



SUSTAINABILITY REPORT 2024

Ready for the next car.

Contents

Foreword			
Foreword by the Management Board	3	Environmental accidents	28
		Waste and scrap management	29
To the report		Water and wastewater	30
Reporting in accordance with the	5	Conflict materials	30
Global Reporting Initiative (GRI)	5	Certifications	31
Reporting period and scope	7	Examples from GEDIA plants	32
Our key figures	7		
		Responsibility for our employees	
Company profile and business model		Health and safety at work	38
GEDIA at a glance	8	Safety at work and accident trends	39
GEDIA in Figures	9	Code of Conduct	40
Business model of the GEDIA Automotive Group	10	Employee structure by gender	41
		Age structure by workforce	42
Strategy and sustainability		Qualification, promotion, and knowledge transfer	43
Sustainability organisation at GEDIA	11	Employer attractiveness	49
CSRD introduction and double materiality analysis	12	Examples from GEDIA plants	51
Stakeholder analysis	14		
The 4 fields of action for sustainability	16	Social commitment	
Strategy and climate targets	17	Partnership-based supplier management	65
GEDIA goes Zero	18	Whistleblower Hotline	68
ESG-Ratings	19	Whistleblower hotline – Reports	69
		Examples from GEDIA plants	70
Environment and quality			
CO2 balancing for 2024	21	Products and innovations	
Emission intensity	24	Information security	81
Energy consumption - electricity/gas	25	Energymanagement – ISO 50001	82
Global share of green electricity	26	Update GEDentity / GEDIA Group	83
		CO2-reduced steels at GEDIA	84
		Examples from GEDIA plants	88
		GRI-Index	94

Foreword



Dear Madam and Sir,

The year 2024 was characterized by profound global upheavals, which also presented our industry and our company with new challenges. The ongoing geopolitical tensions, particularly in Europe and the Middle East, economic uncertainty as a result of high energy prices and disrupted supply chains, as well as the effects of climate change, demand a high degree of adaptability, responsibility, and foresight from companies like GEDIA.

In this complex environment, our aim is not only to remain economically resilient, but also to consistently fulfill our responsibility towards the environment and society. For us, sustainability is not an add-on, but an integral part of our corporate strategy - anchored in our processes, our culture and our daily actions.

In 2024, we further strengthened our sustainability organization. The Sustainability Steering Committee, which also includes the members of the Management Board, manages the strategic direction and prioritizes key areas of action.

Sustainability management coordinates the implementation of operational measures and ensures transparency and consistency in reporting. It is supported by an interdisciplinary sustainability committee, which takes up ideas from the specialist departments and anchors implementation across the company.

Despite the postponement of reporting obligations under the Corporate Sustainability Reporting Directive (CSRD) as a result of the Omnibus Directive, we have used the time to further develop our internal structures.

Foreword

We are preparing intensively for the future requirements of the European Sustainability Reporting Standards (ESRS) and are continuously improving the quality and depth of our ESG data. We are paying particular attention to decarbonizing our processes, strengthening human rights due diligence in the supply chain and promoting a sustainable corporate culture. In doing so, we focus on transparency, dialogue and innovation - in close cooperation with our employees, customers, stakeholders, suppliers and partners.

In this complex environment, we at GEDIA have succeeded in consistently pursuing our strategic sustainability goals. Our “GEDIA goes Zero” program was further strengthened in 2024 through concrete measures. These include investments in renewable energies at our sites, collaborations to expand the use of CO2-reduced materials and the optimization of our production processes in terms of energy efficiency. At the same time, we have further sharpened our responsibility along the supply chain. We have used the implementation of the Supply Chain Sustainability Act (LkSG) to anchor transparency, fairness and environmental awareness in all areas of our value chain.

We rely on close cooperation with our partners and suppliers and on clear ethical standards.

Despite the uncertainties on the global markets, we were able to maintain our position as an innovative and reliable partner to the international automotive industry. We owe this to the commitment and willingness to change of our employees worldwide. Their commitment, creativity and sense of responsibility are the foundation of our success - today and in the future.

This report gives you a comprehensive insight into our progress, challenges and goals. It is an expression of how we see ourselves as a responsible company - and an invitation to join us in working towards a sustainable future. We thank you for your trust and support on this journey.

With kind regards



Dipl.-Wirtsch.-Ing. Helmut Hinkel



Dipl.-Betriebsw.(FH) Klaus Bierwirth



Dipl.-Kfm. Ulrich Kraft

Sustainability statement



Reporting in accordance with the Global Reporting Initiative (GRI)

In financial year 2024, we once again prepared our sustainability report in accordance with the Global Reporting Initiative (GRI) guidelines, using the “core” reporting option. The GRI standards provide us with a proven basis for presenting our environmental, social, and economic impacts in a transparent and comprehensible manner.

The selection of the topics reported is also based on a double materiality analysis, which was carried out with the involvement of our stakeholder matrix. In particular, priority was given to those topics that are of central importance to our stakeholders and our company with regard to ESG (environmental, social, governance) risks.

Sustainability statement

Reporting in accordance with the Global Reporting Initiative (GRI) II

We place particular emphasis on identifying and managing ESG risks along our value chain. As an automotive supplier, we are part of a complex global network that presents both opportunities and challenges. We systematically analyze potential risks – from environmental and climate risks to human rights due diligence and compliance and governance issues – and integrate them into our corporate risk management. In the area of the supply chain, we are increasingly focusing on transparency, partnership and responsibility.

We are continuously working to promote environmental and social standards among our suppliers and to identify risks at an early stage. Compliance with human rights and environmental due diligence obligations is a key concern in this regard. Our climate strategy is aligned with the goals of the Paris Agreement. We systematically record our CO2 emissions (Scope 1-3) and develop measures to reduce our ecological footprint. In doing so, we focus on increasing efficiency, expanding renewable energies, and integrating climate-related aspects into our product development and processes.

Although we have been working intensively on the implementation of the Corporate Sustainability Reporting Directive (CSRD) and the associated European Sustainability Reporting Standards (ESRS), its introduction has been postponed for the time being due to the Omnibus Directive and the associated postponement of reporting obligations. We continue to closely monitor regulatory developments and are preparing for the gradual integration of the new requirements.

With this report, we aim to document our contribution to sustainable development, disclose our progress in 2024, and further strengthen the dialogue with our stakeholders.

Sustainability statement



Reporting period and scope

The reporting period corresponds to the data and information from the 2024 fiscal year. The sustainability report covers all locations of the GEDIA Automotive Group.

Our key figures

All data and information contained in this report for the 2024 fiscal year was collected by the relevant departments using recognized methods. The figures presented are rounded. Environmental and personnel key figures were recorded locally at the respective locations and then consolidated centrally at the headquarters in Attendorn. Established management systems are used to support consistent and traceable data collection. The financial key figures are based on the requirements of German commercial law.

Sustainability statement

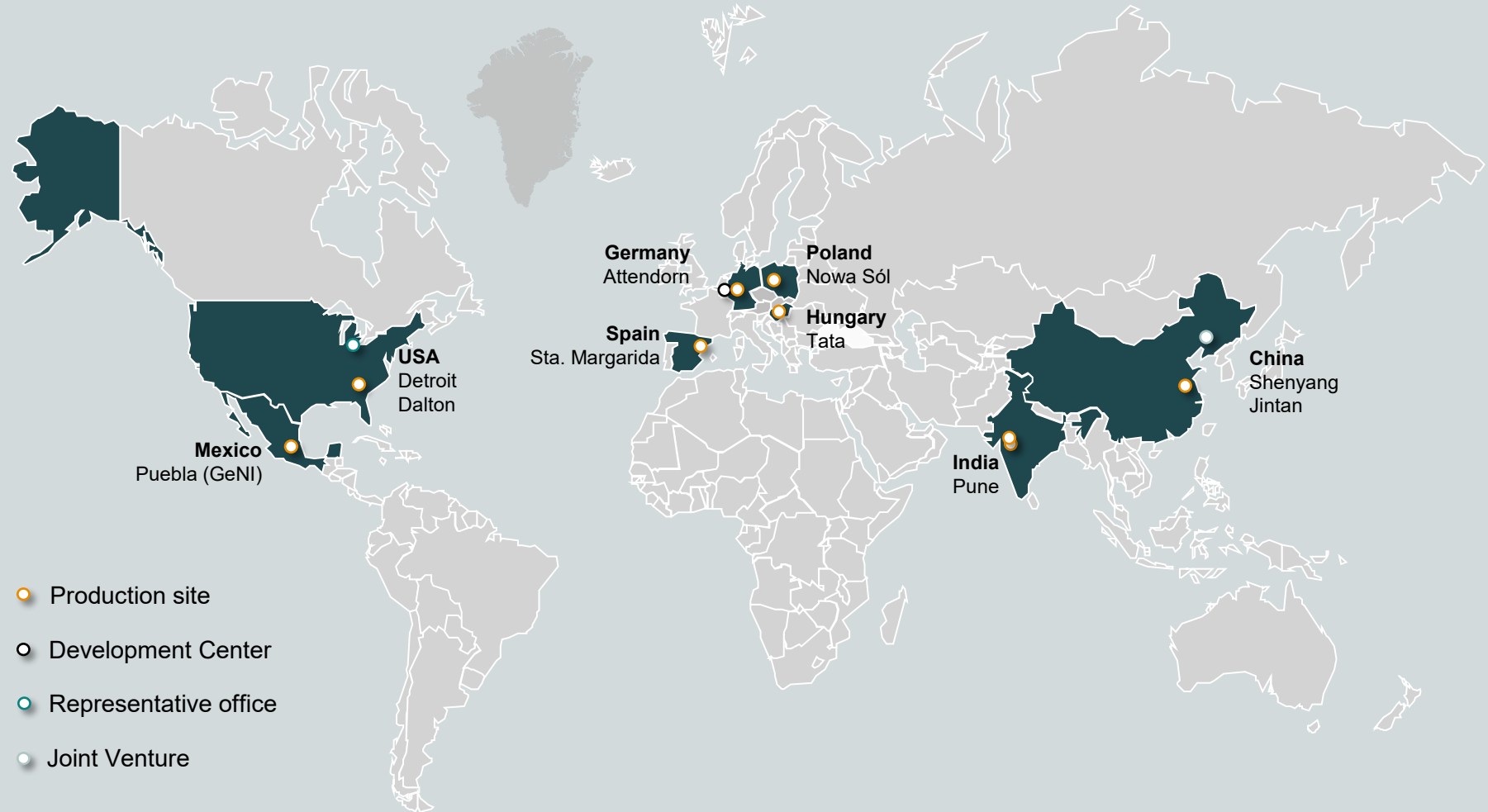
GEDIA at a glance

At GEDIA, every part counts and every part matters. Family business. Medium-sized company. International company.

Above all, we are people who are there for each other and work together.

9

Production locations worldwide





IN FIGURES



1910

founded in
Attendorn / Germany



4.800

employees worldwide



9

production sites worldwide
with 1 development centers



880

million euros turnover (2024)

Sustainability statement

Business model of the GEDIA Automotive Group

The GEDIA Automotive Group is an internationally operating family-owned company with over 100 years of history and a clear focus on the automotive industry. Since 1955, GEDIA has been developing and producing innovative structural and chassis components for vehicles – with a particular focus on lightweight construction, safety, and energy efficiency.

The business model is based on close cooperation with global automotive manufacturers to develop forward-looking vehicle concepts. GEDIA combines in-depth material and process expertise with state-of-the-art manufacturing technology. GEDIA develops and produces sophisticated and efficient body components and assemblies for the vehicles of the future and is actively shaping the transformation of mobility. For greater passenger safety through highly stable steel components. For lower energy consumption through lightweight construction based on innovative and sustainable forming technologies.

With nine production sites worldwide and a strong development center in Germany, GEDIA guarantees customer proximity, flexibility, and innovative strength. Sustainability, quality, and long-term partnerships are at the heart of the company's business activities. Through continuous investment in research, digitalization, and resource-efficient production, GEDIA is actively contributing to the transformation of the mobility industry.



Sustainability statement

Sustainability organisation at GEDIA

The implementation of our sustainability strategy at GEDIA is clearly structured and integrated into our corporate management. Responsibility for sustainability is anchored at several levels to ensure effective management, implementation, and control.

At the center of this is the Sustainability Steering Committee, which includes members of the management board, the Group Compliance Officer, the global head of human resources, the global head of supplier management, and the global head of sustainability management. This committee sets the strategic guidelines, prioritizes key areas of action, and makes fundamental decisions on the sustainable orientation of the company. The Steering Committee meets regularly and ensures that sustainability is understood and practiced as an integral part of the corporate strategy.

Operational sustainability management coordinates the implementation of the measures decided upon and acts as a central interface between the specialist departments, the locations, and the management. It is responsible for the further development of the sustainability strategy, the collection of relevant key figures, and the preparation of the sustainability report.

To this end, sustainability officers have been appointed at all plants, who report to the central sustainability management team. A sustainability committee has been set up to provide technical support and promote interdisciplinary exchange. This committee is made up of representatives from various divisions of the company and supports the implementation of specific measures in the areas of environment, social affairs, and governance (ESG). The committee identifies potential for improvement, contributes ideas from day-to-day business, and contributes to the continuous development of our sustainability performance.

Through this structured organisation, we ensure that sustainability at GEDIA is not just a strategic goal, but a living practice – across all locations, systematic, and future-oriented.

Sustainability statement

CSRD introduction and double materiality analysis

The double materiality analysis was carried out as part of GEDIA's strategic orientation and can be described as the future “core of the CSRD.” Its objective is to identify the relevant sustainability aspects for the company in order to implement corresponding priorities in its strategic orientation. By applying the double materiality tool, all sustainability aspects are considered holistically.

GEDIA already conducted various preliminary studies at the end of 2023 as a first step in the materiality analysis. A review of the interests of relevant stakeholder groups and a context analysis serve as a preliminary assessment. As the company has certified management systems in place, stakeholder dialogue is anchored in the organization with the involvement of interested parties. The stakeholder analysis serves as a basis for prioritization in the course of the materiality assessment. In the context analysis, the company has implemented a risk assessment from the perspective of the individual management systems. This serves as a guide in the materiality process.

As a further preliminary investigation, an analysis was carried out using the LEAP method for environmental aspects. The LEAP method was developed by the Task Force on Nature-related Financial Disclosures and is an assessment method for nature-related risk and opportunity management.

A media analysis was carried out as a third preliminary investigation. Media analysis is a systematic investigation and evaluation of published media content on sustainability aspects in the context of the organization under consideration. Its aim is to identify trends, opinions, anomalies, and perceptions of interested parties. The basic idea is to take as holistic a view as possible of the relevant topics. Various types of media serve as sources of information.

In accordance with the double materiality methodology, a two-stage review process of the individual sustainability aspects was then carried out. First, an investigation into the materiality of the impact was conducted.

Sustainability statement

CSRD introduction and double materiality analysis II

This perspective considers the extent to which the company's activities have a significant impact on people or the environment. In a second step, financial materiality also considers the extent to which developments in sustainability aspects have a financial impact on the company and supports the main users of general financial reporting in their decision-making. The materiality analysis is carried out using a top-down approach, which ensures a detailed examination of all sustainability aspects in accordance with ESRS-1, Appendix A – AR 16. This classifies the three pillars of sustainability – environment, social and governance – into a total of ten topic-related reporting standards, which are further differentiated into sub-topics and sub-sub-topics. The materiality assessment is based on the lowest level defined by the reporting standard. This ensures that the materiality of the individual aspects is assessed as specifically as possible. The double materiality analysis was completed in mid-2024, and as a result of the Omnibus Directive and the failure to implement the CSRD into German law, the codification of the CSRD has been halted for the time being.

The findings on key topics are presented in the table below and have already been integrated into GEDIA's reporting structures and are presented selectively in the sustainability report.

Sustainability standard	Aspect
E1 - Climate change	Adaptation to climate change
E1 - Climate change	Climate protection
E5 - Circular economy	Resource inflows
E5 - Circular economy	Resource inflows
E5 - Circular economy	Waste
G1 - Company policy	Company culture
S1 - Own workforce	Safe employment
S1 - Own workforce	Work hours
S1 - Own workforce	Work-life balance
S1 - Own workforce	Health and safety
S1 - Own workforce	Training and skills development

Sustainability statement

Stakeholder analysis

GEDIA maintains a continuous, structured, and transparent dialogue with all relevant stakeholders. Our stakeholders include all groups that are affected by the decisions and activities of the GEDIA Automotive Group or that can influence our business activities. These include employees, customers, suppliers, investors, authorities, NGOs, and the local public. In 2023, we conducted a comprehensive stakeholder analysis. This study not only highlighted the specific concerns and expectations of the individual groups, but also the nature and intensity of their involvement and the communication channels used. The result is an expanded stakeholder matrix that, in addition to the relationship dimensions, also contains concrete measures and dialogue formats with which GEDIA responds to the needs of its stakeholders.

The aim of this systematic integration is to further develop our sustainability strategy in line with the interests of our stakeholders. In doing so, we place particular emphasis on:

- Transparency and trust in communication
- Early involvement in strategic decisions
- Feedback mechanisms for continuous improvement
- Partnership-based cooperation to promote common sustainability goals



Sustainability statement

Stakeholder analysis

Through this open dialogue, we not only strengthen our social responsibility, but also lay the foundation for long-term economic success and environmental responsibility.

The key stakeholders identified and the associated relationships are shown in the adjacent chart.



Sustainability statement

The 4 fields of action for sustainability

The key issues identified in the double materiality analysis, supplemented by the requirements of the GRI standards and the findings from the stakeholder dialogue, are systematically assigned to four strategic action areas at GEDIA.

These four fields of action serve as an overarching structure and bundle the key factors influencing our sustainable business activities. They enable a clear focus on the relevant sustainability aspects and create transparency in the strategic orientation of our corporate activities.

RESPONSIBILITY FOR
OUR EMPLOYEES

PRODUCTS AND
INNOVATIONS

ENVIRONMENT AND
QUALITY

SOCIAL COMMITMENT

Sustainability statement

Strategy and climate targets

Climate change is one of the central challenges of our time. GEDIA recognizes its responsibility to actively contribute to limiting global warming and to make its own business activities climate-friendly. In line with the requirements of ESRS E1, GEDIA pursues the goal of systematically recording and reducing its greenhouse gas emissions and operating in a climate-neutral manner in the long term. This includes, among other things:

- the collection and disclosure of emissions in Scopes 1, 2, and 3;
- the development of a transformation plan to reduce emissions in line with the 1.5°C target of the Paris Agreement;
- the implementation of concrete measures to increase energy efficiency and use renewable energies;
- and the assessment of climate-related risks and opportunities for the business model.

GEDIA is continuously working to further develop its climate strategy and embed it in all areas of the company. The integration of climate-related goals into corporate management and investment decisions is an essential part of our sustainability approach.



Sustainability statement

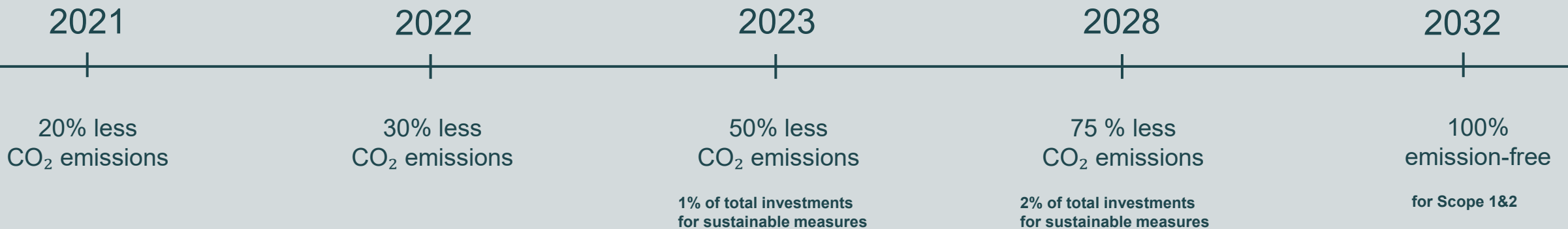


GEDIA goes Zero

One of the most important sustainability goals of the GEDIA Automotive Group is to combat climate change and achieve the goals of the Paris Agreement. Therefore, reducing GEDIA's global carbon footprint is an important goal on the path to climate neutrality. The ambitious goal of achieving climate neutrality for Scopes 1 and 2 by 2032, which is firmly anchored in our sustainability strategy, is being pursued in our "GEDIA goes Zero" program.

In order to make energy consumption across the group CO₂-neutral as quickly as possible, the proportion of green electricity used is regularly surveyed at all production sites. Some of the sites already use 100% green electricity, and the overall proportion is growing year on year across the group – we currently achieve a green electricity share of 72% in the GEDIA Group. We are satisfied with this result as it stands today.

In addition to our goal of climate neutrality for our direct emissions, we invest at least 1% of our investments in sustainable measures, such as heat recovery systems, photovoltaics, energy-efficient buildings, donations to social institutions, and reforestation programs.



Sustainability statement

ESG-Ratings

GEDIA is actively involved in several internationally recognized sustainability rating processes.

These assessments not only strengthen the company's strategic market position, but also serve as a key driver for the continuous optimization of internal processes. They provide sound guidance on environmental, social, and economic areas of action.

The consistent application of the standards derived from these assessments documents the company's commitment to responsible action and underscores its ambition to make a substantial contribution to sustainable development.



The company participated in the Carbon Disclosure Project (CDP) reporting again in 2024. Compared to the previous year, an improvement in the rating was achieved. The current rating is **C for climate change** and **C for water security**. These results reflect our continuous progress in the area of environmental transparency and responsibility.



In 2024, we once again participated in EcoVadis' sustainability rating. Our result improved slightly compared to the previous year. We are working specifically to systematically improve our sustainability performance, particularly in identified areas for action.



Drive SUSTAINABILITY ASSESSMENT SAQ 5.0

In 2024, SAQ 5.0 was fully implemented in all our plants. The average score achieved was B85, significantly exceeding the comparative values in terms of country affiliation, company size, and industry average.



Environment and quality

At GEDIA, we attach great importance to consistently fulfilling our responsibility for environmentally sound disposal at the end of the product life cycle. At all our locations worldwide, we rely on uniform, tested waste treatment processes that comply with both local legal requirements and internal company environmental standards. Each location has a certified management system in accordance with ISO 14001. Internal monitoring is carried out via internal system audits at all locations, controlled from the headquarters in Attendorn.

As a supplier to the automotive industry, GEDIA is committed to complying with all relevant environmental and chemical guidelines – as well as the IMDS system. We ensure that all materials used comply with strict regulatory requirements.

Environment and quality

CO2 balancing for 2024

In the current reporting period 2024, we have further intensified our activities to calculate our corporate carbon footprint (CCF) more accurately. The base year is 2023, in order to increase the significance and comparability of our environmental data.

For the second time, our reporting covers all relevant Scope 3 categories – the detailed results are presented in the table on page 23.

Greenhouse gas emissions (in tCO₂e)

Category	2023	2024	%
Scope 1 GHG-Emissions	2.144,77	2.882,22	
Gross-GHG-emissions Scope 1	2.144,77	2.882,22	+34,4%
Scope 2 GHG-Emissions			
Location-based Scope 2 emissions	40.830,97	46.626,64	+14,2%
Marked-based Scope 2 emissions	24.207,50	16.843,79	-30,4%
Significant Scope 3 GHG emissions			
Total Scope 3 emissions (indirect)	696.495,53	691.905,99	-0,7%
Percentage of Scope 3 emissions (%)	96,4%	97,2%	
Purchased goods and services	672.928,21	677.986,86	+0,8%
Inbound transportation and distribution	5.138,62*	5.631,90	+9,6%
Waste from operational activities	9.034,78*	4.001,69	-55,7%
Business trips	533,62*	755,26	+41,5%
Employee mobility	8.860,30*	3.522,80	-60,2%
Total GHG emissions			
GHG emissions (location-based)	739.471,27*	741.414,85	+0,3%
GHG emissions (market-based)	722.847,80*	711.632,00	-1,6%
Total GHG emissions + safety margin of 5–10%			
GHG emissions (location-based)	789.143,29*	778.485,59	-1,4%
GHG emissions (market-based)	771.487,11*	747.213,60	-3,1%

*Correction of calculation in 2024

Environment and quality

CO2 balancing 2024

In financial year 2023, GEDIA launched a pilot project to systematically record not only direct (Scope 1) and indirect (Scope 2) emissions, but also the extensive Scope 3 emissions. In 2024, this accounting methodology was consistently further developed and refined: We accounted for all relevant Scope 3 categories, closed methodological gaps, took process emissions in the welding area into account for the first time, and corrected calculation errors from the previous year. As a result, data quality has improved significantly compared to 2023 – particularly in terms of completeness, consistency, and accuracy.

Scope 1: Direct emissions

Direct emissions increased from 2,144.77 t CO₂e to 2,882.22 t CO₂e in 2024, representing an increase of 34.4%. Two key factors are responsible for this: Firstly, process emissions from manufacturing processes were included for the first time, and secondly, calculation errors from 2023 were corrected, resulting in more realistic and complete figures.

***Location-based:** Reflects the average emission factor of the electricity grid in the respective country.

****Market-based:** Takes into account the actual origin of the energy—such as certified green electricity, i.e., the energy purchased by GEDIA.

Scope 2: Indirect emissions from purchased energy

This scope includes emissions generated during the production of purchased energy (electricity, heat, steam, cooling). GEDIA's market-based emissions were significantly reduced – from 24,207.50 t to 16,843.79 t CO₂e (–30.4%). This is a direct result of our green electricity strategy. Site-based emissions rose from 40,830.97 t to 46,626.64 t CO₂e (+14.2%). The increase is mainly due to percentage changes in individual consumption at the respective plants.

Scope 3: Largest share and biggest impact

With 97.2% of total emissions (691,905.99 t CO₂e) of the GEDIA Automotive Group, Scope 3 represents by far the most significant share of our carbon footprint – and thus also the greatest lever for decarbonization measures. An example: Purchased steel and aluminum, recorded under “Purchased goods and services,” alone cause 677,986.86 t CO₂e – this corresponds to approximately 95.3% of total emissions and 98% of Scope 3 emissions, which is significantly more than all other categories combined.

Environment and quality

CO2 balancing 2024

Conclusion: The largest share of emissions is attributable to the purchase of materials – especially steel products. Operational activities such as travel, waste, and mobility have only a minor impact on the overall balance sheet in comparison. The targeted purchase of lower-emission materials or the increased use of recycled steel is therefore the key lever for reducing the corporate carbon footprint.

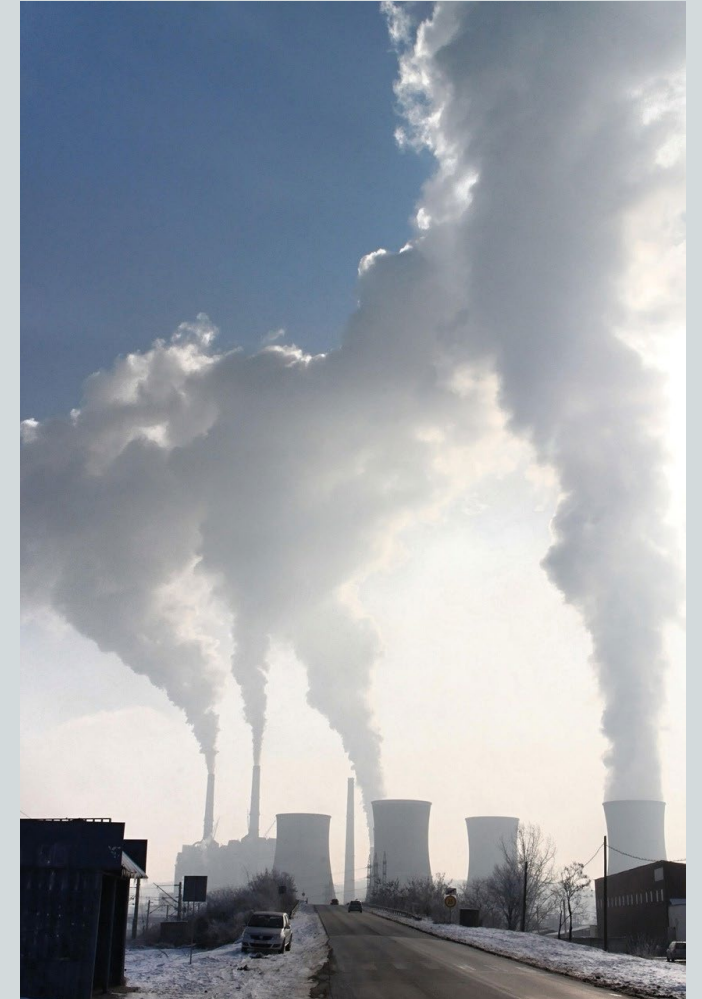
Direct emissions Scope 1		GEDIA Total / tCO2e
1.1 Direct emissions from stationary combustion		1.372,78
1.2 Direct emissions from mobile combustion		798,17
1.3 Direct emissions from industrial processes		711,27
Total		2.882,22
Indirect emissions - Scope 2		Total / tCO2e
2.1 Indirect emissions from purchased electricity		
Location-based		46.626,64
2.1 Indirect emissions from purchased electricity		
Market-based		16.843,79
Indirect emissions - Category 3 - Scope 3		GEDIA Total / tCO2e
3.1 Emissions from upstream transportation / distribution of goods		5.631,90
3.3 Emissions from commuters		3.522,80
3.4 Emissions from the transport of customers and visitors		7,48
3.5 Emissions from business travel		755,26
Total		9.917,44
Indirect emissions - Category 4 - Scope 3		GEDIA Total / tCO2e
4.1.1 Emissions from procured goods - metals		670.799,47
4.1.2 Emissions from procured goods - wood, paper, cardboard		3.351,34
4.1.3 Emissions from procured goods - plastics		623,32
4.1.5 Emissions from procured goods - consumables and supplies		2.940,08
4.1.6 Emissions from procured goods - drinking water		14,94
4.1.7 Emissions from other procured goods		257,71
4.3.1 Emissions from the disposal of industrial waste		3.889,47
4.3.2 Emissions from the disposal of batteries		0,17
4.3.3 Emissions from the disposal of paper/cardboard/cardboard packaging		14,86
4.3.4 Emissions from the disposal of wood		54,29
4.3.5 Emissions from the disposal of plastic		1,54
4.3.7 Emissions from the disposal of wastewater		41,36
Total Scope 3		691.905,99
Total Scope 1-3 (location-based)		741.414,85
Total Scope 1-3 (market-based)		711.632,00
Safety margin on total amount		5%
Total amount - location-based		778.485,59
Total amount - market-based		747.213,60

Environment and quality

Emission intensity

Emissions intensity – measured in tons of CO₂ per million euros of revenue – is a key indicator for assessing the climate impact of our business activities in relation to our economic performance. In 2023, this figure was 827.31 t CO₂/million euros, while in 2024 it was reduced to 814.09 t CO₂/million euros. This corresponds to a reduction of around 1.6% and shows that GEDIA has made progress in relative emissions reduction despite a slight increase in energy consumption.

This development is the result of targeted measures to increase efficiency, optimize production processes, and make greater use of lower-emission energy sources. GEDIA aims to further reduce its emissions intensity and thus make an active contribution to achieving the climate targets in accordance with ESRS E1.



Environment and quality

Energy consumption - electricity/gas

As part of its ongoing monitoring and optimization of energy consumption, GEDIA documents the annual electricity and gas consumption at all its sites. In 2024, absolute electricity consumption was 87,448,133 kWh, representing a slight increase of 1.04% compared to the previous year. In relation to sales growth, this figure represents a slight improvement in terms of electricity consumption. This does not take into account the share of electricity generated in-house, which increased last year due to the installation of a new photovoltaic system in India in addition to the existing system in Spain.

In India, 39.5% of the site's electricity requirements were generated and used on site. In Spain, approximately 8% of total electricity requirements were covered in this way.

Gas consumption, on the other hand, was reduced by 9.31% to 6,714,485 kWh. This development reflects the initial success of the efficiency measures introduced, particularly in the areas of heat supply and process optimization.

Energy	2023	2024
Electricity		
Actual consumption (in kWh)	86,549,411	87,448,133
Gas		
Actual consumption (in kWh)	7,403,427	6,714,485

Environment and quality

Global share of green electricity

Our decarbonization strategy focuses on the consistent expansion of renewable energies at our sites worldwide. The chart shows the share of green electricity in total energy production, including historical data and future targets.

In 2023, the share of green electricity was 64%, and a value of 68% was planned for 2024 – in fact, we achieved 72%. The target value for 2025 is 76%. In this way, we want to strengthen the sustainability of our energy supply and reduce our dependence on fossil fuels.









Green electricity is not directly available in all countries, particularly in China, India, the US, and Mexico. In these countries, we use alternative solutions such as the GreenFlex program in the US to offset indirect emissions and promote the expansion of renewable energies. These measures complement our global climate strategy and demonstrate our commitment to a sustainable energy future.

%	2022	2023	2024	2025*	2026*	2027*	2028*	2029*	2030*	2031*	2032*
Green electricity in use	54%	64%	72%	76%	79%	82%	85%	88%	92%	96%	100%

* planned targets

Environment and quality

Global share of green electricity

									
Green electricity share in kWh 2023	18,932,589.00	10,032,838.00	4,697,859.00	14,990,003.00	5,034,287,48	1,596,306.60	0	0	55,283,883.08
Share of green electricity in 2023	100%	100%	100%	40%	58%*	35%	0%	0%	64%
Green electricity share in kWh 2024	21,480,018.00	9,878,691.00	5,254,160.00	18,625,972.50	6,113,876.00	1,651,655.00	463,431.50	0	63,467,804.00
Share of green electricity in 2024	100%	100%	100%	50%	100%*	30%	25%	0%	72%

*We use other ways, like the GreenFlex program in the US, to offset indirect emissions and support the growth of renewable energy. These steps add to our global climate strategy and show our commitment to a sustainable energy future.

Environment and quality

Environmental accidents

The responsible use of natural resources and protection of the environment are top priorities at GEDIA. An important indicator of environmental performance is the number of environmental accidents, i.e., incidents with potentially harmful effects on the environment. No environmental accidents were reported in 2023 and 2024.

This consistently positive record underscores the effectiveness of existing environmental management systems and preventive measures to minimize risk. GEDIA continues to rely on regular training, technical safety precautions, and systematic monitoring to ensure the highest level of environmental protection in the future.



Number of environmental accidents	2023	2024	in %
Actual value	0	0	0

Environment and quality

Waste and scrap management

Each site systematically records and analyzes all waste data to ensure a high degree of transparency and traceability. The evaluation of our current waste data shows: The handling of hazardous waste was once again optimized compared to the previous year and its quantity was reduced. In 2024, the safe and professional disposal of a total of around 1639 tons of hazardous waste was organized worldwide by certified specialist companies. This includes used oils, used emulsions, dust-laden filter materials and oil-based operating materials.

At the same time, the volume of non-hazardous waste increased to 105,196 tons. This mainly includes materials such as steel scrap, aluminum scrap, residual waste, paper, plastic waste and wood waste. The legally compliant handling of hazardous materials is an integral part of our understanding of the environment.

Each location bears local responsibility for proper disposal, with the overarching goal of minimizing risks to people and the environment. Promoting recycling and reuse is a key contribution to this.

We pursue a clear closed-loop approach to waste. The majority consists of recyclable materials. Overall, we return over 97% of this waste to the material cycle, achieving a sustainable recycling rate of 97.5%.

In 2024, GEDIA generated a total of 101,368 tons of scrap - a decrease of 3.48% compared to the previous year. In the area of waste, however, a slight increase of 3.68% to 5,467 tons was recorded. The recycling rate for our waste is therefore stable at around 97.5%.

	2023	2024
Water/ actual quantity (in m³)	59,367	63,862
Scrap/ actual quantity (in tons)	105,023	101,368
Waste/ actual quantity (in tons)	5,273	5,467
Recycling rate	97.5%	97.5%

Environment and quality

Water and wastewater

All GEDIA sites are subject to the respective country-specific legal regulations governing the handling of wastewater. We are committed to providing every employee with access to fresh water, with sanitary and social facilities accounting for more than 75% of fresh water consumption, meaning that only a small proportion of water consumption is used for our production. In 2024, the total water consumption of the GEDIA Group was 63,862 m³ (previous year: 59,367 m³), representing an increase of 7.6%. This can be attributed to the increase in the number of employees and the construction of the “EMANS” plant in India. On the other hand, water consumption was influenced by construction activities in Hungary.

Conflict materials

The GEDIA Code of Conduct and Compliance Guidelines are binding for all GEDIA employees. GEDIA also expects its suppliers, vendors, and all other contractual partners to behave in a lawful, honest, and loyal manner. This is also stipulated in our Supplier Code of Conduct and is bindingly recorded in writing by both contracting parties. In addition, the REACH Regulation, precursors, and social responsibility are contractually agreed upon in Chapter “X” of the Terms and Conditions of Purchase. This procedure also applies to the use and processing of the four conflict materials tin, tungsten, tantalum, and gold. As a globally active company, we refer to the Dodd Frank Wall Street Reform and Consumer Protection Act of 2010 to ensure the sustainability of the supply chain,

which is becoming increasingly important worldwide and within the GEDIA Group. Legal requirements such as the Supply Chain Act oblige us to constantly monitor these issues and respond accordingly.

We use our integrated IMDS system to identify suppliers who supply us with conflict materials. The origin of tin is relevant for GEDIA. Therefore, our suppliers are regularly asked about the origin and they confirm to us that the tin is not imported from any critical countries.

Environment and quality

Certifications

The GEDIA Automotive Group has a large number of internationally recognized certifications that impressively demonstrate our commitment to quality, environmental protection, occupational safety, and sustainable corporate management.

In 2024, certificates according to ISO 14001 (environmental management) and ISO 45001 (occupational health and safety) were successfully confirmed or renewed at all GEDIA locations. In addition, our plants meet the requirements of IATF 16949, the global quality standard for the automotive industry, and ISO 9001 for quality management systems.

In addition, GEDIA is certified worldwide according to the TISAX® standard (Trusted Information Security Assessment Exchange) – proof of the highest standards of information security, data protection, and responsible handling of sensitive data within the automotive supply chain.

Initially, certification according to IOS 50001 (energy management) was applied for at the German site, which was confirmed at the beginning of 2025.

With these certifications, GEDIA exceeds the industry standards of the automotive industry worldwide. They not only prove compliance, but also the consistent further development of our standards towards excellence and sustainability.

This certification strengthens the trust of our customers, partners, and employees and underscores our commitment to acting responsibly, with a focus on the future, and with above-average performance in all areas.



Environment and quality

Noise reduction through technical measures

A CNC machine was installed in a specially soundproofed room at the GEDIA site in China. This measure reduced the average noise level in the working environment to around 69 dB. This represents a significant reduction compared to open installation and makes an important contribution to occupational safety and health protection for our employees.

Targeted noise reduction provides lasting protection for hearing and improves ergonomic conditions in the workplace.



Environment and quality

Promotion of green culture at GEDIA India

In 2024, GEDIA India once again provided important impetus for environmental protection. During a tree planting campaign in Kanhersar, 100 different seedlings were planted – mainly fruit and native trees such as mango, neem, banyan, peepal, and guava. This measure promotes biodiversity, improves the microclimate, and breathes new life into the area.

Our commitment is rounded off by our own organic garden on the factory premises, whose chemical-free vegetable harvest is available to all employees.

In addition, GEDIA India plants a tree on each employee's birthday, often together with the birthday boy or girl or a guest. In this way, we combine personal occasions with a sustainable contribution to the environment.



Environment and quality

GEDIA Spain explores new avenues: Sustainability begins in the workplace

As part of our continuous efforts to become more environmentally responsible, GEDIA Spain implemented a targeted measure for waste prevention and resource conservation in 2024: the elimination of individual trash cans at office workstations. These were replaced by central waste separation stations in strategically selected areas of the company – a small change with a big impact.

Efficient waste separation, less plastic, more awareness

By sharing these collection points, we are not only promoting structured and proper waste separation, but also significantly reducing the use of plastic bags.

The change has shown that sustainability in everyday working life is feasible – with minimal effort and maximum effect. The measure also strengthens environmental awareness within the team and creates a new form of responsibility-shared and visibly practiced.

A second life for wastecans – a contribution to the region

The discarded desk trash cans were not thrown away, but put to good use: GEDIA Spain donated them to the El Foix Institute in Santa Margarida i els Monjos.

With this gesture, we are making a concrete contribution to our local community while promoting the circular economy – in line with the principle of sustainable use of resources.

One step closer to greater sustainability

This initiative is part of our overarching goal: GEDIA goes Zero – a holistic approach that combines environmental responsibility, social impact, and entrepreneurial action. Because sustainable change starts small – and only works when we work together.



Environment and quality

Photovoltaic systems at locations in Spain and India

A key element of the GEDIA Group's sustainability strategy is the consistent use of renewable energies at our international locations. Particularly noteworthy here is the use of photovoltaic systems in Spain and India.

In order to make efficient use of Spain's most important natural resource – the sun – a photovoltaic system was installed on the roof of our hot forming plant at the GEDIA Spain site back in 2022. This system comprises over 1,600 solar modules and generates more than 990 MWh of electricity annually. This covers around 12% of the site's total electricity consumption. Thanks to the system's excellent performance ratio, we can use 98% of the solar power generated directly for our production.

Based on these positive experiences, a photovoltaic system was also planned for the plant in India in 2023 – with the clear goal of strengthening the sustainable power supply at the site. The system was implemented in 2024 and has been operating successfully ever since, making an important contribution to environmentally friendly energy supply at the GEDIA India site.

The sustainable effects of both plants are:

- We save around 550 tons of standard coal annually.
- We avoid CO₂ emissions of approximately 690 tons per year.

With these measures, GEDIA is not only making an important contribution to environmental protection, but also underlining its commitment to actively integrating sustainable business practices into its everyday operations in a forward-looking manner.



Environment and quality

Sustainable heat recovery and energy-efficient technologies

As part of our sustainability program “GEDIA goes Zero,” we are focusing on measures to save energy and avoid emissions at our sites. A key element of this is the use of innovative heat recovery and heating technologies.

A modern heat recovery system has been in use at the Attendorn site (Plant 2) for some time now. The waste heat from the compressed air compressors and the hot forming line, which is powered by green electricity, is efficiently used to heat production and office spaces.

Result: Compared to the average of the other plants at the site, natural gas consumption per square meter of net floor space was reduced by around 98% - impressive proof of the effectiveness of the measure.

Building on this success, another heat recovery system was successfully commissioned at our plant in Nowa Sól, Poland, in 2024. With an investment of €1 million, this system is now actively contributing to reducing energy consumption and thus minimizing the plant's ecological footprint.

We also rely on sustainable technologies internationally: modern heat pump technologies are used in our new plant in Hungary. The plant was planned and built from the outset in accordance with the latest energy standards. This demonstrates that sustainability is an integral part of every new investment at GEDIA.

In line with our commitment, we have been investing at least 1% of our total investments in sustainable measures since 2023. The projects mentioned are concrete examples of how we are actively fulfilling our responsibility for the environment and climate and gradually implementing resource-saving, climate-friendly production.



Responsibility for our employees

Our employees are the heart of our company and contribute significantly to our success.

That is why we see it as our responsibility to create a working environment that promotes safety, health, and well-being.

We cannot predict the future. Instead, we want to shape it. This requires openness, trust, and a willingness to work together as a team – that is how we are shaping the mobility of tomorrow!

Responsibility for our employees

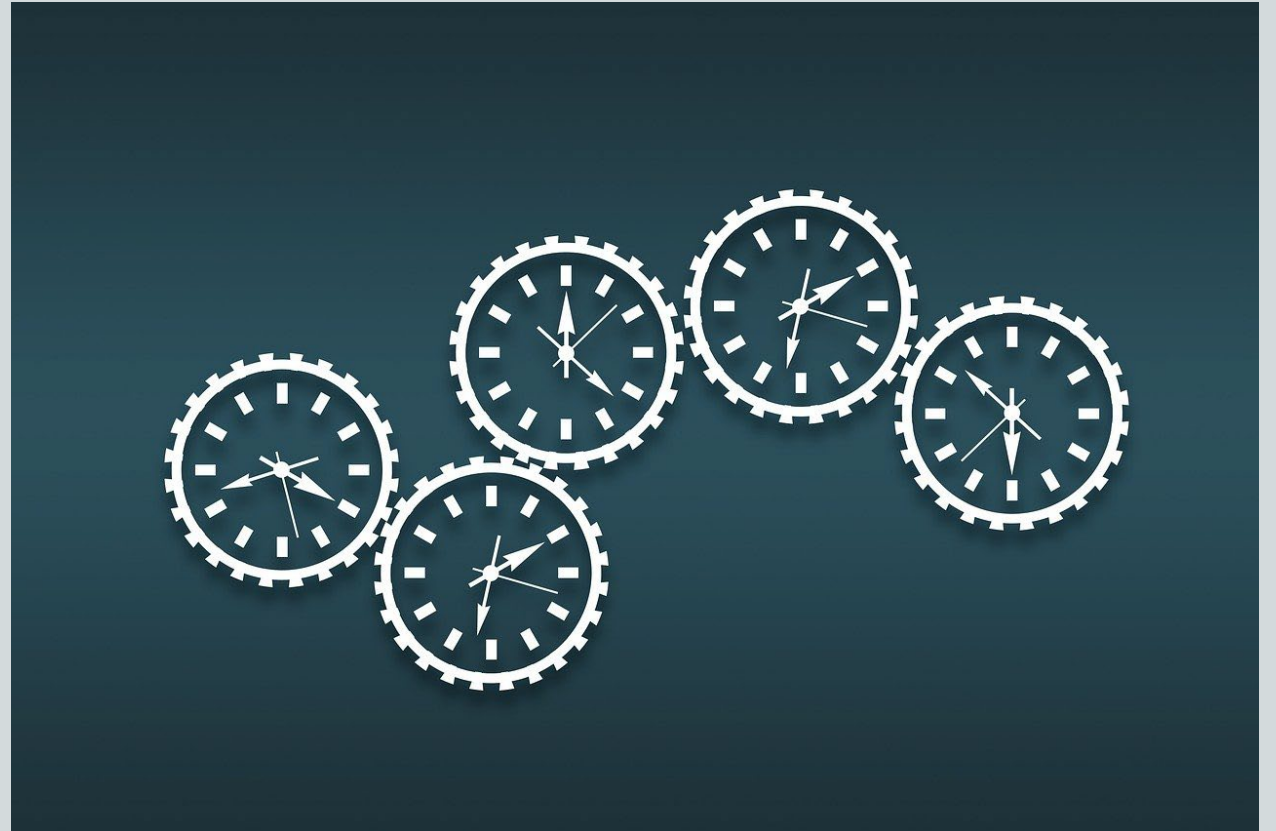
Health and safety at work

Safety in the workplace and the responsible use of resources are at the heart of everything we do at GEDIA. A safe working environment is not a matter of chance – it is the result of shared awareness, active responsibility, and consistent processes. This is confirmed by a certified management system in accordance with ISO 14001 and ISO 45001 at all GEDIA Automotive Group locations.

Internal monitoring is carried out via system audits controlled from the headquarters in Attendorn at all locations.

The daily positive influence of managers and employees is crucial for the further development of occupational health and safety.

Each location has a company health management system. The health management measures are implemented through an annual health program.



Responsibility for our employees

Safety at work and accident trends

The safety and health of employees is a top priority at GEDIA. In 2024, commuting accidents resulting in lost time were reduced by 29% to 22 cases. The number of injuries without lost time (FAC) also fell by 11.36%. These positive developments reflect the effectiveness of preventive measures and training. In contrast, the number of reportable work-related accidents resulting in lost time increased by 54% to 57 cases. The LTIR (Lost Time Injury Rate) also rose significantly from 4.30 to 7.35.

This development shows that, despite the extensive safety measures already in place, there is still a need for action, particularly in the analysis of accident causes and targeted prevention in the production environment.

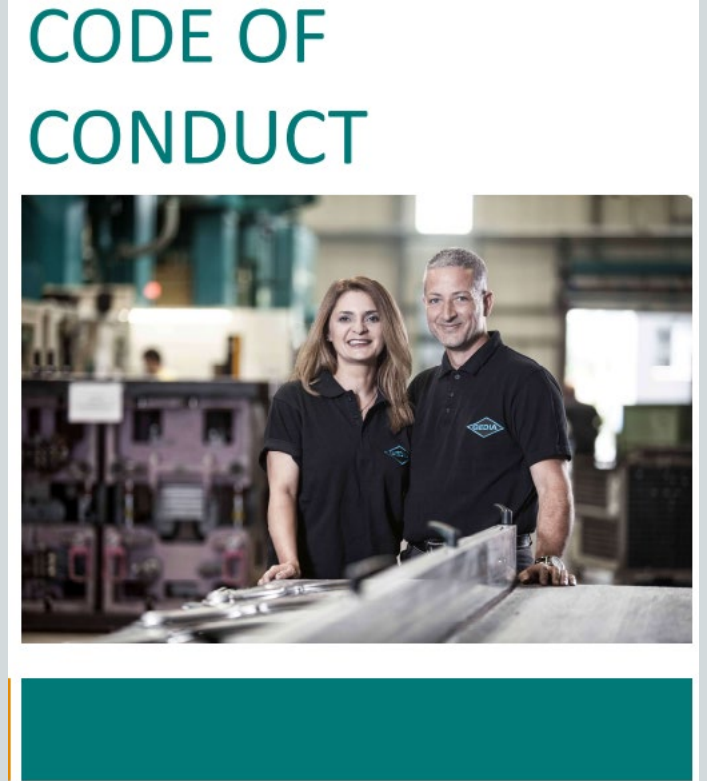
However, the accident rate, measured in terms of time lost due to accidents, fell by 21.7% - an indication that the average severity of accidents has decreased.

	2023	2024	in %
Commuting accidents			
Actual - Accidents on the way to work (number)	31	22	-29,03
Work accidents involving time off work			
Actual - Work-related accidents (number)	37	57	54,05
FAC - Injuries (without absence)			
Actual - Injury (number)	264	234	-11,36
Accident rate (absence rate)			
Actual - Accident rate (time lost due to accidents)	0,17	0,14	-21,70
LTIR			
Actual - (based on 1,000,000 working hours)	4,30	7,35	70,99

Responsibility for our employees

Code of Conduct

GEDIA's Code of Conduct forms the foundation for responsible and ethical conduct throughout the company. It defines clear guidelines for integrity, fairness, and transparency in dealing with employees, business partners, and society. GEDIA is committed to complying with all applicable laws and regulations, respecting human rights, and promoting a respectful and non-discriminatory working environment. The Code of Conduct not only serves as a guide for daily actions, but also as an expression of our self-image of combining sustainable business practices with social responsibility. Regular training and open dialogue support the consistent implementation of these values in all areas of the company.



Responsibility for our employees

Employee structure by gender

As of December 31, 2024, GEDIA employed a total of 4,786 people. Of these, 3,274 were male and 1,512 were female. The proportion of other gender identities was reported as 0. The survey includes both permanent employees (by headcount) and temporary workers who were working for the company as full-time equivalents (FTEs) on the reporting date. This transparent recording underscores GEDIA's commitment to diversity and equal treatment in the workplace. Although no other gender identities were recorded at this time, GEDIA recognizes the importance of inclusion and strives to continuously develop its diversity strategy.

2024				
Employees by gender	male	female	divers	Summe
Number of employees	3,274	1,512	0	4,786

Responsibility for our employees

Age structure by workforce

The age distribution of employees is an important indicator for long-term personnel planning and the creation of age-appropriate working conditions. In 2024, 17% of employees were under 30 years old, 49% were between 30 and 50 years old, and 21% were over 50 years old. This distribution shows a balanced age structure with a strong proportion of experienced specialists and a solid base of young talent.

Employees by age group	Number*	in %
Under 30 years old	792	17
30 - 50 years old	2,339	49
Over 50 years old	991	21

*Only permanent employees of the GEDIA Group are included. Temporary workers are not included in this evaluation.

Responsibility for our employees

Qualification, promotion, and knowledge transfer

Human resources development as the key to sustainable corporate development

Human resources development is a central component of our sustainability strategy. By providing targeted training for our employees, we strengthen social, ecological, and economic sustainability. We invest in individual development and the future viability of GEDIA. The focus is on building competence and a value-oriented corporate culture.

Leadership & cooperation: Programs for managers strengthen responsibility, communication, and teamwork skills.

Equal opportunities: Promoting individual potential - regardless of gender, origin, or age.

Qualification: Wide range of technical and interdisciplinary training courses to prepare for future challenges.

Self-learning skills: E-learning, hybrid formats, and modular training courses promote independent, flexible learning.

Our human resources development supports several goals of the 2030 Agenda for Sustainable Development, known as the Sustainable Development Goals (SDGs). The SDGs are 17 global goals set by the United Nations to combat poverty, protect the environment, and promote sustainable growth.

Particularly relevant for us are SDG 4 (quality education), SDG 5 (gender equality), and SDG 8 (decent work and economic growth). In the future, we will increasingly focus on individual learning paths, digital formats, and international development programs to specifically promote our employees worldwide.

Responsibility for our employees

Qualification, promotion, and knowledge transfer

The future lies here: our technical and commercial training

At GEDIA, we see training as a holistic process that prepares young talents for their professional careers in the best possible way. Our goal is to integrate trainees into real work processes in a practical and responsible manner so that they not only gain technical knowledge but, above all, practical experience.

Even at the beginning, all trainees undergo comprehensive social skills training with experienced external trainers. Topics such as understanding roles, self-reflection, communication, conflict management, and mindfulness create a solid foundation for personal and professional success. During the training, various continuing education measures appropriate to the training occupations are also offered.

We place great importance on ensuring that sustainable thinking and action are always reflected in our content – from resource-efficient work practices to responsible cooperation.

The independent use of digital tools, such as the Azubiheft app for documenting training certificates and grades, and a personal Outlook account for organization, promote the independence and willingness to take responsibility of our trainees.

In addition to attractive remuneration with additional benefits such as tablets for private use, free work clothing, completion bonuses, and varied team events (trainee trips, hikes), we offer exceptional additional measures:

Internships abroad, training as a fire safety assistant and first aider, driver safety training, and a business simulation game to teach business management concepts in a practical way.

We address conflict and crisis situations with a special support service: an external life coach provides confidential support to our trainees to help them overcome individual challenges in the best possible way.

Through this holistic combination of professional qualifications, personal development, and social responsibility, we create a motivating environment that goes far beyond the usual standards. In this way, we not only promote qualified professionals, but also self-confident personalities who are well equipped for their professional future.

Responsibility for our employees

Qualification, promotion, and knowledge transfer

Wide range of options at every career level

The development of our employees is a continuous process that does not end with induction training. Regardless of career level, we offer differentiated development paths that focus on both professional skills and personal potential.

Our human resources development program specifically promotes talent at all levels – from trainees to managers. With individual coaching and customized training programs, we strengthen professional skills and personal potential. In this way, we create fair development opportunities, support diversity, and secure qualified employees for our company in the long term.

The targeted combination of formal training and individual support makes a significant contribution to social sustainability at GEDIA: It creates fair development opportunities, supports an inclusive working environment, and contributes to the long-term retention of qualified specialists.

Talent management

With our talent management program, we are investing specifically in the future: Since 2014, we have been developing promising young talent into the leaders of tomorrow – tailored to the values and culture of GEDIA.

Following the selection round in 2022, eight talented individuals completed an intensive two-year development program that focused primarily on personal growth. Through international project work (e.g., on AI), modern leadership skills, self-reflection, and the establishment of a strong global network, they successfully completed the program in December 2024. This was achieved through close and effective cooperation between the human resources departments of all participating GEDIA locations.

Launched in Germany, now rolled out across Europe – and soon worldwide: our program creates space for intercultural exchange, new perspectives, and sustainable careers at GEDIA.

Responsibility for our employees

Qualification, promotion, and knowledge transfer

Empowering responsible leadership in a changing world of work

New Work @ GEDIA

The world of work is undergoing profound change – advancing digitalization, changing attitudes among younger generations, and the need to overcome major business challenges are just some of the factors that are transforming, accelerating, and increasing the complexity of our everyday working lives. Issues such as unlocking employee potential and flexible working arrangements are becoming increasingly important. “New Work” describes this structural change to which companies must respond.

At GEDIA, we are addressing these challenges by focusing more closely on the consistent integration of New Work principles into our human resources and management work. Examples include the integration of agile working methods and making mobile working efficient and effective.

Our managers and their teams are key to positive developments in our work culture, greater self-determination and trust, but also collaboration and responsibility. Together with an external partner, we are putting the New Work@GEDIA project into practice, thereby strengthening GEDIA's future viability.

Redesign of the management program

Responsible leadership is a key driver for a resilient, fair, and sustainable work culture. With the realignment of our management program, we are promoting precisely these skills – and thus making a concrete contribution to social sustainability at GEDIA. Our managers are empowered not only to achieve economic goals, but also to shape the long-term development of their teams in the spirit of sustainable cooperation.

The new management training program developed in 2024 is a comprehensive program that will be implemented in a structured manner and on a regular basis starting in 2025 to ensure the continuous development of our managers.

Responsibility for our employees

Qualification, promotion, and knowledge transfer

In addition to essential building blocks of leadership and the intensive communication of our GEDIA corporate values – trust, commitment, and willingness to change – the training concept also includes practical ideas from the New Work context – always with the aim of preparing our managers and their teams for the demands of the modern working world and strengthening them in overcoming current business challenges.

Digitization

As part of our digitalization strategy, we have been able to convert our administrative personnel development work to a predominantly paperless format, particularly at our German headquarters. Currently, around 90% of this work is done digitally.

Sustainable learning with a system: online platforms (e-learning)

By consistently expanding our digital learning platform, we are creating modern, sustainable structures for learning in everyday working life. At the same time, we are strengthening our employees' self-learning skills and making education accessible, individualized, and future-proof. As a result, the number of our e-learning modules is growing continuously – regardless of location and with flexible timing.

New German-language e-learning courses 2024

- Vacation planning for managers (ca. 6 minutes)
- New Work @ GEDIA - 4 modules (ca. 55 minutes)

- Safe on the road with your company vehicle (approx. 14 minutes)
- Workplace reintegration management (approx. 7 minutes)
- Refresher training for forklift truck drivers (approx. 35 minutes)
- Handling ladders (approx. 18 minutes)
- Training planning and implementation (approx. 15 minutes)
- AGU refresher training 2025 (approx. 30 minutes)

Responsibility for our employees

Qualification, promotion, and knowledge transfer

Access to language skills for all employees

A particular highlight of our digital offering is company-wide access to the Babbel language learning platform. All employees, regardless of their role, have the opportunity to develop or improve their language skills in various languages on an individual basis. This not only promotes international cooperation within the company.

Measurable transparency: how our measures work

In 2024, we decided to present our continuing education measures at our pilot location in Germany in figures and to report these to the division managers every six months as part of a personnel development report. The key figures include the following, for example.

- Number of seminar days: **738**
- Number of employees trained: **412**
- Training satisfaction rating (based on feedback): **3.5** out of **4**

A group-wide, international KPI system is currently under development.

Average number of training hours per employee	male	female	others
amount of all performed training hours	27,923.5	8,564	0
average of training hours per employee	8.5	5.7	0
	amount	in %	
number of employees who are entitled to leave for family reasons	3,628*	76	

Responsibility for our employees

Employer attractiveness

As a family-owned company, the well-being of our employees is particularly important to us. We offer support in a variety of ways – from flexible working hours and attractive social benefits to comprehensive health management.

Our goal is to ensure that everyone feels completely at home with us. Because that's the only way to give your best – both professionally and in your private life. In addition, we promote motivation and teamwork at all our locations worldwide through local activities and individual programs.

Each location has its own initiatives tailored to its specific needs and circumstances. In this context, we refer here to the measures taken by our parent company in Germany as an example.

Benefits / GEDIA Germany

- Internationality extending across nine production sites worldwide
- A wide range of different working time models
- Attractive model for mobile working
- Flexible parental leave arrangements
- Various discounts for employees on shopping, travel, etc.
- Subsidies for lunch in the canteen „EssWerk“
- Free water dispensers
- Pension benefits and consulting services
- Special payments under collective agreements
- Gifts for births, weddings, anniversaries, and other special occasions
- Workwear in the commercial sector
- Parking available at any time
- Health services provided by the “Occupational Health Management” team
- Talent management, continuing education measures, development discussions, support for private continuing education
- Joint Christmas party, anniversary celebrations, parent-child and team events
- Offers for children during the summer holidays
- Ergonomic working environment and equipment

Responsibility for our employees

Employer attractiveness

Diversity at GEDIA

“Unique” – that's what each of us is. We respect your uniqueness and welcome individual personalities in our company. Where cultural diversity, different genders, generations, and stories come together, a wide range of perspectives and a broad spectrum of knowledge and skills also come together – that's what makes us successful.

Benefits in the field of training / GEDIA Germany

- Training in a modern environment with ergonomic workstations
- In-house training workshop
- Targeted training courses

- Internal factory training and exam preparation
- Overseas assignments in subsidiaries possible
- Modern IT equipment (tablet, laptop)
- Final bonus and very good chances of being hired
- Support with retirement provision (company pension scheme)
- Trainee events



Responsibility for our employees

Health, well-being, and prevention in Poland I

In 2024, the well-being of employees remained a key focus at our Polish site. In line with our international health strategy, numerous measures were implemented to promote both physical and mental health, prevent illness, and improve the daily working environment in the long term.

Medical care was once again a key component. Employees had the opportunity to participate in various early detection programs, including colon, cervical, and breast cancer screening – the latter particularly as part of the international “Pink Month” in October. This was supplemented by a regular offer for protective eyewear fitting:

Every two years, employees can have protective eyewear made free of charge to correct their vision. Eye tests are carried out directly at the company, with all costs covered by the employer – an offer that is also available at other locations in line with our international standards.

In addition, since September 1, 2020, we have been offering voluntary access to private medical care through the LUX MED network of facilities. This model is an attractive supplement to statutory health care and enables faster access to specialists and examinations.

Each new employee also receives a comprehensive information package with offers for medical care and insurance benefits – a procedure that is applied in a similar form across all locations.

In everyday life, too, the Polish site is increasingly focusing on prevention, education, and conscious health behavior. Various thematic priorities were set throughout the year, for example, as part of World Health Day, Depression Prevention Day, Stress Management Month, and Stroke Awareness Month. Action days focusing on allergies and diabetes (e.g., on World Diabetes Day and National Diabetes Day) as well as a health day with expert lectures and individual consultations rounded off the program.

Responsibility for our employees

Health, well-being, and prevention in Poland II

Along with this, practical formats were introduced that noticeably improve well-being in everyday working life. One example of this was “Lemon Tea Day” – every Thursday in February, a tea machine with fresh lemon tea was available. On June 3, World Bicycle Day, the bicycle was highlighted as a healthy and sustainable form of mobility. There was also a sporting focus with joint training sessions with the MKST ASTRA volleyball players, which were intended to inspire employees to exercise more.

Another positive incentive for greater mindfulness in everyday working life: no internal meetings take place between 12:00 and 1:00 p.m. This deliberate break in the daily routine creates space for concentrated work, relaxation, or an undisturbed lunch.

Particularly during the hot summer months, the focus was on maintaining a healthy indoor climate. Employees were provided with free fresh water containing electrolytes on request, and water curtains (adiabatic cooling) were activated and parasols installed in the courtyard to enable pleasant breaks outdoors.

To promote even greater health awareness in everyday life, televisions have been installed in the largest canteens, which broadcast regular webinars on topics such as healthy eating, exercise, and medical education – with expert contributions from specialists such as Dr. Grzesiowski.

At the end of the year, a special webinar offered practical tips for mental relaxation: “How can you switch off from work during the holidays and really relax?” – an offer that was eagerly accepted and focused on the conscious use of time off.

Many of these measures are part of a company-wide understanding of care and health promotion. Similar programs and campaigns are also being implemented at other GEDIA Group locations – always tailored to the respective local needs, circumstances, and cultural conditions.

Responsibility for our employees

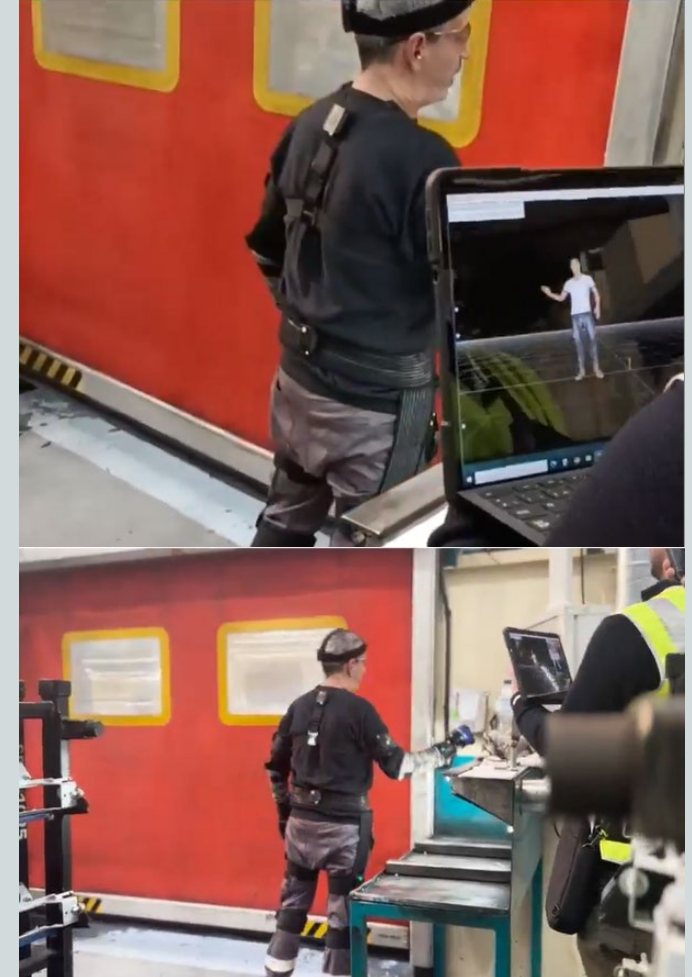
Ergonomics Study 2024 GEDIA Spain: Technology for greater well-being in the workplace

As part of our commitment to safety and sustainability in the workplace, we launched an innovative pilot project in 2024 that combines the use of modern technology with specific improvement goals. In collaboration with ITURRI and the University of Zaragoza, we conducted an ergonomic study in which our employees were equipped with 15 body sensors for one day – not to robotize them, but to better understand their everyday work based on data.

The aim of the project is to highlight ergonomic stresses and derive evidence-based measures that reduce physical strain and increase general well-being. Among other things, the sensors record:

- the duration of individual tasks and rotation cycles,
- the frequency and length of breaks,
- the moving loads,
- as well as body postures and working heights to calculate the 50th percentile of the workforce.

The data obtained in this way is currently being evaluated by our partners at the University of Zaragoza. One thing is already clear: the results will help us to identify and improve ergonomically critical activities in a targeted manner. This approach is another example of how we use new technologies responsibly to create sustainable and healthy working conditions – while always keeping people at the center of our attention.



Responsibility for our employees

Employee events and mental health at GEDIA Dalton

A central element of our sustainability strategy is the promotion of a healthy, appreciative and committed work environment. Through regular measures at our locations, we strengthen teamwork, create space for exchange, and contribute to the mental and emotional health of our employees.

Monthly employee events in Dalton

Several monthly initiatives have been established at the Dalton site that shape the corporate culture and promote social interaction:

Birthday celebrations: Every month, we celebrate our colleagues' birthdays. With cake, muffins, and cookies, we bring a little joy to the workday and strengthen our sense of community.

Lunch with management: Five employees are invited to a monthly lunch to discuss ideas, concerns, and questions with management in a relaxed atmosphere. This format promotes transparency and open dialogue.

Employee of the Month: We recognize exceptional commitment with the “Employee of the Month” award. In addition to a certificate, the award winner receives a gift voucher and a reserved parking space – a sign of recognition and motivation.

The month of May was dedicated to mental health. As part of Mental Health Awareness Month, targeted activities were carried out over a four-week period to strengthen mental well-being and promote awareness of mental health. The activities included:

- Joint walks to promote exercise and interaction
- Healthy lunches to support physical and mental well-being
- Wearing green clothing as a symbol of mental health and solidarity

The initiative promotes awareness and openness about mental health – a sign of social responsibility and sustainable employee orientation in action.

Responsibility for our employees

Menstrual Point®: GEDIA creates access and awareness

We are responsible for menstruation® – at GEDIA Spain, this guiding principle is not just a statement, but a responsibility we live by. By introducing free menstrual products in the workplace, we are sending a strong signal for equality, health, and social sustainability.

Because the reality is clear: 86% of women report having been in situations where they did not have access to menstrual products – especially when they needed them most. This everyday challenge is often overlooked – we want to change that.

With the introduction of Menstrual Point®, we have created safe, discreet, and freely accessible spaces at our locations where menstrual products are available free of charge.

Our employees can take care of their needs there as required – easily, hygienically, and without justification.

At GEDIA, we believe that small actions can make a big difference. What some people take for granted can make a huge difference to others in their everyday lives. By promoting menstrual responsibility, we are not only promoting the well-being of our workforce, but also sending a clear signal for social progress.

Our vision: We want to inspire more companies to act responsibly when it comes to menstruation. Together, we can break taboos, reduce inequalities, and create concrete solutions. For greater justice, respect, and social cohesion. GEDIA is proud to be part of this movement.



Responsibility for our employees

Flu vaccinations for GEDIA employees

In line with our corporate social responsibility, we attach great importance to the health and well-being of our employees. An integral part of this commitment is offering flu vaccinations at all our locations. The vaccinations take place on site, making it easy for employees to participate voluntarily without any organizational effort on their part.

This preventive measure helps to minimize the risk of severe illness, reduce absenteeism, and promote a healthy working environment. In addition, we are contributing to public health by interrupting chains of infection and promoting general immunization.

The regular administration of flu vaccinations is a concrete example of our commitment to our employees and society, and an important part of our CSR strategy in the area of health and prevention.



Responsibility for our employees

Attendorn City Run and Olpe Team Cup

Last year, GEDIA enjoyed sporting success at two regional running events: the Olper TeamCup and the Attendorner Citylauf.

Thirty-three dedicated runners competed for GEDIA in the Olper TeamCup. With ideal weather conditions, strong performances were achieved and the results were celebrated together afterwards. Particularly noteworthy is the AZUBI team, which, with great motivation, provided both a first-time participant and the fastest GEDIA runner.

Numerous colleagues once again demonstrated their sporting ambition and team spirit at the 32nd Attendorn City Run. In bright sunshine and surrounded by over 1,300 participants, they completed the course around the Attendorn Wall with great enthusiasm. The day ended on a high note with cool drinks and stimulating conversations.

These events demonstrate once again how much sporting commitment, active team spirit, and shared experiences are an integral part of GEDIA's corporate culture.



Responsibility for our employees

Working together for inclusion: The representative body for severely disabled employees at GEDIA

Inclusion is a central component of GEDIA's corporate culture. Our representative body for severely disabled employees is specifically committed to the interests of employees with disabilities and actively contributes to a supportive, equal opportunity work environment.

Mr. Baussmann, who has been working in production equipment design in the new toolmaking department since 1997, has been involved in representing severely disabled employees since the early 2000s. For the past two years, he has been supported by Ms. Brachthäuser, who began her training at GEDIA in 2020 and now works in logistics. Their work always focuses on the goal of providing the best possible support to employees with disabilities – through individual adjustments, personal counseling, and cooperation with relevant support institutions.

Tasks of the representative for severely disabled persons:

As the central point of contact for severely disabled and equivalent employees, the representative offers comprehensive support in the following areas:

- Advice and individual support with applications and specific workplace requirements
- Arranging and coordinating contacts with specialist and integration services
- Promoting participation and representing interests vis-à-vis internal and external agencies

One example of their commitment: On Disability Day, they organized an information day where employees could contribute their concerns and ideas.

Such formats raise awareness and help break down spatial and communicative barriers.



At GEDIA, we create a working environment in which all employees can develop their potential and contribute to success – regardless of any impairments.

Responsibility for our employees

Ready for the future with New Work @GEDIA

Our working world is becoming increasingly dynamic and complex. At GEDIA, we are meeting these challenges with a clear goal: to ensure sustainable productivity and innovative strength. At the heart of our strategy is the “New Work @GEDIA” project, which is initiating a structural change in our work culture – towards greater flexibility, personal responsibility, and collaboration.

The change is driven by digital transformation, mobile working, increasing connectivity, and the changing expectations of younger generations. This has given rise to a new concept of work: resource-conscious, collaborative, yet highly productive.

With “New Work,” we are actively responding to this development and creating conditions that optimally promote the potential of our employees.

Our managers and their teams are the key to success. In targeted workshops and training sessions, they help shape their future collaboration. These measures strengthen strategic understanding, promote clear objectives, and increase employee loyalty.

There is a particular focus on flexible working hours and locations, as well as the sensible use of shared workspaces. This strengthens trust, enables greater self-determination, and conserves resources on both sides. At the same time, we openly address the challenges of remote working and develop practical solutions together.

With the help of external partners like Siers & Collegen and the support of dedicated professionals like Ms. Villarrasa Alvarez, we're making real progress.

This creates empowerment and commitment, positioning GEDIA as a sustainable and responsible employer.



Responsibility for our employees

FMEA Moderator Training 2024: Preventive Quality Assurance as a Contribution to Sustainability

In October 2024, five employees from project management and product development took part in a targeted in-house training course on FMEA methodology (Failure Mode and Effects Analysis). The training was led by a trainer from FMEApplus Akademie GmbH and specifically prepared the participants for their future role as FMEA moderators – with the aim of independently creating and moderating design and process FMEA in the future.

FMEA is a key tool for preventive quality assurance and makes an important contribution to sustainability in product development. By identifying potential sources of error and risks at an early stage, resource-intensive rework, unnecessary material consumption, and potential safety deficiencies can be avoided.

This means that the method not only contributes to product safety and efficiency, but also to reducing environmental impact throughout the entire product life cycle.

The training focused on both theoretical basics and practical exercises. In realistic mock presentations, participants were able to consolidate their knowledge and prepare for their future presentation activities. Further internal training courses followed in the course of 2024 to further expand their expertise and anchor it firmly within the company.

By training internal specialists, we are strengthening our expertise in sustainable product responsibility and risk prevention – an essential component of our holistic sustainability strategy.



Responsibility for our employees

Award as a “family-friendly company”

We received the quality seal for the first time in 2020 and again in 2022. After appearing before the jury, it was awarded to us again at the end of 2024.

The award ceremony takes place every two years and encourages companies to continually question themselves on the subject of family friendliness, to try out new things, and to stick with what has proven successful.

It is not a matter of presenting a “chic” concept once, but rather of thinking sustainably about the further development of family friendliness as an employer and thus the future of the company with all employees.

The certification process, now in its third iteration, has made us aware of the portfolio of measures we have already implemented, and has also enabled us to implement further ideas and recommendations from the jury, such as the annual parent-child event for colleagues on parental leave and gifts for new parents.

The annual “Family-Friendly Company” certification process in Siegen-Wittgenstein and Olpe is organized by the Competence Center for Women and Careers. The project is funded by the state of North Rhine-Westphalia and the European Regional Development Fund.



Responsibility for our employees

Intercultural training to strengthen international cooperation

Last year, we further expanded our international cooperation – including through targeted measures to promote intercultural skills. One focus was on successful cooperation with our important partner country China.

In an intercultural training course focusing on Chinese business culture, our employees gained practical insights into key topics such as cultural agility, trust building, business etiquette, understanding hierarchy, differences in working styles, and effective communication. The aim was to strengthen mutual understanding and improve cooperation with Chinese colleagues, suppliers, and business partners in the long term.

Participants were able to not only deepen their knowledge of cultural differences, but also develop specific skills for the international work context. This investment in intercultural skills contributes significantly to strengthening our global relationships and working successfully with our international partners in the long term.



Responsibility for our employees

Completion of talent management program

With the aim of securing future specialist and management positions in the long term, as well as identifying and promoting high-performing employees at an early stage and retaining them at GEDIA in the long term, a company-wide talent management program was launched in 2014. This is an internationally oriented development program for junior managers that is aligned with our corporate values.

Talented individuals from various locations are identified through a structured selection process – people with diverse cultural and professional backgrounds who have high development potential. They undergo a two-year program that focuses on both personal development and strategic corporate issues.

Key components of the programme are:

- Mentoring by experienced colleagues,
- Individual coaching sessions with external coaches (including Ms. Tucek),
- Training weeks at various international GEDIA locations,
- International assignments to promote intercultural competence,
- A joint international project with business-related issues.

In 2024, we celebrated the successful completion of the latest program cycle: Eight participants from Germany, Spain, and Hungary presented their results at a festive closing event and received their certificates.

This milestone marks not only the end of an intensive development phase, but also the beginning of new career paths within our company.



The program has been gradually developed and internationalized: After its launch at the German location, it was expanded to Europe. In the future, non-European locations will also be more closely integrated in order to further promote intercultural exchange and strengthen the talent network globally.



Social commitment

As an internationally active company, we bear responsibility not only for our employees and our environment, but also for society as a whole. This has a long tradition at GEDIA and is firmly anchored in our corporate culture.

Social engagement

Partnership-based supplier management

Supplier Code of Conduct

GEDIA expects its suppliers and business partners to comply fully with fundamental ethical, social, and environmental standards. The Supplier Code of Conduct defines binding requirements in areas such as human rights, working conditions, environmental protection, anti-corruption, and fair competition.

The aim is to work with our partners to create a responsible and sustainable supply chain. GEDIA is committed to regularly reviewing compliance with these standards and, where necessary, taking measures to ensure continuous improvement.

Through transparent communication and partnership-based cooperation, we promote a common understanding of sustainable business practices along the entire value chain.



Social engagement

Partnership-based supplier management and implementation of the Supply Chain Due Diligence Act (SCDDA)

Responsible and sustainable supplier management is a central component of our corporate due diligence obligations and contributes significantly to the achievement of our sustainability goals. We strive for long-term, cooperative relationships with our suppliers based on trust, transparency, and shared values.

In 2024, our procurement strategy focused on close cooperation with our **2.311** business partners to ensure environmental and social standards along the supply chain. We rely on continuous dialogue, systematic risk analyses, and preventive measures to strengthen sustainable practices.

We were able to conclude binding agreements with **78%** of our business partners on the implementation of specific sustainability requirements.

We have systematically and continuously developed and improved our existing processes. In order to meet the high legal requirements, we have...

- ... established a systematic risk management system for the early identification and assessment of human rights and environmental risks. The central tool here is our abstract risk assessment, in which we draw on internationally recognized indices –

including the Environmental Performance Index, Air Quality Report, Animal Welfare Index, Global Rights Index, Global Slavery Index, Global Childhood Report, Global Freedom Index, Corruption Perception Index, and Global Economic Freedom Index. These form the basis for identifying potentially critical product groups within our supply chain. In the 2024 reporting year, we placed a particular focus on suppliers from the product groups fasteners, stamped parts, and tools. In these segments, we were able to reach a binding agreement with 96% of suppliers on the implementation of sustainability requirements.

Social engagement

Partnership-based supplier management and implementation of the Supply Chain Due Diligence Act (SCDDA)

➤ ...to anchor sustainability requirements, we focus specifically on preventive measures in the selection and qualification process for new suppliers. Early on in the collaboration, we require potential business partners to comply with our Code of Conduct, which defines key standards relating to labor, human rights, and environmental issues. In addition, the systematic identification of critical product groups enables us to manage our procurement activities in a risk-oriented manner. New suppliers from these product groups undergo an in-depth review process and are required to complete specific questionnaires on topics such as labor and environmental protection.

This allows us to create a robust basis for decision-making and ensure that sustainability criteria are taken into account from the outset, which is why we have...

- ... established a complaint management system that offers employees, suppliers, and third parties a low-threshold opportunity to report possible violations.
- ... raising awareness of human rights due diligence obligations and environmental standards, and we rely on regular training and audits. These measures are aimed at both our internal departments and our business partners, and serve to deepen knowledge and ensure compliance with sustainability requirements.

In the 2024 reporting year, we provided targeted training on relevant sustainability aspects to a total of 52 purchasers and 31 suppliers worldwide. The content covered included occupational health and safety, environmental protection, ethical conduct, international due diligence obligations along the supply chain, and awareness of the complaint management system. In addition, 17 supplier audits were carried out, which did not reveal any negative impacts.

We are convinced that only through cooperative and responsible supplier management can we ensure a sustainable value chain – for the benefit of people, the environment, and the economy.

Social engagement

Whistleblower hotline – strengthening integrity, promoting trust

As part of our corporate responsibility and in accordance with the requirements of the Whistleblower Protection Act, the GEDIA Automotive Group revised its group-wide whistleblower hotline in 2024, defined clear rules of procedure, and made it available in many languages on the GEDIA homepage. This system enables employees, business partners, and external stakeholders to confidentially and anonymously report possible violations of legal regulations, internal guidelines, or ethical principles.

The introduction of the hotline is an important part of our compliance strategy and underscores our clear commitment to transparency, integrity, and responsible conduct.

It not only serves to uncover misconduct, but also to protect whistleblowers from discrimination or reprisals.

Key features of the GEDIA whistleblower hotline

- Anonymous and secure reporting option via a digital whistleblower system
- Multilingual availability for international locations
- Independent processing by an external ombudsman
- Clear processes for reviewing, documenting, and following up on reports
- Protection of confidentiality and the rights of all parties involved

With the whistleblower hotline, we are creating a culture of open dialogue and responsibility in which reports are taken seriously and grievances can be addressed at an early stage. It is another building block in our sustainable and value-oriented corporate management.

Social engagement

Whistleblower hotline – Reports

The GEDIA Automotive Group is firmly committed to a respectful, non-discriminatory, and safe working environment. In the 2024 reporting year, four internal cases of discrimination or harassment were reported. All reports were received through our internal complaint channels and were fully investigated and-

resolved in accordance with our compliance guidelines and with the utmost care.

No fines, sanctions, or compensation payments were imposed in connection with these incidents. Likewise, no serious human rights violations were found among the workforce.

These results confirm the effectiveness of our internal reporting systems and preventive measures.

They demonstrate that GEDIA creates an environment in which employees feel safe to address grievances – and in which responsible and solution-oriented action is taken.

	Number
Number of reported cases of discrimination, including harassment	4
Number of complaints received via (internal) complaint channels	4
Total amount of significant fines, penalties, and damages paid	0
Number of serious human rights violations within the workforce	0

Social engagement

Donation of medical equipment in Kendur and Wafgaon

To promote healthcare in the region, GEDIA India has launched a project aimed at supporting neighboring village communities. In this context, various medical devices, including an X-ray machine, essential medicines, and frequently used medical equipment, were provided to the Primary Health Care Center in Kendur and Wafgaon.

With this support, we want to help provide the residents of Kendur and the surrounding villages with better quality medical care – at a lower cost. Our donation therefore not only contributes to improving the healthcare infrastructure, but also to strengthening the quality of life in the region in the long term.



Social engagement

Donation of a garbage collection vehicle to the Grampanchayat Kanhersar in India

As a responsible company, GEDIA India is aware of its corporate and social responsibility. As part of our commitment to sustainable development and social responsibility, we have donated a waste collection vehicle to the Grampanchayat of Kanhersar.

This vehicle plays a central role in local waste management and actively supports the community in the systematic collection and separation of waste. The introduction of efficient disposal structures reduces environmental pollution in the village and makes an important contribution to the protection of natural resources.

With this measure, we not only want to improve the quality of life for the people of Kanhersar, but also raise awareness of sustainable waste management practices. The donation is part of our overarching sustainability strategy, which aims to promote environmental and social responsibility.



Social engagement

Fundraiser for the American Cancer Society

In October 2024, the GEDIA Dalton team sent a strong signal of social commitment. Together, the employees collected donations for the American Cancer Society – and did so in a sporty way:

A total of 88 miles were covered by running or walking to raise awareness of the important issue of cancer prevention and research.

This campaign was not only a great success in terms of the amount of donations raised, but also a wonderful example of the team spirit and social responsibility within our company.

The active participation and motivation of everyone involved show that at GEDIA, sustainable action goes beyond environmental issues – we take responsibility for our society.



Social engagement

Humanitarian aid following extreme weather events in eastern Spain

Last year, the east coast of Spain, particularly the Valencian Community region, was severely affected by a severe storm (DANA – Depresión Aislada en Niveles Altos). The extreme weather conditions led to widespread flooding and considerable damage in numerous municipalities.

As a company with a clear commitment to social responsibility, GEDIA Spain showed its solidarity immediately after the disaster. To support the rescue and relief workers on site, we donated personal protective equipment (PPE) to enable the emergency teams to work more safely as they carried out their challenging tasks.

In addition, on November 8, 2024, we joined other companies in a ten-minute solidarity strike to show our sympathy and support for the people and businesses affected.

This initiative exemplifies our holistic approach to sustainability: At GEDIA, we understand responsibility to mean not only protecting the environment and resources, but also active social engagement – especially in times of acute need. Every contribution counts – and we will continue to help where support is needed in the future.



Social engagement

Christmas commitment across borders

Christmas is a time for giving – and it is especially meaningful when we focus on those who need our support the most. Last year, our employees once again showed great commitment to charitable Christmas campaigns, both in Spain and Germany.

GEDIA Spain supported the solidarity campaign “Forma part dels seus somnis” (Be part of their dreams) run by Creu Roja a Catalunya. The aim of the initiative is to bring joy and hope to children in disadvantaged situations by giving them small gifts at Christmas time. Our staff showed remarkable willingness to help and supported this campaign.

At the same time, our trainees at our site in Germany got involved in the “Christmas in a Shoebox” campaign run by the international aid organization Samaritan's Purse. Working closely with the staff, they organized the collection of donations, lovingly packed gifts in festive boxes, and delivered them to the official collection points. The management also supported the campaign with a valuable contribution.

Employees at our site in Hungary also showed great social commitment: An Advent market and a Christmas donation campaign supported sick children and families in need.

These initiatives impressively demonstrate what can be achieved when many people take responsibility together. Through their efforts, our employees were able to send a message of appreciation and care to children around the world – and help make Christmas a special experience for many of them.



Social engagement

Breaking down barriers: Lydia Sempere Francés at GEDIA Spain

On International Women's Day (#8M) and as part of our commitment to diversity, equality, and inclusion, we at GEDIA had the pleasure of welcoming a very special guest: Ms. Sempere Francés – racing driver, role model, and fighter.

With impressive clarity and strength, she spoke about her personal journey, which has been marked by determination, courage, and a willingness to question and overcome social barriers. As a woman in a male-dominated sport and as a person with a hearing impairment, she has broken through two major barriers – and in doing so, she has not only asserted herself, but also inspired others to follow their own path.

Her visit was a powerful reminder of how important it is to create spaces where all people have equal opportunities to fulfill their potential – regardless of gender, physical abilities, or societal expectations. She openly shared her experiences with bullying during her childhood and adolescence, spoke about setbacks, but also about her unwavering passion and the power of community.

We thank you sincerely for your openness, courage, and commitment to a more inclusive future. Your example shows us how real change begins: with the courage to be different – and the determination to stick with it.



Social engagement

Blood donation campaigns worldwide: Taking responsibility together

Donating blood is a good and important thing to do – as GEDIA employees prove every year at various locations around the world.

The blood donation truck stopped at the Attendorn site again last year. Many colleagues took the opportunity to donate blood during their working day – a simple but effective way to actively save lives. The campaign was once again organized by the Occupational Health Management team and is now an integral part of our sustainability calendar.

The aim is not only to make a direct contribution to healthcare, but also to raise awareness of social responsibility and solidarity.



GEDIA is also involved in blood donation internationally: For example, in India, GEDIA once again participated with its own campaign. As part of National Safety Week, a site-wide blood donation campaign collected around 108 blood units. These were donated to the state blood bank at Sassoon General Hospital.

This international commitment shows that sustainability at GEDIA means more than just environmental protection—it also stands for active social responsibility, collaborative action, and solidarity across borders.



Social engagement

City Cycling Attendorn

STADTRADELN is an international campaign to promote cycling and climate protection. The aim is to cover as many everyday journeys as possible in a climate-friendly way by bicycle, avoiding CO₂ emissions and at the same time improving personal health and strengthening community spirit.

In 2024, our “GEDIA Bikers” team was once again highly motivated at the start: 32 dedicated participants covered an impressive 10047 kilometers together – the highest total performance of all teams in Attendorn.

For this outstanding result, we were awarded a special prize of 500 € by the city. The amount was donated to the Caritas AufWind kindergarten in Saßmicke in November.

In addition, on the initiative of Jonas Martel, GEDIA donated a further 1000 € to the Attendorner Tafel food bank – a sign that our commitment does not end with climate protection, but also extends to social responsibility at a local level.



Social engagement

Donation campaign for the Balthasar Children's and Youth Hospice

As part of the annual internal Christmas party on the last working day of 2024, employees from the materials laboratory, measurement technology, and toolmaking departments came together to look back on the past year and celebrate cross-departmental collaboration. In a festive atmosphere, the gathering not only provided an opportunity for exchange, but also for supporting a social project.

The social commitment of the participants was particularly gratifying: During the course of the evening, a collection was organized for the Balthasar Children's and Youth Hospice. Thanks to the generosity of the employees, a total of 350 euros was collected and subsequently donated to the institution.

The campaign clearly shows that social engagement is not only encouraged at GEDIA, but also actively practiced.



Social engagement

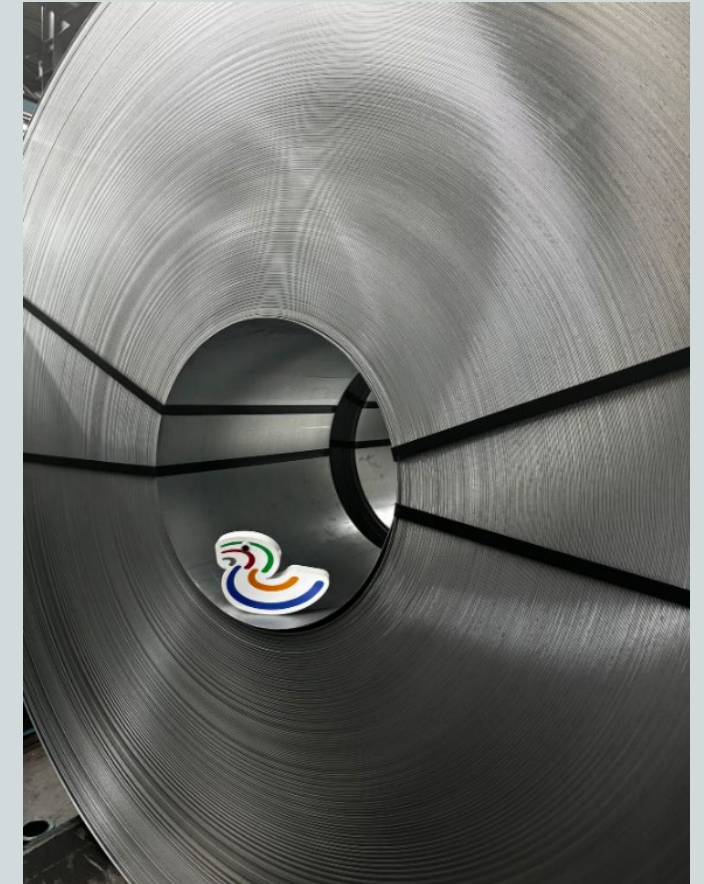
Creative networking: Participation in the “South Westphalia Duck Race”

As part of our regional networking activities, we participated in the “South Westphalia Duck Race” project organized by Südwestfalen Agentur GmbH. The aim of the initiative is to bring companies together in a playful and creative way – symbolized by passing on a duck as a network ambassador.

Moss GmbH was assigned to us by lottery. Shortly thereafter, we welcomed Mr. Bröckelmann, Marketing Manager Europe at Moss GmbH, to our company. The focus of the meeting was an open exchange about current challenges in our industries and getting to know each other. Moderated by Laura Schrage and Marie Schürholz from our HR team, an exciting dialogue developed about perspectives and interfaces between HR and marketing topics. Finally, we presented Mr. Bröckelmann with the symbolic duck “Otto from the Olpe district.”

After a brief stint in the automotive industry, she is now discovering the world of textile printing and advertising technology at Moss GmbH.

Our participation shows how easily and effectively regional networks can be established – a boon for exchange, cooperation, and sustainable development in South Westphalia.





Automotive expertise and technical know-how

GEDIA develops lightweight construction technologies and chassis components for the automotive industry to ensure that people in the cars of the future reach their destinations safely and energy-efficiently.

Products and innovations



Information security and responsible behavior in the digital age

Our company is committed to sustainable and responsible action – ecologically, socially, and economically. In our sustainability report, we place particular emphasis on the role of information security as an integral part of our corporate responsibility.

Information security as part of the sustainability strategy

As a TISAX-certified company with an ISMS in accordance with the requirements of ISO/IEC 27001, we guarantee the highest standards when handling sensitive information. We see information security not only as a technical necessity, but also as a contribution to sustainable corporate management:

Trustworthiness and data protection:

Protecting customer, partner, and employee data is a key concern for us. Through our ISMS, we ensure that personal and business-critical information remains confidential, secure, and available at all times.

Risk management and resilience:

Our systematic risk management identifies and minimizes potential threats to our information assets. This strengthens our resilience to cyber attacks and other disruptions.

Sustainable supply chain:

As part of the TISAX requirements, we also ensure that our partners and service providers comply with high security standards. In this way, we promote a sustainable and secure value chain.

Awareness and training: We continuously invest in raising awareness and training our employees in order to promote sustainable safety awareness and establish a culture of responsibility.

Integrated into the corporate strategy

Our ISMS is firmly integrated into our corporate strategy and is regularly reviewed and further developed. Alignment with ISO/IEC 27001 ensures that our security management not only meets current requirements but also remains future-proof.

Transparency and continuous improvement

We stand for transparency and continuous improvement. Our TISAX certification and regular audits demonstrate our commitment to the highest standards of security and sustainability.

Products and innovations

Successful introduction and certification of ISO 50001 at the Attendorn site – a milestone for our energy management

In order to sustainably improve our energy-related performance and consistently implement our energy management system, the management has decided to have the Attendorn site certified according to the international ISO 50001 standard. This project has been successfully implemented: ISO 50001 has now been fully introduced and certification has been successfully completed.

Until the introduction of ISO 50001, energy audits were carried out at regular intervals by external consultants in accordance with the requirements of the Energy Services Act (EDL-G). This practice laid the foundation for our further developed system.

In recent years, we have also created extensive technical conditions for precisely measuring and evaluating our energy flows.

The introduction of ISO 50001 has now enabled us to integrate this existing infrastructure into an integrated management system in an even more targeted and systematic manner.

With the successful implementation of ISO 50001, we can transparently document our progress in optimizing energy efficiency and reducing CO₂ emissions and have it verified externally. In addition, we will be able to meet legal requirements even more efficiently in the future while strengthening our profile as a responsible and environmentally conscious company.

The certification is a clear commitment to our sustainable business practices and underscores our commitment to using resources sparingly and with an eye to the future. It is a significant step toward a permanently energy-efficient corporate strategy.



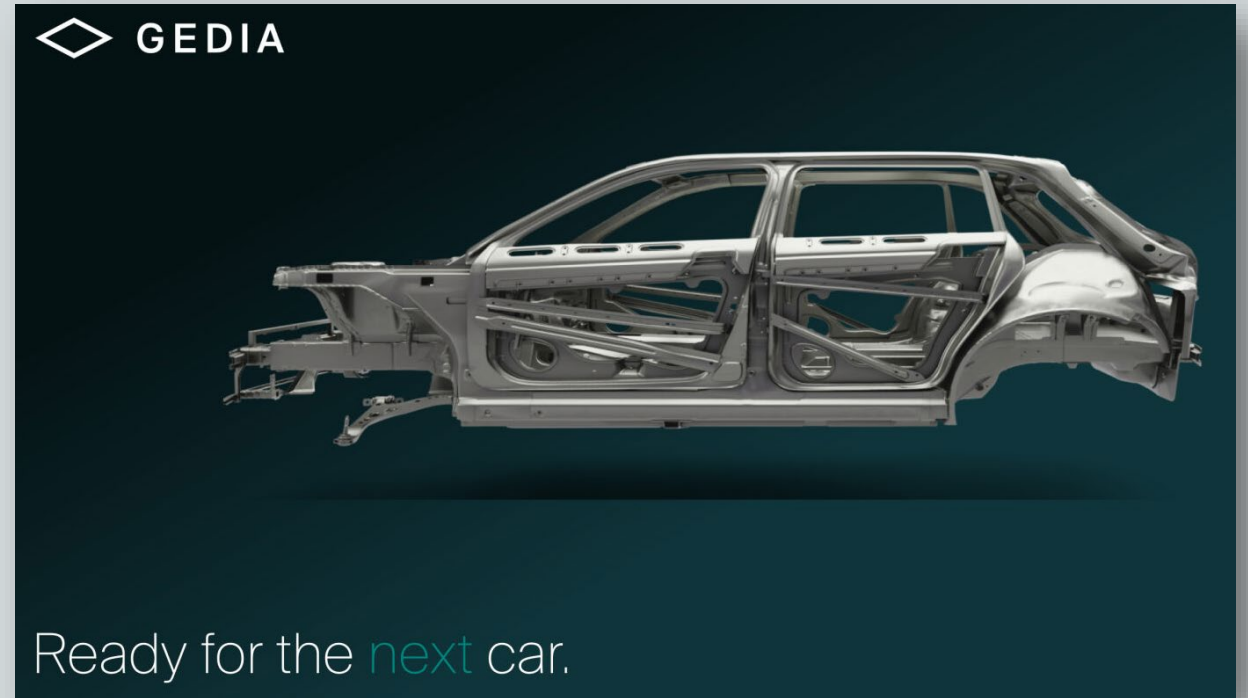
Products and innovations

Update GEDentity / GEDIA Group

In order to position GEDIA as an attractive employer for the future, we have worked intensively over the past two years to further develop our corporate identity and market presence.

The results of the project have since been incorporated into our marketing and communication measures, such as our new website. This allows us to clearly show who we are and what we can do. At the same time, we convey to our customers, employees, and job applicants the confidence that GEDIA is the right partner for them.

Our new slogan, 'Ready for the next car', shows what GEDIA works for every day: people need to be mobile. To learn, to work, to live. But mobility must also be sustainable. Good for the environment and good for people. This requires safe and energy-efficient vehicles. We are ready for the next car, the next innovation, and for the future.



Products and innovations

Use of CO₂-reduced steels at GEDIA – Technological opportunities and challenges

The classic blast furnace process for steel production generates significant amounts of CO₂. In the future, this process is to be replaced by electric arc furnaces that are powered by green electricity and can process recycled steel scrap. Depending on the proportion of scrap, this can reduce CO₂ emissions by up to 80%. However, due to the varying quality of the scrap, the proportions of accompanying elements such as copper, nickel, or chromium also increase, which slightly alters the chemical composition of the steel.

In order to better understand the effects of these changes on manufacturing processes, GEDIA is specifically investigating CO₂-reduced steels in process development for forming technology.

The focus is particularly on hot forming, where even small deviations in material behavior can have a major impact on process control and component quality.

A significant milestone in this development was the successful bachelor's thesis by Mr. Breuer, a dual student in the field of mechanical engineering. In his thesis on "CO₂-reduced steels and their influence on existing target values in hot forming," he was able to show:

The use of CO₂-reduced steels is an important step toward reducing CO₂ emissions in steel production. These steels are produced using recycled scrap and lower-emission processes such as direct reduction and electric arc furnaces powered by hydrogen or green electricity.

Compared to conventional steels, CO₂-reduced variants have a higher proportion of accompanying elements – in particular copper and nickel. These elements enter the steel via the scrap and cannot be removed during the subsequent manufacturing process.

The investigations showed that this chemical change has no significant influence on the component properties, but that the forming properties change measurably. Nevertheless, CO₂-reduced steels can be used successfully in hot forming.

Another important part of the work was analyzing the potential for CO₂ reduction: depending on the scrap content, CO₂ savings of up to 80% are possible. Extrapolated to GEDIA's application, up to 78% of the company's CO₂ emissions could be saved by switching to CO₂-reduced steels.

Products and innovations

Use of CO₂-reduced steels at GEDIA – Strategic partnerships for a green future

In addition to internal development work, GEDIA relies on strong partnerships to actively shape industrial transformation.

A memorandum of understanding (MoU) has been signed with Salzgitter Flachstahl GmbH. The aim is to make the production of pressed car body parts and welded assemblies more sustainable. In future, GEDIA will source CO₂-reduced steel from the so-called Peiner Route, where crude steel is produced from scrap in an electric arc furnace. By 2033, Salzgitter plans to achieve virtually CO₂-free steel production by switching to direct reduction and electric arc furnaces as part of the SALCOS® transformation program.

GEDIA is supplied by Salzgitter at eight locations worldwide – in particular with cold-rolled sheet and hot-dip galvanized steels for lightweight automotive construction. The MoU is a strong signal for deeper strategic cooperation and a clear commitment to climate protection and innovation.

A memorandum of understanding was also signed with Voestalpine AG in April 2023. Within this framework, a batch of greentec steel edition was purchased for the first time – initially for testing purposes. The collaboration aims to jointly develop climate-friendly materials.

The findings obtained from this will serve as a basis for future decisions on the series production of CO₂-reduced steels.



Products and innovations

Use of CO₂-reduced steels at GEDIA – market conditions and customer responsibility

Despite these promising developments, low-carbon steel is currently only available on the market to a limited extent – and its production is significantly more expensive than conventional processes.

GEDIA offers its customers the option of switching to CO₂-reduced steels. In reality, however, many customers are unwilling to bear the additional costs involved. The decision to opt for a more climate-friendly solution ultimately lies with the customer – and so does the willingness to invest in more sustainable materials.

Climate protection is a shared responsibility. The transition to carbon neutrality can only succeed if responsibility is taken along the entire value chain – from steel production to component manufacturing to OEMs.

Conclusion:

In order for these materials to go into mass production across the board, the next step is now needed – the economic responsibility of all market players. GEDIA is ready. The technology is in place. Genuine climate protection requires joint decisions along the entire value chain.



Products and innovations

Use of CO₂-reduced steels at GEDIA – progress toward climate-friendly production

GEDIA – Innovation and responsibility for over 100 years

With over 100 years of experience, more than 4,700 employees at nine production sites worldwide, and holdings in joint ventures and research companies, GEDIA stands for innovation, quality, and reliability. As an established supplier to the automotive industry since 1955, GEDIA uses its comprehensive expertise to actively contribute to the development of a sustainable industry.

Close cooperation with steel producers such as Salzgitter Flachstahl and Voestalpine, coupled with in-house development work, enables GEDIA to gradually reduce the carbon footprint of component manufacturing – in a technologically sound, collaborative, and future-oriented manner.

The transformation to a climate-neutral industry is one of the central challenges of our time – and GEDIA is facing up to this responsibility. As a long-standing supplier to the automotive industry, GEDIA is actively committed to sustainable solutions along the entire value chain. An essential part of this commitment is the increasing use of CO₂-reduced steel.



Products and innovations

Expanding expertise for effective CO₂ management in China

As part of our commitment to greater sustainability and climate protection, employees at GEDIA China successfully completed a ten-day training course to become Carbon Strategy Managers (PersCert certified). The aim of the training was to acquire in-depth knowledge in the field of CO₂ management, particularly with regard to the strategic planning and operational implementation of climate protection measures within the company.

The training course covered both basic knowledge and in-depth content relating to the recording, evaluation, and reduction of greenhouse gas emissions. In addition to CO₂ accounting in accordance with international standards (GHG Protocol, ISO 14064), the focus was also on practical methods for reducing and offsetting emissions.

The program was supplemented by the use of specialized tools for calculating and controlling emissions.

There was a particular focus on strategic issues that are crucial for long-term corporate planning. These included:

- Development and implementation of **science-based targets**
- Assessment of emissions throughout the entire product life cycle (**Life Cycle Assessment**)
- Strategies for **CO₂ neutrality** and reducing company-wide emission peaks

- Carbon asset management and the integration of climate-related risks into financial and investment decisions
- Use of ecodesign approaches for climate-friendly product development
- Identification and planning of projects in the field of energy efficiency and renewable energies

Participation in this certified training course enables our employees to systematically identify sources of CO₂ emissions, plan effective climate protection measures, and thus actively and purposefully reduce our company's climate impact. In this way, GEDIA China is making an important contribution to the implementation of our global sustainability goals and the sustainable transformation of our processes.

Products and innovations

Switch to lithium-ion technology for industrial trucks

In 2024, we converted our entire forklift fleet at our site in Hungary to modern lithium-ion technology. This measure contributes significantly to reducing energy consumption and CO₂ emissions while improving efficiency and occupational safety in internal logistics. The new technology offers numerous advantages over conventional lead-acid batteries, diesel or gas drives, including shorter charging times, a longer service life, and lower maintenance requirements.

The transition has also already been initiated or is well advanced at other GEDIA Group locations. The goal is to switch completely to lithium-ion technology at all locations in the future, thereby making an important contribution to the sustainable orientation of our production processes.



Products and innovations

Industry 4.0 Award for the “Smart Factory” project

We are particularly honored to announce that GEDIA has been awarded the Industry 4.0 Award by the Association of Industrial Engineers of Catalonia for its “Smart Factory” project. This prestigious award recognizes our consistent commitment to digital transformation and innovative manufacturing technologies in the spirit of sustainable industrial development.

The award ceremony took place during the Fòrum Indústria 4.0 at DFactory Barcelona. Josep Maria Guillén Pujol, Production Manager at GEDIA Spain, presented the key content and objectives of the project.

The award was then accepted by David Martín, member of the management board of the GEDIA Group.

It was presented by Pere Navarro Morera, Special Representative of the Spanish Government, and Pere Homs Ferret, Director of Engineers Industrials de Catalunya.

With its “Smart Factory” approach, GEDIA aims to intelligently network manufacturing and logistics processes using digital technologies, increase transparency and efficiency, and at the same time optimize resource consumption in a sustainable manner. The successful implementation shows that GEDIA is not only committed to Industry 4.0 – we are actively shaping the transition to sustainable production systems.

For us, this award is both confirmation and motivation.



GEDIA will continue to invest consistently in digital solutions in order to combine efficiency, sustainability, and competitiveness – for the benefit of our customers, partners, and the entire industry sector.

Products and innovations

The importance of productive maintenance 4.0 in the automotive industry

GEDIA promotes innovation and sustainability – with a powerful example from Spain

The automotive industry faces the challenge of making production processes more efficient, reliable, and sustainable. GEDIA is meeting this challenge with the introduction of Productive Maintenance 4.0 - a modern strategy that effectively combines digitalization and sustainability.

Through the targeted use of artificial intelligence (AI), the Internet of Things (IoT), and big data analytics, production facilities are continuously monitored, analyzed, and optimized. The ability to collect and evaluate data in real time makes it possible to identify and prevent potential failures at an early stage.

This is how we ensure uninterrupted production, reduce downtime, and extend the service life of our systems.

GEDIA Spain is an outstanding example of the successful implementation of this strategy. Maintenance 4.0 was systematically introduced there – with measurable success: reduced downtime, improved energy efficiency, optimized resource utilization, and significant cost savings.

In this way, GEDIA Spain is making an active contribution to the sustainable orientation of the entire company.

Productive maintenance 4.0 not only boosts the efficiency of our plants, but also strengthens our corporate responsibility toward the environment and society. It is an important part of our commitment to sustainable innovation.



Products and innovations

Resource efficiency at GEDIA Toolmaking: sustainable effects through efficient tool management

At GEDIA Toolmaking in Attendorn, the focus is on precision, quality, and reliability. At the same time, responsibility for environmental sustainability is becoming increasingly important. In this context, tool management shows how digital processes and consistent tool data can make a direct contribution to conserving resources.

The key lever here is resource efficiency. Those who consistently rely on digital tool management in toolmaking and use tool data along the entire process chain achieve significant environmental benefits:

Fewer tools required: Precise planning and monitoring of tools prevents unnecessary additional purchases. Tools are used optimally, their service life is extended, and overall consumption is reduced.

Reduced waste: A clean tool data structure minimizes manufacturing errors. By using the right tools, components are manufactured correctly the first time around, saving material and energy.

Fewer returns due to quality defects: Standardized processes and complete traceability of tools increase process reliability and reduce rework and complaints.

Return of carbide scrap: Carbide tools that are no longer usable are collected and returned to suppliers. These companies recycle the material in exchange for a credit note. This supports a closed material cycle.

Efficient regrinding of tools: Tool management continuously monitors the condition of tools. This allows timely decisions to be made about when regrinding is necessary. This targeted maintenance allows high-quality tools to be used multiple times while maintaining consistent quality. This significantly extends the service life, reduces the need for new production, and thus saves both material and energy.

Reuse of used tools: Through systematic recording and evaluation of used tools, many tools can be reused in a targeted manner. This reduces the need for new purchases and extends the service life of existing resources.

GRI-Index

1. Climate & Environment

Topic	GRI-Standards	Page
CO2 accounting (Scope 1–3)	GRI 305-1, 305-2, 305-3	21-23
Emissions intensity	GRI 305-4	24
Energy consumption / electricity, gas	GRI 302-1, 302-3	25
Green electricity share	GRI 302-1, 302-4	26-27
Photovoltaics	GRI 302-4, 302-5	35
Resource efficiency in toolmaking	GRI 301-1, 301-3, 302-4	93
Waste & scrap management	GRI 306-1 bis 306-5	29
Environmental accidents	GRI 306-3 (2016)	28
Water & Waste Water	GRI 303-1 bis 303-5	30
Use of CO ₂ -reduced steels	GRI 301-2, 305-5	84-87
Certifications (ISO 14001, 50001, etc.)	Indirekt GRI 302, 305	31, 82

GRI-Index

2. Social issues and employees

Topic	GRI-Standards	Page
Occupational health and safety	GRI 403-1 bis 403-10	38
Occupational safety & accidents	GRI 403-9, 403-10	39
FMEA training/qualification	GRI 404-3	60
Training, e-learning, talent development	GRI 404-3	43-48, 50, 63
Family-friendly company	GRI 401-2	61
Intercultural training	GRI 404-3	62
Employment & age structure	GRI 401-1	41, 42
Employer attractiveness	GRI 401-1, 401-2	49, 50
Equal opportunities / Diversity	GRI 406-1	43
Working conditions, benefits	GRI 401-2, 401-3	50

GRI-Index

3. Governance & Compliance

Topic	GRI-Standards	Page
Code of Conduct	GRI 205-2, 205-3	40
Whistleblower system	GRI 205-3, 406-1	68, 69
Anti-corruption measures	GRI 205-1 bis 205-3	40
Competitive behavior	GRI 206-1	10
Information security	GRI 418-1	81
Data protection	GRI 418-1	81
ESG ratings / management	Indirectly, not explicitly GRI	19
Stakeholder analysis, LEAP, CSRD	Methodological and strategic (GRI 102)	10-18

GRI-Index

4. Supply Chain & Human Rights

Topic	GRI-Standards	Page
Supplier management / LkSG	GRI 204-1, 308-2, 414-2	65-67
Supplier Code of Conduct	GRI 204-1, 308-1, 414-1	65
Conflict materials	GRI 308-1/2, 414-1/2	30

5. Products & Innovation

Topic	GRI-Standards	Page
Product development / CO ₂ -reduced steels	GRI 301-2, 305-5	84-87
Efficiency in tool manufacturing	GRI 301-3, 302-4	93
Responsibility in the digital age	GRI 418-1	81, 90, 91, 93
Sustainable product strategies	GRI 302-5, 301-2	84-87



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VAT identification number: DE 811 140 336

Chamber: Siegen Chamber of Industry and Commerce

Ready for the next car.

