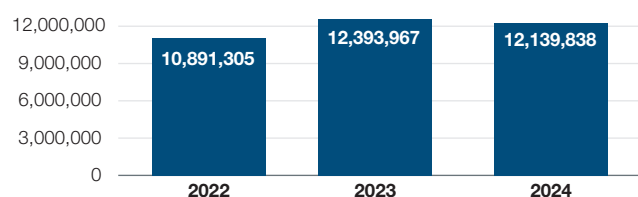
- Vehicle mileage
- Type of drivetrain (e.g. combustion engine, hybrid, electric)
- Component weight of the respective Brose parts

This methodology enables a realistic assessment of the long-term environmental impacts of our products and forms

the basis for targeted reduction strategies across the entire product lifecycle.

Scope 3 emissions

using the in tons of CO₂ equivalent.



Determining GHG emissions intensity

Greenhouse gas (GHG) emissions intensity of the Brose Group is reported annually in the Carbon Disclosure Project. Three different quotients are provided. They refer to the ratio of Scope 1 and Scope 2 emissions to annual sales, number of employees and energy utilized. The purchase of electricity with a lower carbon footprint and the renewed increase in production output improve the key figures.

GHG emissions intensity quotient

in tons of CO₂ equivalent and percent by category

	2022	2023	2024	Difference vs. previous year
t CO ₂ /million euros in sales	19.30	13.82	12.47	-9.8%
t CO ₂ /employee	4.68	3.41	3.11	-8.7%
t CO ₂ /MWh	0.29	0.21	0.18	-13.3%

Material and resource efficiency

The Brose Group is aware of its responsibility when it comes to conserving our earth's limited resources. We are working on this topic in many different areas of the business in order to identify and achieve potential related to more efficient use of resources. Our goal is to manufacture products that are free from hazardous substances to protect our consumers' health.

Additive manufacturing as a key to resource efficiency

We have implemented an additive pre-production process for the material-efficient, tool-free production of metal and plastic components. For example, we produce prototype parts for development and validation, as well as production equipment for Brose plants worldwide. We also manufacture series and spare parts for our customers. Compared to conventional manufacturing methods, material expenditure decreases of up to 90 percent can be achieved provided the product is designed with additive manufacturing guidelines in mind. Eliminating tools results in savings in materials, money and time.

In metal additive manufacturing, we focused on qualifying and introducing sustainable metal powder materials. Specifically, for our standard aluminum alloy, we no longer use primary aluminum for the atomization process (which is very energy intensive to produce) but have switched entirely to secondary aluminum. This is intended to significantly reduce our carbon footprint.

Another activity concerns the reuse of stamping scrap from Brose's global press shops that manufacture seat rails. Our approach is to return homogeneous stamping scrap from seat rail production back into the cycle. Stamping scrap

from the press shops is atomized into a metal powder by an atomization system. This metal powder is then used as feedstock for selective laser melting (metal 3D printing). The advantage, in addition to the 100 percent use of our own secondary material for printing steel components, is that 3D printing uses system-compatible materials compared to strip steel. This enables the production of printed components with the same mechanical characteristics as a conventionally stamped or formed seat structure component.

Focus on recyclates and circular materials

During the reporting period, activities to increase the use of recyclates and scrap in the components used were further intensified, with the goal of sustainably reducing the products' carbon footprint. One focus was on using sustainable aluminum alloys with a scrap content of up to 90 percent. At the same time, we are also examining the use of steels from electric arc furnaces in Europe. This method of production likewise enables a high scrap content and thus helps conserve resources.

For polymer materials such as polypropylene and polyamide, mechanically recycled types continue to be used predominantly. For polyoxymethylene (POM), which is less suitable for mechanical recycling, we investigated Carbon Capture and Utilization (CCU) technology as an alternative. In this process, CO₂ is captured either directly from ambient air or from industrial processes, converted into synthetic methanol, and then used to produce POM. This process can reduce the carbon footprint by up to 90 percent compared to conventionally produced POM. These measures make an important contribution to further improving the environmental balance of our products.

Use of materials for products

in tons by material

	2022		2023		2024	
	Material use	Difference vs. previous year	Material use	Difference vs. previous year	Material use	Difference vs. previous year
Steel	401,599	-4.48%	433,600	+7.38%	415,190	-4.25%
Filled/reinforced plastics	87,727	+28.83%	94,824	+7.48%	94,666	-0.17%
Copper/copper alloys	10,639	-31.54%	12,227	+12.99%	13,480	+10.25%
Plastic	21,191	+54.85%	23,101	+8.27%	23,894	+3.43%
Aluminum/aluminum alloys	17,116	+64.77%	19,230	+10.99%	18,499	-3.80%
Other metals	8,998	+21.89%	8,546	-5.02%	7,931	-7.20%
Elastomers	1,002	-28.33%	1,033	+3.00%	1,410	+36.50%
Magnesium/magnesium alloys	831	-6.31%	500	-39.83%	392	-21.60%
Zinc/zinc alloys	602	-2.90%	725	+16.97%	790	+8.97%
Total	549,704	+2.09%	593,804	+7.43%	576,252	-2.96%

Use of secondary raw materials

in tons by material

	2022		2023		2024	
	Use of materials	Share of secondary raw materials	Use of materials	Share of secondary raw materials	Use of materials	Share of secondary raw materials
Steel	401,599	100,399	433,600	108,400	415,190	103,798
Plastic	109,919	4,396	118,959	4,758	118,560	4,742
Aluminum	17,116	6,846	19,230	7,692	18,499	7,400
Copper	10,639	0	12,227	0	13,480	0
Total	539,272	111,641	584,016	120,850	565,729	115,940

Waste treatment and prevention

In general, we try to avoid generating waste whenever possible, which is why we use returnable packaging for shipments. However, since it is not possible to stop waste from being generated entirely, we separate it by type in our locations to ensure effective disposal and recycling. The waste generated in our locations comprises:

- Scrap for recycling recovery
- Household or commercial waste
- Metallic waste
- Special waste

Targets and progress

We set a key target of implementing waste prevention and/or reduction projects by the end of 2024 and saving at least 5 percent of the amount of waste generated at our production locations (1,641 tons) compared to 2021. We were able to meet this target by 90 percent, corresponding to 1,485 tons.

Careful tracking and legally compliant disposal

Documenting waste paths helps ensure that waste is transported away and recycled or disposed of in accordance with legal requirements. When selecting disposal companies we consider legal requirements, existing permits and completed service provider audits to ensure the various types of waste are disposed of in a professional manner. Waste is almost exclusively sent to local disposal specialists. Waste is never transported across borders and residual materials are never exported.

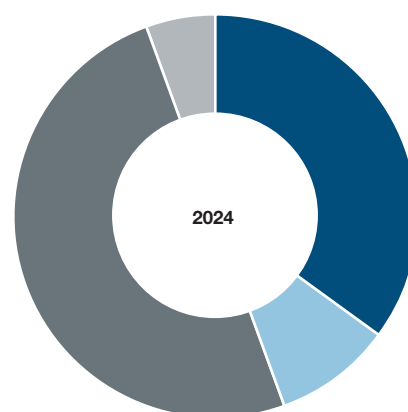
Quality assurance at waste management companies

We also assess the reliability of our disposal specialists each year. As in previous years, most (98 percent in the reporting year) of our disposal companies were rated as exemplary. We have not determined any violations against legal requirements among any of the disposal companies. As in the previous year, we expect 2 percent of the disposal companies to implement improvement measures, particularly with respect to documentation.

Amount of waste types⁶

in tons

	2022	2023	2024
■ Scrap for recycling/energy recovery	13,962	13,174	14,966
■ Household/commercial refuse	3,421	3,861	3,954
■ Metal waste (scrap)	18,014	21,161	21,202
■ Special waste	2,189	2,326	2,364
Total	37,586	40,522	42,486



⁶ Deviations possible due to rounding.

Water and effluents

The total water volume in fiscal year 2024 fell by 10.6 percent compared to the previous year. In relation to sales and the number of employees, respectively, the demand for water has likewise decreased. Water consumption per employee and day is approximately 78 liters. Water is obtained as well water (30 percent) and municipal water in potable quality (70 percent). The latter is referred to as fresh water in the following. We use water to cool production processes, as process water in surface technology, to apply cooling lubricants in washing systems, to water green spaces, in the canteen, in break rooms and for cleaning buildings.

We want to continue to reduce our demand for water with a consistent water management system. Our focus lies on water with high purity levels and processes that result in effluents with high levels of pollution.

Resource-conserving systems at our locations

In general, when procuring new systems we focus on decreasing water demand and contaminant load in wastewater while ensuring ground water and soil remain protected. This is accomplished by identifying systems that play a key role in water conservation early on in the procurement phase. Environmental specialists identify all relevant requirements for the facility using the EHS Tracker template, which accompanies the procurement process, and define them in the technical specifications. Regular inspection and maintenance work ensure safe operation of systems that process substances that could contaminate water.

Water efficiency and circular use

One example of our efforts in this area is the dramatic reduction of the specific water consumption of our nine-zone system for cathodic dip painting, specifically due to recirculation, cascades, bath maintenance measures and process control. The latest-generation systems consume 5.6 liters per square meter of painted surface. The effluents we treat in our own plants are emptied into the public sanitary sewers.

Regional characteristics and reuse

Paint finishing systems require sterile water with low conductivity, which is why we desalinate fresh water using reverse osmosis. The saliferous water is led in through the sewer. Since the Querétaro-Aeropuerto/Mexico plant is located in an arid region, the saliferous concentrate from the reverse osmosis system is mixed together with rain water in

a collecting tank and then used to water green spaces. This allows us to reduce the plant's fresh water requirements by 40 cubic meters daily.

Specific water removal

Brose uses a variety of sources for its daily water needs. Sanitary and social facilities required more than 86 percent of fresh water during the year under review. 8 percent was used as process water for surface technology. We used 5 percent of fresh water for irrigation and 1 percent for cleaning and washing processes. Well water is used almost exclusively for cooling purposes in our German locations; it is led back to the ground water via drainage shafts wherever possible.

Treated and reused water

Brose has effluent treatment systems, but it does not have its own water treatment systems. The reason for this is the position of our locations where a well-developed municipal infrastructure ensures the corresponding water treatment, thereby enabling water to be returned to surface water. Our Querétaro Aeropuerto/Mexico location is one exception. Here, effluents are treated in the industrial park's own effluent treatment system and provided to the businesses located there again for reuse. We are aware of our responsibility when it comes to a resource as valuable as water and we are working hard to conserve potable water as much as possible. At the same time, very few of our production processes require water.

Effluent discharge systems and water quality

The Brose Group generated 639,113 cubic meters of effluents in 2024. Due to the high water quality we can lead part of this back into the storm water sewer either directly or following treatment. More than anywhere else, this is possible in our European locations. The ground water the Hallstadt location takes for cooling purposes is used in separate cycles and monitored systems and can be reintroduced via drainage shafts after use. Effluents from paint finishing systems are treated in a batch plant prior to being led into the sanitary sewer. A chemical process is used to remove heavy metals, oils and lubricants.

We are increasing our use of sand traps and gasoline traps to irrigate our parking areas. To ensure smooth operation of these systems, we inspect them according to the same criteria in all of our locations. The remaining water that is

not led away via storm water sewers or ground water is disposed of via the public sanitary sewer system. These systems are subject to effluent regulations in the respective municipalities.

Assessment and outlook

Thanks to efficiently designed plants and optimized processes, water consumption for our technical processes at the locations has now been optimized to the greatest possible extent. Further considerations and reviews with regard to

economically efficient and meaningful potential showed that the locations had already reached a high standard in 2021 and that there was no need to set a new target for reducing the water footprint in the current 2022/2024 environmental program. There is scope for reductions in the irrigation of green areas that we will continue to keep and maintain for the time being. In some locations, the use of drip irrigation systems or resistant grass species is already reducing water demand.

Biodiversity

Biodiversity refers to the diversity of life in all its forms – from genetic diversity within species to complex interactions in ecosystems on land, in water and in the air. This biological diversity is indispensable for the functioning of ecosystems and the provision of key ecosystem services such as pollination, climate regulation and water purification. The loss of biodiversity has far-reaching impacts on the environment, the economy and health and poses a growing threat to all forms of life.

Causes of biodiversity loss

Scientific studies identify several central causes for the decline in biological diversity:

- Climate change: Global warming, increasing droughts and extreme weather events alter habitats.
- Land use change: Deforestation, urbanization and intensive agriculture destroy natural habitats.
- Environmental pollution: The use of fertilizers and pesticides and the pollution of soil and water endanger numerous species.
- Overexploitation of natural resources: Overfishing, depletion and unsustainable forestry deprive ecosystems of their regenerative capacity.
- Invasive species: Introduced species displace native species or impair their habitats.

These factors often act in combination and reinforce each other, making coordinated and strategic countermeasures necessary.

Our contribution to protecting biodiversity

As a globally active industrial company, Brose is aware of its responsibility to limit the impacts of business activities on biological diversity. Our key levers for promoting biodiversity lie in the following areas:

- Climate protection: By continuously reducing CO₂ emissions at our locations and producing lighter, more efficient products, we are reducing our environmental footprint and thus indirectly lowering the pressure on ecosystems.
- Sustainable material choice: We prefer materials that offer good recyclability, high resource efficiency and low environmental impacts.
- Deforestation-free supply chains: For so-called risk raw materials, we ensure certified, deforestation-free origin and thus help preserve vital habitats.
- Circular economy: Our investments in recycling processes, secondary raw materials and reuse reduce resource consumption and waste volumes, making an important contribution to protecting natural resources.
- Prevention of environmental pollution: Through targeted measures to avoid waste, protect water and reduce emissions, we minimize harmful effects on flora and fauna.

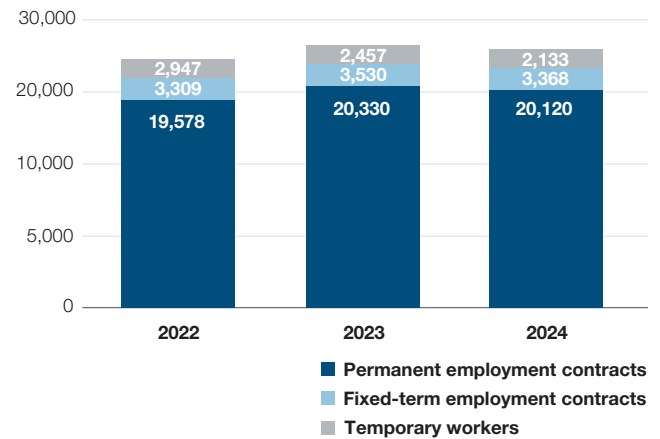
Through these integrated approaches, we support global efforts to conserve biodiversity as a contribution to ecosystem stability and to securing our shared future.

Employees and society

Qualification and development, working environment and social benefits paired with forward-thinking HR concepts help us deploy employees where they are needed while giving them what they need to grow, enhance their loyalty to the company and establish Brose as an attractive employer worldwide. To be prepared for future challenges, increase competitiveness and support scalable growth, we enhance and improve our HR organizational structure and technical standards on a regular basis.

Employees

by employment contract (excluding joint ventures)⁷



⁷ Due to the differences in the data available on our joint venture, our report does not include it to improve comparability.

Performance, compensation and fair wages

All of the companies of the Brose Group offer our employees compensation and additional benefits regardless of employees' gender, religious denomination, heritage, age, disability, sexual orientation or country-specific characteristics. Brose respects the right to remuneration based on legally guaranteed minimum wages, employee performance and the respective labor market. All employees thus receive remuneration commensurate with their work. Gender-specific differences are attributable to individual lifestyles and personal development paths.

Regional comparative studies are conducted annually with the support of an independent, external service provider to analyze the current market level. The analyses are incorporated into considerations for both basic and total compensation. This means that all employees receive compensation packages that are competitive in the relevant markets in which they work.

Pay changes are based on the company's economic situation, collective wage agreements and the individual performance of the employee. At Brose we use the annual objective agreement and the performance appraisal process for

this purpose. Supervisors evaluate their employees based on their performance and share confidential feedback with them. Around 9,500 employees and managers worldwide participate in this objective agreement and performance appraisal process. In 2024 about 73 percent of participants were male and 27 percent female. Supervisors arrange clear, manageable and motivating assignments and achievable results with their employees.

As a family-owned company, we are keenly aware of our responsibility towards our employees. This is why we inform our employees of changes within the company as quickly as possible and proactively help them qualify for new assignments within the Brose Group or when changing jobs.

Attractive benefits and rewards

Brose also relies on a comprehensive package of voluntary benefits tailored to the needs of its locations to strengthen its appeal as an employer. This package is available to all of our employees. In addition to health management, it also encompasses services such as catering, company sports activities, a company and private pension plan and discounts on merchandise in the Brose Shop.

Brose offers a bike leasing campaign for employees at its German locations featuring the slogan “Keep fit, protect the environment and save money”. We work with a leasing partner to provide the bikes to our employees free of VAT. They also save taxes because the lease payment is deducted from their gross pay. This also applies to car leasing options additionally offered to Brose employees in Germany.

Contractually agreed or voluntary profit-sharing bonuses paid out to our employees depend on the results of the corporate group and whether employees achieve their personal objectives.

Equal pay for equal work

With respect to gross annual income, the income ratio of women to men across all employee groups is more than 90 percent. Differences can be found in personal paths through life and development, which all have an impact on wages earned. The three main locations in Coburg, Bamberg and Würzburg with a total of around 6,000 employees were used to calculate the income ratio. Only core staff members are counted here. At the German locations, collective agreements either apply directly or there are company regulations based on collective agreements.

Social benefits in focus

Brose is always reviewing its range of voluntary social benefits. There is a special focus on aspects pertaining to the work-life balance, personalized employee counselling and preventive health care. An audit performed by the certification firm *berufundfamilie Service GmbH* provides valuable insight on how we can further develop the programs we offer in this area. We have been conducting regular (re)certifications with binding target agreements with this independent partner since 2010. Since the third successful certification, we have participated in what are known as dialog processes, in which the individual maturity level of our family and life phase-oriented HR policy is examined every three years for potential for improvement and corresponding recommendations for action are developed. We are also a member of the Federal Association for Employee Assistance (bbs).

We encourage a healthy work-life balance. The Brose Kids Club is firmly established as its own brand in the Brose Group product portfolio. Depending on the location, it is open to employees’ children between the ages of one and 14 and comprises the following modules: crèche, kindergarten, nursery, youth academy and options for caring for children during school breaks. Around 14 people are employed in the childcare facilities at the headquarters in Coburg and at the largest production facility in the Brose Group in Ostrava/Czech Republic alone. In October 2024, a new Brose Kids Club opened at our plant in Prievidza/Slovakia. The official opening of a new childcare center at the Bamberg location in Germany is planned for February 2025.

In addition, the “FamilyNet” project launched at the Franconian locations by social and health management has proven to be quite effective. Alongside targeted orientation for impats (foreign workers), people returning from locations abroad and new employees, “FamilyNet” also offers personal support for their family members. Such programs are designed to strengthen social ties to the region and help avoid the loss of specialists.

Company pension

Obligations for a company pension plan and similar commitments of the Brose Group worldwide totaled 582 million euros at the end of the 2024 reporting period (according to IAS 19). The various pension plans in Germany are mainly company-funded, direct commitments. For the majority of employees, these consist of defined contribution plans. The amount of the contribution depends on the employees’ income in particular. Beyond this, there are also contribution plans based on final salaries from the past. Participating in deferred compensation enables employees to build up an additional insurance-based pension plan, which is managed by external pension providers. Foreign pension plans under deferred compensation partly consist of contributions made by employees and the company.

Systematic employee development

We value employees who are willing to learn and support them with comprehensive training opportunities in a variety of formats, including in-person classroom training courses along with virtual classroom and online training courses for extending and building product, methodological, leadership and language skills and personal development. On-the-job training also ensures professional qualification.

Training strategy and digital learning culture

Our internal training program focuses on the needs of the company and helps us meet legal requirements and business-critical demands while taking into account economic, ecological and social goals. In 2024, over 55,000 participants attended internal training courses (indirect employees). Brose simultaneously further developed its online training portfolio to foster a lifelong and self-determined learning culture and provided new virtual classroom training, educational videos and online training courses.

Each of Brose's approximately 4,400 active LinkedIn Learning users completed three hours of learning content on average in 2024, viewing around 170,000 educational videos on the global online learning platform LinkedIn Learning. In addition, the entire range of Brose learning courses is available and documented in the myLearning learning management system (SAP SuccessFactors). It facilitates and promotes self-directed and goal-oriented learning in everyday work life.

In terms of sustainability, all our employees and managers are required to complete the "Fundamentals of Sustainability" online training course. The advanced online training on the Supply Chain Due Diligence Act (LkSG) is mandatory for the Purchasing, Supplier Quality and Logistics functions.

Career paths and talent development

For Brose, systematic development of experience and expertise as well as a uniformly high standard of quality are indispensable in order to effectively prepare for management activities or assignments in project management or expert career paths. In 2024, an initiative to further develop the project management and expert career paths, and to standardize, streamline and digitalize administrative career processes, was successfully implemented. As of 31 December 2024, 1,350 employees were on the leadership career path, 250 on the project management path and 200 on the expert path.

The systematic development of top talent was another focus of HR development activities in 2024. Around 80 percent of key positions were filled in the reporting year with internal successors as part of the succession planning process. To secure succession for key positions in the company, between 2024 and 2026 a total of 61 people will participate in leadership development programs at levels three and four. In addition, internal succession planning for key positions was expanded with a pool solution for leadership positions and established as a fixed part of the annual Performance and Talent Management (PTM) process.

The PTM process is uniformly managed through myHR in SAP SuccessFactors. The process and system promote employee development, the accurate filling of internal vacancies, succession planning and the systematic identification of key players and high-potential employees in the Brose Group worldwide. In 2024, the Drive-Your-Own-Development Initiative was carried out to promote self-directed development and transparency regarding development opportunities. All employees of the Brose Group were able to take part in this initiative. In addition, the number of completed talent profiles was again significantly increased from 54 percent to 60 percent. The goal is to make employees' skills and experience more visible within the organization and to leverage this information effectively.

Performance appraisal system

In 2024, the standardization and streamlining of the performance appraisal system for employees was also advanced. The changes, which will be implemented worldwide from 2025 at all locations except Coburg and Rastatt, provide for the elimination of separate documentation of individual annual performance objectives. This will significantly reduce administrative effort and give employees and managers more time to discuss current tasks and focus topics during the year. Assessment of achievements will be carried out in the personal performance review.

Performance appraisal interviews as part of the annual Performance and Talent Management process form the basis for assessing the performance of all employees worldwide. The PTM system provides information required for individual performance review and development discussions. In the commercial sector, a simplified process is carried out.

Apprenticeship training: the foundation for the future

We believe that a solid career orientation is indispensable in helping high school students transition effectively into their new careers. This is why Brose targets young people early on: From job shadowing and events like “Girls Day” or “Girls for Technology Camp” to information sessions at schools or career fairs – our instructors and apprentices are on hand with advice and practical assistance to help facilitate career orientation for all interested parties. We are also active on various social media channels to provide insights into everyday training and are involved with the *Wissensfabrik Deutschland* and the *Junge Forscher und Forscherinnen* initiative, which encourages innovative approaches to supporting school projects.

Brose has offered apprenticeships for around 100 years – during the reporting year approximately 300 apprentices and dual-track students learned a vocation at Brose. About 35 percent of them worked at our locations in the US, Slovakia and the Czech Republic. The range of apprenticeship occupations encompasses ten industrial/technical and commercial vocations and ten dual-track studies programs. In April 2024, our entire Brose training department obtained an education certification in accordance with DIN ISO 21001 from TÜV-Thüringen.

Building expertise in production

In order to remain an attractive employer for our production employees and retain them over the long term, it is vital to offer measures tailored to their needs and the reality of today’s working environment. To this end, we are expanding the degree of automation and digitalization at our plants in the medium to long term, strengthening their competitiveness and implementing accompanying personnel measures.

We launched the “Upskilling Blue Collars” project in 2022 and continued its consistent implementation to ensure systematic and standardized development of employees in manufacturing. A global process for identifying potential helps us find the most promising and motivated production employees, who then participate in development programs such as training courses to further hone their knowledge and skills. In 2024, more than 100 talents were identified globally.

Furthermore, we are working on measures to create an attractive and healthy working environment. These initiatives increase loyalty among production employees. Our goal is to sustainably reduce absenteeism and employee turnover to levels well below the market average.

Corporate diversity

Our corporate group is present on five continents around the globe. Around 69 percent of our employees work in locations outside of Germany. Together we represent over 93 countries with all of their diverse cultures and value systems. We view this diversity as an opportunity to learn something new every day. It is accompanied by internationally organized collaboration that also involves our customers and business partners from around the world. This requires openness, connected thinking and action from everyone involved.

Diversity is also reflected in how we promote and develop all of our employees – regardless of their age or gender.

Equal development for all genders

To increase the percentage of women in technical areas in particular, Brose has spent years supporting measures to interest women in technical career profiles early on in life. These efforts range from career orientation initiatives for girls to internships or college or degree theses for aspiring female engineers all the way to mentoring programs that pair experienced women in management positions with young female engineers. Completing rotations to systematically expand experience and skill sets or participating in our three-step career path concept can help them develop and grow into responsible technical and management positions.

International collaboration

Every workday at Brose is international when you are communicating with so many project teams in so many different languages at our locations around the world. Many employees in development, production and administration already work in a global network on a daily basis – within our company and with customers, partners and suppliers. An increasing number of employees are working for limited periods at locations outside their home country. Intercultural training courses educate all Brose employees on international challenges and ensure effective and successful collaboration. Nevertheless, if our employees become aware of incidents of discrimination, they are required to inform their supervisor and the responsible HR manager immediately. They can also contact the Brose Group's Legal & Compliance department. Irrespective of this, every employee has the option of contacting the head of HR or the relevant employee representative in confidence.

Zero tolerance for discrimination

Notices of possible discrimination at our locations, including those reported via the group-wide whistleblowing system, were investigated and quickly clarified in the reporting period.

The topic of “Fairness and diversity” and protected characteristics against discrimination are covered in the Brose Code of Conduct, which is binding for all employees in the company. Brose respects internationally recognized human rights and promotes the principles of the United Nations Global Compact because insults, discrimination and harassment contradict our basic principles of cooperation and will not be tolerated.

Rather, we believe an appreciation of “otherness” is one of the keys to global business success. We value employees with a strong global orientation – an asset that enables them to collaborate well, understand their environment and act effectively.

This includes an understanding of other cultures and the ability to handle ambiguity and diversity. We offer tailored intercultural training courses specifically for this purpose.

Occupational health and safety

Corporate health management at Brose and our workplace health promotion are aimed at building and expanding employee resources and resilience. Corporate health management focuses on evaluated processes (steering committees and working groups), a guiding culture (health mission) and responsible leadership (FIRST principles).

Our social and health management combines socially integrative employee and family programs that improve the work-life balance with preventative and acute health management offers. We are also a member of the Bundesverband Betriebliche Soziale Arbeit e.V., a federal association promoting corporate social work, and the Corporate Health Alliance. Our objective is to minimize the physical and mental stress our employees face (lifestyle enhancement) and make them more aware of their own health with preventative, acute and responsive health-promoting activities (workplace enhancement).

This takes place, for example, through:

- Concerted individual actions such as training courses, presentations, workshops, event days as lifestyle enhancement offers on topics such as nutrition, exercise, relaxation and stress management,
- Sustainable health programs such as Brose Check-Up, Mobil-Check, health coaching, hazard assessments for psychological stressors in the workplace, company integration management, Mobee-Fit, MyHealth,
- In the reporting year, in particular digital offerings such as online courses on nutrition, relaxation, exercise and smoking cessation,
- The use of health promoters or social measures, such as systemically oriented employee consultations and other offers to help resolve conflicts, like mediation.

Corporate health management considers all legal requirements, is based on applicable standards and guidelines and is constantly updated as part of a control loop (PDCA cycle). Each year, Brose focuses on a different area of workplace health promotion with extensive communication and topic-specific give-aways such as fascia balls or special campaigns like running challenges.

These offers are accessible to all employees via various channels, including the myBrose app, the intranet, notices and health promoters. The latter are involved as representatives of the workforce in the local or location-specific Health working groups. Information on current workforce needs is gathered in employee surveys.

The results strengthen our resolve to continue developing services and offers tailored to the needs of our employees. We also perform feedback surveys on workplace health promotion offers. Employees can reach the corporate health management contacts named on the intranet or in the app directly at any time.

Industrial medicine, physical therapy and company sports

The legal requirements governing comprehensive industrial medical support for all employee groups and types of contracts focus primarily on preventative health offers that meet employee needs. For example, our Closed-Loop Activity Program offers employees a cyclical program featuring prevention, acute care and rehabilitation services. All offers are clearly available on the Brose intranet. A health guide summarizes all activities and is available as a flyer in all departments. Campaigns are also announced via the myBrose app and by email. Industrial employees also regularly learn about the offers via the health promoters and can obtain information on monitors in the production area.

From the initial diagnosis to treatment, we improve regeneration in a network comprising industrial medical care, post-care physical therapy and psycho-social support, while shortening paths and preserving the work capacity of all of our employees.

Occupational safety: prevention as the top priority

Our goal is to prevent work-related accidents in all areas of our company. Group-wide accident statistics consider accidents involving all Brose employees as well as agency workers and temporary employees. The figures do not include accidents involving employees from external companies. Hazard assessments are performed for all workstations and activities to prevent accidents from happening. The

hazards that are identified are assessed using a risk matrix, and the probability of occurrence and the extent of damages are considered. Intolerable risks are mitigated using the appropriate protective measures. Technical precautions take precedence over organizational and personal protective measures.

The efficacy of the protective measures is reviewed and ensured through regular technical tests or safety inspections. Supervisors document work-related accidents that occur despite preventative measures and analyze them with occupational safety specialists and additional experts like the company doctors if necessary. Employees at certain locations can even report near-misses and unsafe situations themselves via the myBrose App.

There are also many opportunities for employees to actively participate in preventive measures relating to occupational health and safety, such as the company suggestion system, submission of proposals via the works council to the occupational health and safety committee or participation in the incident analysis carried out by the supervisor (near-miss, accident, unsafe situations).

Accidents resulting in more than three days of lost time must be reported. All locations comply with applicable laws. Wherever it seems reasonable and possible, German requirements – including those of the trade association – are applied worldwide. 123 such accidents were reported group-wide during the year under review. There were 119 accidents in plant functions, three in the business divisions and one in the group functions. There were no fatal accidents in the Brose Group in 2024.

The number of incidents per thousand employees (TMQ) is a yardstick for measuring the frequency with which accidents occur, while the accident severity is used to determine the average number of days lost due to incidents. The number of incidents per thousand employees is determined for a rolling twelve-month period. Part-time and full-time workers are evaluated. Figures are not presented by gender, religion or ethnic group. The number of incidents per thousand employees was 4.65 for the group as a whole during the year under review.

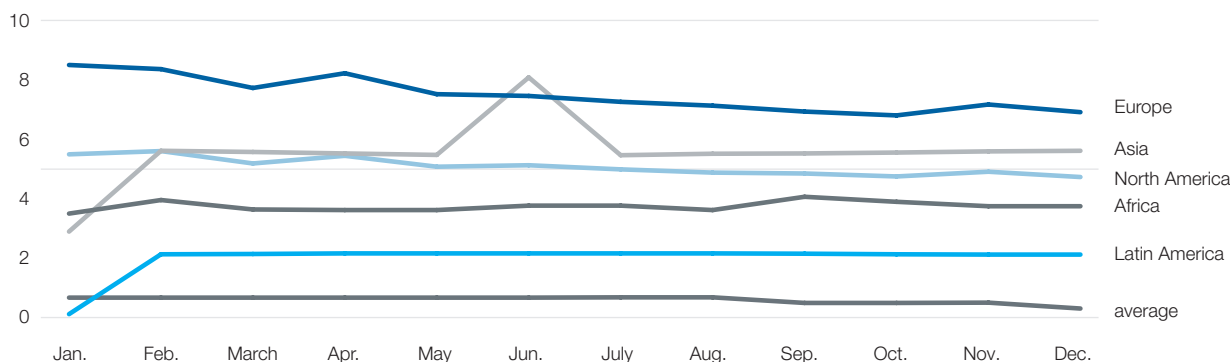
Number of work-related accidents >3 days and severity level

in number of days lost per number of accidents by region

	2022		2023		2024	
	Number of work-related accidents	Number of days lost per number of accidents	Number of work-related accidents	Number of days lost per number of accidents	Number of work-related accidents	Number of days lost per number of accidents
Europe	101	26	112	20	95	39
North America	17	77	24	94	24	81
Latin America	2	15	0	0	1	15
Asia	6	22	2	90	1	276
Africa	0	0	1	21	2	6
Total	126	33	139	34	123	47

Incidents per thousand employees >3 days in 2024

by region



Ergonomics in the workplace

Brose takes safeguarding the health of its employees very seriously. This is why we further improved ergonomics in our production workplaces around the world during the reporting year.

We established the “ergonomic check-up” to clearly assess our global locations and the work systems in place there. We evaluate existing and planned work systems using the traffic light method. Now only older systems have “red” workplaces with very strenuous tasks. Targeted selection of employees and job rotation help us alleviate possible negative impacts of these workplaces. The objective is to eliminate the “red” workplaces.

Automation to reduce workload

Specifically, we are relieving the burden on our employees by increasing the use of robots and automation for strenuous work. Ideally, these measures will also shorten assembly times and increase efficiency. One example of this is the automation of the previously manual press-fitting process for a housing in Pune/India.

Medically supported workplace assessment

Physiotherapists at the locations are also regularly involved in workplace inspections. They assess ergonomic aspects from a medical perspective and offer employees advice on healthy sequences of motion in the workplace. In the reporting year, employees also received training on workplace ergonomics.

Social commitment

Our family-owned company embraces its responsibilities towards society and supports projects in the areas of sports, education, culture and society. We cooperated with partners, initiatives and institutions in 15 countries for this purpose in 2024. Our public and social commitment plays a crucial role in securing Brose's long-term competitiveness. Our shareholders are committed to positioning Brose as a promoter of social, educational and cultural projects. In view of the recent crises and challenging economic conditions overall, we adjusted the financial scope of our involvement during the reporting year. In total, we reduced our expenses by 30 percent compared to the previous year.

Sport: promoting team spirit, strengthening community

Commitment, discipline, passion and team spirit are values that unite sport and business. This is why Brose has been promoting grassroots and elite sports at its company locations for many years. Sports projects not only improve quality of life locally but also strengthen the company's regional roots and attractiveness.

Education: shaping the future through knowledge

Education is the key to individual development and social progress, which is why Brose supports numerous education projects to provide targeted support to young people on their path into vocational training, university and careers. This commitment ranges from school partnerships and scholarship programs to support for technical youth projects and the promotion of STEM initiatives.

Social projects: responsibility to the community

As a family-owned company, we are committed to supporting people who face difficult situations. Our social activities focus deliberately on the immediate surroundings of our locations so that we can provide targeted and needs-based support, for example through donations in kind and money, voluntary work by Brose employees or cooperation with local aid organizations.

Culture: promoting creativity, strengthening values

Cultural engagement fosters personal encounters, exchanges and identification. This is why Brose supports music, performing and visual arts projects that strengthen social cohesion. Whether music school, theater funding or creative school projects, cultural initiatives at our locations enrich community life and reflect our company's core values of passion, diversity and humanity.

Investments in the community

in € euros by area

	2022	2023	2024
■ Sports	4,135	3,222	2,029
■ Education	338	241	152
■ Culture	251	246	170
■ Social projects	262	335	190
Total	4,986	4,044	2,541

Max Brose Hilfe

Even our company founder Max Brose was committed to helping those in need during his active time as an entrepreneur. The non-profit organization Max Brose Hilfe e.V. supports social and humanitarian projects in his name. Michael Stoschek, Max Brose's grandson and Chairman of the Administrative Board, endowed Max Brose Hilfe with one million euros when it was established in 2017. All of the shareholders made an additional million available in 2022 for help for Ukraine. The association also receives donations from employees and other sponsors. 100 percent of these funds are used for projects and aid measures.

Employees as active co-creators

Every employee of the Brose Group can request support for projects they are personally committed to. It makes no difference whether applicants seek support for far-away aid organizations or become involved with associations or other institutions right on their doorsteps. The prerequisite for funding is: the employee must already be involved there – whether through voluntary work or monetary contributions – and the recipient must be an eligible charitable institution or non-profit organization. This is Max Brose Hilfe's way of honoring its employees' commitment to social issues.

The Brose Group supports the association's work by assuming the administrative costs incurred.

Annex

Key Performance Indicators

Environment

Scope 1 emissions

in tons of CO₂ equivalent by country

	2022		2023		2024	
	Absolute	Difference vs. previous year	Absolute	Difference vs. previous year	Absolute	Difference vs. previous year
Germany	15,902	-3.58%	14,487	-8.90%	15,499	6.99%
USA	6,158	+1.67%	5,807	-5.70%	5,121	-11.81%
Czech Republic	3,747	+4.23%	2,667	-28.82%	2,945	10.44%
Canada	1,864	+9.39%	1,688	-9.44%	941	-44.23%
Mexico	2,153	+9.01%	3,740	+73.71%	3,192	-14.65%
Great Britain	1,581	-20.39%	1,891	+19.61%	1,803	-4.65%
Rest	3,550	+8.40%	7,507	+111.46%	4,771	-36.45%
Total	34,955	-0.36%	37,787	+8.10%	34,273	-9.30%

Scope 2 emissions

in tons of CO₂ equivalent by country

	2022		2023		2024	
	Absolute	Difference vs. previous year	Absolute	Difference vs. previous year	Absolute	Difference vs. previous year
China	44,432	+30.99%	31,412	-29.30%	26,989	-14.08%
USA	15,325	-7.47%	4,139	-72.99%	3,956	-4.43%
Mexico	13,139	+12.90%	11,655	-11.29%	10,026	-13.98%
Germany	301	-96.52%	847	+181.40%	869	2.61%
Canada	287	+0.70%	670	+133.45%	154	-77.05%
Great Britain	1,430	-7.38%	0	-100.00%	-	0%
Slovakia	0	-100.00%	0	0%	-	0%
India	568	+112.73%	1,688	+197.18%	1,908	13.05%
Czech Republic	12,453	-63.77%	226	-98.19%	183	-18.89%
Rest	632	-75.85%	1,424	+125.32%	1,433	0.63%
Total	88,567	-19.96%	52,061	-41.22%	45,518	-12.57%

Scope 3 emissions

in tons of CO₂ equivalent by category

	2022		2023		2024	
	Absolute	Difference vs. previous year	Absolute	Difference vs. previous year	Absolute	Difference vs. previous year
Use of sold products	8,443,439	+1.44%	9,856,171	+16.73%	9,622,267	-2.37%
Purchased goods and services (direct)	1,874,292	+11.68%	1,983,187	+5.81%	1,947,972	-1.78%
Processing of sold products	257,297	+13.86%	226,652	-11.91%	218,780	-3.47%
Capital goods	73,175	-15.54%	92,380	+26.25%	87,460	-5.33%
Upstream transport and distribution	103,925	+35.82%	101,870	-1.98%	146,633	+43.94%
Employee commuting	46,041	+21.79%	47,643	+3.48%	47,286	-0.75%
Purchased goods and services (indirect)	39,623	+39.15%	30,331	-23.45%	36,990	+21.95%
Business travel	15,574	+21.10%	22,474	+44.30%	19,472	-13.36%
Downstream transport and distribution	29,383	+24.05%	24,276	-17.38%	4,066	-83.25%
End-of-life treatment of sold products	7,368	+4.93%	7,737	+5.01%	7,600	-1.77%
Waste generated in operations	1,187	+3.60%	1,244	+4.80%	1,313	+5.55%
Total	10,891,305	+3.71%	12,393,967	+13.80%	12,139,838	-2.05%

Amount of waste types⁸

in tons by regions

2022	Scrap for recycling/ energy recovery	Household/ commercial refuse	Metal waste (scrap)	Special waste	Total
Asia	1,838	539	1,692	444	4,513
North America	5,736	1,266	3,811	122	10,935
Europe	5,496	1,498	12,463	1,587	21,044
Latin America	664	70	38	35	807
Africa	229	49	10	0	288
Total	13,963	3,421	18,014	2,189	37,586
Difference vs. previous year	+2.88%	+13.24%	+11.98%	-5.16%	+7.43%
2023					
Asia	2,170	763	1,956	604	5,494
North America	4,531	1,021	3,764	124	9,441
Europe	5,665	1,894	15,394	1,558	24,511
Latin America	636	63	37	39	774
Africa	172	119	9	1	302
Total	13,174	3,861	21,161	2,326	40,522
Difference vs. previous year	-5.65%	+12.86%	+17.47%	+6.26%	+7.81%
2024					
Asia	1,809	763	1,805	450	4,827
North America	6,094	1,318	4,692	333	12,437
Europe	6,114	1,836	14,667	1,553	24,170
Latin America	729	31	33	28	820
Africa	220	6	6	0	232
Total	14,966	3,954	21,202	2,364	42,486
Difference vs. previous year	+13.60%	+2.40%	+0.20%	+1.84%	+4.86%

⁸ Deviations possible due to rounding.

Total water consumption⁹

in cubic meters by source and region

	2022			2023			2024		
	Well water	Fresh water	Total	Well water	Fresh water	Total	Well water	Fresh water	Total
Asia	11,830	135,472	147,302	27,681	143,572	171,253	20,915	116,217	137,132
North America	4,315	185,947	190,262	3,384	180,132	183,516	6,333	167,763	174,096
Europe	196,759	202,172	398,931	231,608	216,131	447,739	193,707	210,649	404,356
Latin America	155	7,106	7,261	164	7,118	7,282	0	7,582	7,582
Africa	0	4,481	4,481	0	5,092	5,092	0	5,243	5,243
Total	213,059	535,179	748,238	262,837	552,045	814,882	220,955	507,454	728,409

⁹ Deviations possible due to rounding.Effluent discharge rates¹⁰

in cubic meters by disposal type and region

2022	Storm water sewer	Public sanitary sewer	Ground water	Total
Asia	0	65,426	0	65,426
North America	11,788	115,484	0	127,272
Europe	221,526	164,423	74,422	460,371
Latin America	0	1,623	0	1,623
Africa	0	0	0	0
Total	233,313	346,956	74,422	654,691

2023

Asia	0	70,530	0	70,530
North America	17,201	86,055	0	103,256
Europe	214,498	151,555	115,372	481,425
Latin America	0	1,441	0	1,441
Africa	0	0	0	0
Total	231,699	309,581	115,372	656,652

2024

Asia	0	88,387	0	88,387
North America	21,544	98,413	0	119,957
Europe	184,374	149,655	90,668	424,697
Latin America	0	6,073	0	6,073
Africa	0	4,199	0	4,199
Total	205,918	346,726	90,668	643,312

¹⁰ Deviations possible due to rounding.

Employees and society¹¹

Employees

by group (excluding temporary workers, excluding joint venture)

	2022			2023			2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Employees	6,965	2,609	9,574	7,321	2,797	10,118	7,026	2,726	9,752
Indirect cost laborers	3,072	452	3,524	3,131	454	3,585	3,083	475	3,558
Direct labor	5,697	3,705	9,402	5,878	3,880	9,758	5,968	3,880	9,848
Apprentices	337	50	387	341	58	399	286	44	330
Total	16,071	6,816	22,887	16,671	7,189	23,860	16,363	7,125	23,488

Employees

by region (excluding temporary workers, excluding joint venture)

	2022			2023			2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Germany	5,788	1,571	7,359	5,855	1,603	7,458	5,538	1,506	7,044
Europe (excluding Germany)	3,829	2,247	6,076	4,308	2,432	6,740	4,414	2,458	6,872
China	2,285	779	3,064	2,248	844	3,092	2,121	844	2,965
East Asia	160	62	222	163	66	229	145	57	202
North America	3,718	2,028	5,746	3,801	2,106	5,907	3,861	2,103	5,964
South America	291	129	420	296	138	434	284	157	441
Total	16,071	6,816	22,887	16,671	7,189	23,860	16,363	7,125	23,488

Employees

by age (excluding temporary workers, excluding joint venture)

	2022			2023			2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
under 20	308	73	381	321	87	408	270	67	337
20-29	3,209	1,440	4,649	3,467	1,549	5,016	3,329	1,496	4,825
30-39	5,683	2,262	7,945	5,872	2,382	8,254	5,649	2,328	7,977
40-49	3,557	1,724	5,281	3,720	1,842	5,562	3,755	1,882	5,637
50-59	2,596	1,077	3,673	2,529	1,084	3,613	2,529	1,068	3,597
from 60	718	240	958	762	245	1,007	831	284	1,115
Total	16,071	6,816	22,887	16,671	7,189	23,860	16,363	7,125	23,488

¹¹ Due to the differences in the data available on our joint venture, our report does not include it to improve comparability.

New entries

by age (excluding temporary workers, excluding joint venture)

	2022		2023		2024	
	Total	Share of designated workforce groups	Total	Share of designated workforce groups	Total	Share of designated workforce groups
under 20	293	76.9%	368	90.2%	417	123.7%
20-29	2,172	46.7%	2,591	51.7%	1,900	39.4%
30-39	1,689	21.3%	1,760	21.3%	1,154	14.5%
40-49	694	13.1%	828	14.9%	519	9.2%
50-59	229	6.2%	256	7.1%	143	4.0%
from 60	33	3.4%	24	2.4%	14	1.3%
Total	5,110	22.3%	5,827	24.4%	4,147	17.7%

New entries

by gender (excluding temporary workers, excluding joint venture)

	2022		2023		2024	
	Total	Share of designated workforce groups	Total	Share of designated workforce groups	Total	Share of designated workforce groups
Male	3,300	20.5%	3,813	22.9%	2,666	16.3%
Female	1,810	26.6%	2,014	28.0%	1,481	20.8%
Total	5,110	22.3%	5,827	24.4%	4,147	17.7%

New entries

by region (excluding temporary workers, excluding joint venture)

	2022		2023		2024	
	Total	Share of designated workforce groups	Total	Share of designated workforce groups	Total	Share of designated workforce groups
Germany	435	5.9%	714	9.6%	242	3.4%
Europe (excluding Germany)	1,364	22.4%	1,895	28.1%	1,284	18.7%
China	797	26.0%	442	14.3%	212	7.2%
East Asia	35	15.8%	40	17.5%	6	3.0%
North America	2,360	41.1%	2,671	45.2%	2,283	38.3%
South America	119	28.3%	65	15.0%	120	27.2%
Total	5,110	22.3%	5,827	24.4%	4,147	17.7%

Exits

by age (excluding temporary workers, excluding joint venture)

	2022		2023		2024	
	Total	Share of designated workforce groups	Total	Share of designated workforce groups	Total	Share of designated workforce groups
under 20	89	23.4%	181	44.4%	174	51.6%
20-29	1,456	31.3%	1,710	34.1%	1,599	33.1%
30-39	1,446	18.2%	1,374	16.6%	1,338	16.8%
40-49	703	13.3%	708	12.7%	667	11.8%
50-59	346	9.4%	347	9.6%	315	8.8%
from 60	156	16.3%	152	15.1%	185	16.6%
Total	4,196	18.3%	4,472	18.7%	4,278	18.2%

Exits

by gender (excluding temporary workers, excluding joint venture)

	2022		2023		2024	
	Total	Share of designated workforce groups	Total	Share of designated workforce groups	Total	Share of designated workforce groups
Male	2,788	17.3%	2,939	17.6%	2,779	17.0%
Female	1,408	20.7%	1,533	21.3%	1,499	21.0%
Total	4,196	18.3%	4,472	18.7%	4,278	18.2%

Exits

by region (excluding temporary workers, excluding joint venture)

	2022		2023		2024	
	Total	Share of designated workforce groups	Total	Share of designated workforce groups	Total	Share of designated workforce groups
Germany	571	7.8%	393	5.3%	596	8.5%
Europe (excluding Germany)	1,136	18.7%	1,136	16.9%	1,042	15.2%
China	516	16.8%	396	12.8%	333	11.2%
East Asia	24	10.8%	19	8.3%	31	15.3%
North America	1,890	32.9%	2,467	41.8%	2,221	37.2%
South America	59	14.0%	61	14.1%	55	12.5%
Total	4,196	18.3%	4,472	18.7%	4,278	18.2%

GRI Index

For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index is 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.

Statement	Brose SE has reported in accordance with the GRI standards for the period from 1 January to 31 December 2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI industry standard(s)	-

General Information		Page	Comments and omissions
GRI 1	Foundation 2021		
GRI 2	General Disclosures 2021		
GRI 2-1	Organizational details	5	
GRI 2-2	Entities included in the organization's sustainability reporting	3	Deviations are indicated by footnotes.
GRI 2-3	Reporting period, frequency and contact point	3	
GRI 2-4	Restatements of information	3	Restatements are indicated by footnotes.
GRI 2-5	External assurance		The report has not undergone an external audit.
GRI 2-6	Activities, value chain and other business relationships	5-6	
GRI 2-7	Employees	5, 40	
GRI 2-8	Workers who are not employees	5, 40	
GRI 2-9	Governance structure and composition	5, 9	
GRI 2-10	Nomination and selection of the highest governance body	5	
GRI 2-11	Chair of the highest governance body	5	
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	9, 10	
GRI 2-13	Delegation of responsibility for managing impacts	9, 10	
GRI 2-14	Role of the highest governance body in sustainability reporting	3	
GRI 2-15	Conflicts of interest	12	
GRI 2-16	Communication of critical concerns	12-13	
GRI 2-17	Collected knowledge of the highest governance body	9-10	
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GRI 2-20	Process to determine remuneration	29-30	
GRI 2-21	Annual total compensation ratio	30	
GRI 2-22	Statement on sustainable development strategy	10, 17-18	
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GRI 2-25	Processes to remediate negative impacts	9-10	
GRI 2-26	Mechanisms for seeking advice and raising concerns	12-13	
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GRI 2-29	Approach to stakeholder engagement	8, 9, 10, 19	

General Information		Page	Comments and omissions
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GRI 3	Material Topics 2021		
GRI 3-3	Management of material topics	13-14, 17-18	
GRI 2	General Disclosures 2021		
GRI 2-29	Approach to stakeholder engagement	14, 18	
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GRI 202	Market Presence 2016		
GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	29, 30	
GRI 203	Indirect Economic Impacts 2016		
GRI 203-1	Infrastructure investments and services supported	17-18	
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GRI 204-1	Proportion of spending on local suppliers	17-18	
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GRI 205-3	Confirmed incidents of corruption and actions taken	12-13	
GRI 206	Anti-competitive Behavior 2016		
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	12	
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GRI 414	Supplier Social Assessment 2016		
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