



SUSTAINABILITY REPORT 2025



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Foreword



Dear Sir or Madam,

The year 2025 was once again characterized by a challenging and dynamic global environment. Ongoing geopolitical tensions, volatile energy markets, continued subdued economic development in key industries, and structural changes within the automotive sector have had a significant impact on our business operations. In particular, the pressure to transform toward sustainable mobility, increasing regulatory requirements, and growing uncertainties in international supply chains demand a high degree of flexibility, innovative strength, and strategic foresight.

In this demanding environment, we remain firmly committed to safeguarding our economic stability while at the same time fulfilling our responsibility toward the environment and society. Sustainability is a core element of our corporate strategy and forms the foundation of our actions.

In 2025, we further refined our structures and processes to meet increasing requirements and systematically improve our sustainability performance.

A particular focus was placed on our internal systems for data collection, analysis, and reporting, which we further developed globally to ensure the transparency, comparability, and quality of our ESG data. At the same time, we further strengthened our sustainability governance structures and intensified cross-functional collaboration.

As part of our “GEDIA goes Zero” program, we achieved further progress in 2025. This includes, among other things, additional investments in renewable energy and the continuous improvement of energy efficiency at our locations.

Foreword

At the same time, we have further expanded our efforts to decarbonize the entire value chain and intensified our collaboration with customers and suppliers to jointly advance sustainable solutions.

We also further strengthened our efforts in the area of supply chain due diligence. We have used the requirements of the German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz – LkSG) as well as upcoming European regulations as an opportunity to further improve transparency, risk assessment, and preventive measures throughout our supply chains. In doing so, we place particular emphasis on respecting human rights, ensuring fair working conditions, and promoting environmentally responsible business practices. Furthermore, digitalization is playing an increasingly important role in the sustainable transformation of our company. Through the targeted use of digital technologies and data-driven approaches, we optimize our processes, enhance resource efficiency, and create a solid foundation for strategic decision-making. At the same time, we invest in the development and qualification of our employees to actively leverage the opportunities arising from this transformation.

Despite the continuing challenging conditions, we have succeeded in strengthening our position as a reliable partner to the international automotive industry.

This success is largely based on the commitment, expertise, and willingness to embrace change demonstrated by our workforce worldwide. We would like to express our special thanks to all of them.

This report provides you with a comprehensive overview of our activities, progress, and challenges in 2025. It embodies our commitment to transparency and continuous improvement and reflects our identity as a responsible company. We invite you to continue on this path with us.

We thank you for your trust and support.
Best 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 fiscal year 2025, 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 framework for presenting our environmental, social, and economic impacts in a transparent and comprehensible manner.

The selection of reported topics is also based on a double materiality analysis conducted with reference to 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)

We continue to place a special focus on identifying, assessing, and managing ESG risks throughout our entire value chain. As an automotive supplier, we are part of a complex, global network that presents not only diverse opportunities but also specific challenges. Potential risks—ranging from environmental and climate risks to human rights due diligence obligations and compliance and governance issues—are analyzed in a structured manner and systematically integrated into our company-wide risk management system.

In the supply chain, we consistently pursue an approach based on transparency, partnership, and responsibility. The goal is to further develop environmental and social standards together with our suppliers, as well as to identify and minimize risks at an early stage. Compliance with human rights and environmental due diligence obligations remains a central element of our actions.

Our climate strategy continues to be guided by the goals of the Paris Agreement.

We track our CO₂ emissions across all relevant scopes (1–3) and are actively driving measures to reduce our environmental footprint. The focus is on improving efficiency, further expanding renewable energy, and giving greater consideration to climate-related aspects in product development and operational processes.

Although we have engaged intensively with the implementation of the Corporate Sustainability Reporting Directive (CSRD) and the associated European Sustainability Reporting Standards (ESRS), further implementation has been suspended for the time being due to the Omnibus Directive and the associated postponement of reporting obligations. We continue to monitor regulatory developments; activities will resume depending on future legal requirements.

With this report, we aim to transparently present our progress in 2025, document our contribution to sustainable development, and further deepen the open dialogue with our stakeholders.

Sustainability statement



Reporting period and scope

The reporting period corresponds to the data and information from the 2025 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 2025 fiscal year were collected by the relevant departments using recognized methods. The figures presented are rounded. Environmental and human resources metrics were recorded locally at the respective sites and subsequently consolidated centrally at the headquarters in Attendorn. Established management systems are used to support consistent and traceable data collection. The financial metrics are based on the requirements of German commercial law.

For the sake of readability, gender-specific dual designations are omitted below when referring to mixed groups of people. It goes without saying that this always refers to people of all genders.

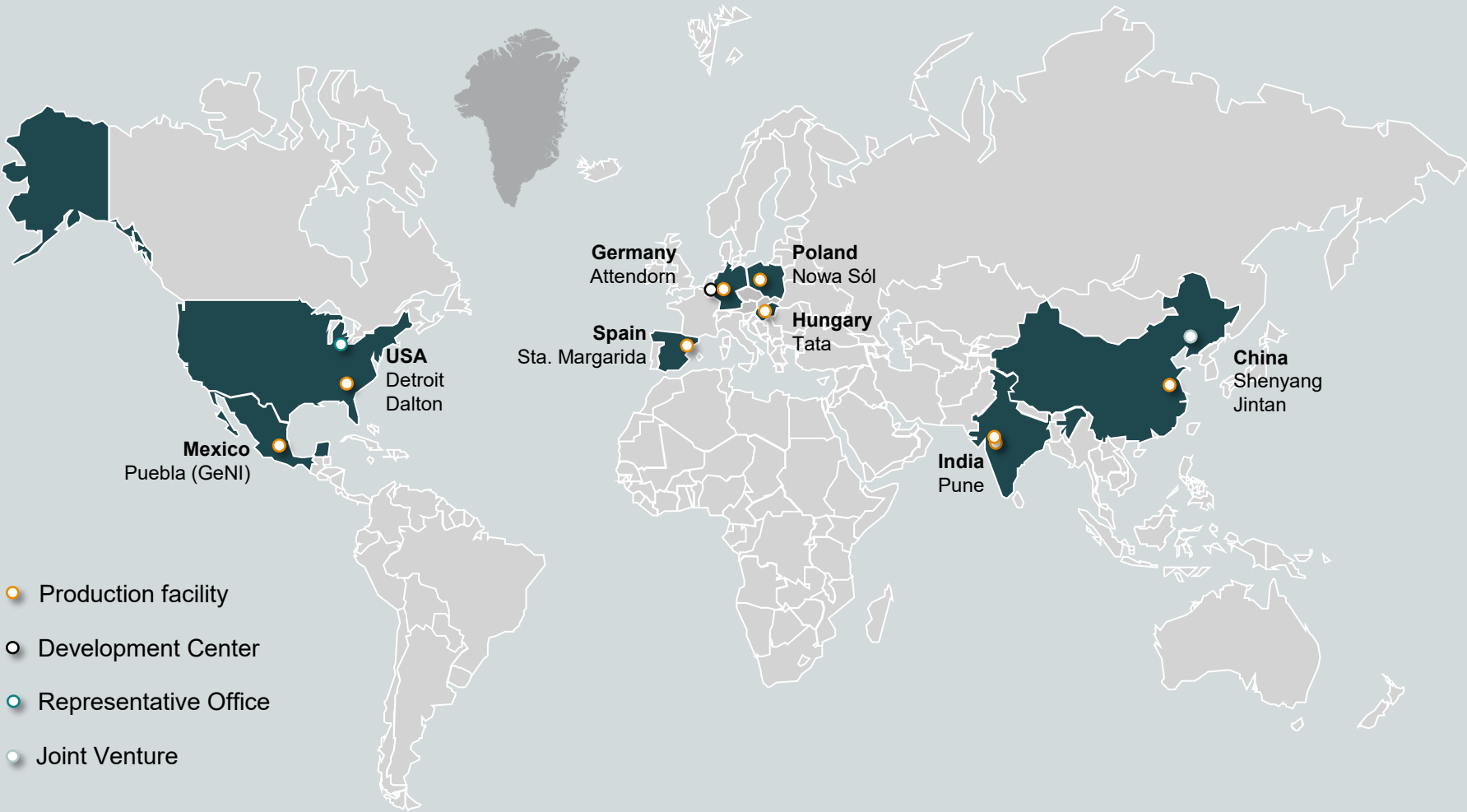
Sustainability statement

GEDIA at a glance

At GEDIA, every part counts and every part. Family-owned business. A medium-sized company. An international company. Above all, we are people who are there and work and work together.

9

Production sites worldwide





IN FIGURES



1910

founded in
Attendorn / Germany



4.700

employees worldwide



9

production sites worldwide
with 1 development center



840

million euros turnover (2025)

Sustainability statement

Business model of the GEDIA Automotive Group

GEDIA Automotive Group is an internationally operating, family-owned company with a history of more than 100 years 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 emphasis on lightweight construction, safety, and energy efficiency.

GEDIA develops and manufactures sophisticated and efficient body components and assemblies for the vehicles of the future and actively helps shape the transformation of mobility. For greater passenger safety through high-strength steel components. For reduced energy consumption through lightweight construction based on innovative and sustainable forming technologies.

The business model is based on close collaboration with global automotive manufacturers to develop forward-looking vehicle concepts. In doing so, GEDIA combines deep material and process expertise with state-of-the-art manufacturing technology.

Against the backdrop of current economic challenges in the automotive sector, GEDIA is also continuously expanding its sales activities with the aim of tapping into new markets and alternative business areas.

With nine production sites worldwide and a strong development center in Germany, GEDIA ensures proximity to customers, flexibility, and innovative strength. Sustainability, quality, and long-term partnerships are at the core of the company's actions. Through continuous investment in research, digitalization, and resource-efficient production, GEDIA actively contributes to the transformation of the mobility industry.



Sustainability statement

Sustainability organization at GEDIA

At GEDIA, the implementation of our sustainability strategy is clearly structured and integrated into our corporate governance. Responsibility for sustainability is embedded at multiple levels to ensure effective management, implementation, and oversight.

At the center is the Sustainability Steering Committee, which includes members of the Executive 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 establishes strategic guidelines, prioritizes key areas of action, and makes fundamental decisions regarding the company's sustainable orientation. 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 agreed measures and serves as the central interface between the functional departments, the sites, and the Executive Board. It is responsible for the further development of the sustainability strategy, the collection of relevant key performance indicators, and the preparation of the sustainability report.

To this end, Sustainability Officers have been appointed at all plants, who report to central sustainability management.

A Sustainability Committee was established to provide technical support and promote interdisciplinary exchange. This committee is composed of representatives from various business units and oversees the implementation of specific measures in the areas of Environment, Social, and Governance (ESG). The committee identifies areas for improvement, incorporates insights from day-to-day operations, and contributes to the continuous advancement of our sustainability performance.

Through this structured organization, we ensure that sustainability at GEDIA is not just a strategic goal, but a lived practice—across all locations, systematically, and with a focus on the future.

Sustainability statement

CSRD-Implementation and materiality analysis I

GEDIA completed the dual materiality analysis as part of its strategic alignment as early as 2023/2024. It continues to serve as the basis for identifying and assessing key sustainability issues and thus represents an essential element in the long-term preparation for the CSRD.

The analysis is based on several preliminary studies, including a stakeholder interest analysis, a comprehensive context analysis, the LEAP method for nature-related aspects, and a systematic media analysis. These components enable a holistic view of the company's impacts as well as the associated risks and opportunities.

In 2025, however, the update of the materiality analysis was not continued. The reason for this is the uncertainty triggered by the EU Omnibus Directive regarding the concrete implementation of the CSRD reporting requirements. In particular, the potential adjustments, postponements, and transition periods led to considerable uncertainty across the EU regarding which requirements would be binding and from what date. GEDIA therefore decided in 2025—in line with the “stop-the-clock” approach envisaged by the EU—to temporarily suspend the further development of the materiality analysis and to await further regulatory clarification.

This approach meant that no further steps were taken in 2025 to update the materiality analysis and document it in writing, in order to avoid wasted effort, duplication of work, and unnecessary tying up of resources. Instead, it was decided to wait for the final regulatory requirements before resuming the analysis and adapting it to the final requirements.

The existing materiality analysis remains valid and will form the basis for the future development of CSRD-compliant reporting once the regulatory situation is definitively clarified.



Sustainability statement

CSRD-Implementation and materiality analysis II

This perspective examines the extent to which the company's activities have a material impact on people or the environment. Financial materiality further examines, in a second step, the extent to which developments in sustainability aspects have financial implications for the company, and supports the primary users of general financial reporting in their decision-making.

The materiality analysis is conducted 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-based reporting standards, which are further differentiated into subtopics and sub-subtopics. The materiality assessment is conducted at the lowest level defined by the reporting standard. This ensures the most specific possible materiality assessment of the individual sub-aspects.

The dual materiality analysis was completed in mid-2024, and as a result of the Omnibus Directive, as well as the lack of implementation of the CSRD into German law, the codification of the CSRD has been suspended for the time being.

The identified material topics are presented in a table on page 15 and have been integrated into GEDIA's reporting frameworks. Building on this, the topics are classified within the context of the United Nations Sustainable Development Goals (SDGs).



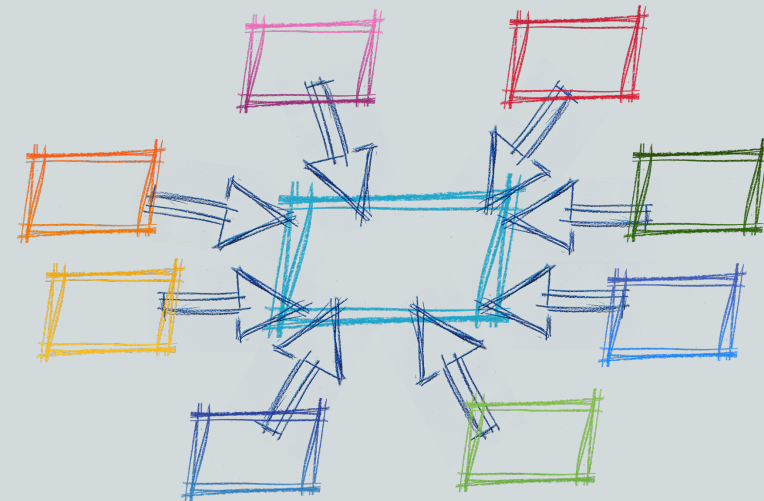
Sustainability statement

SDG Mapping I

Based on the materiality analysis conducted in accordance with the CSRD and the European Sustainability Reporting Standards (ESRS), the identified material sustainability topics are mapped to selected United Nations Sustainable Development Goals (SDGs). The aim of this mapping is to place the GEDIA Group's company-specific sustainability priorities in a global context and to highlight the organization's contribution to the United Nations' defined international sustainability goals.

The SDGs presented here deliberately focus on those goals for which, from GEDIA's perspective, there is a clear and comprehensible substantive link to the material environmental, social, and governance issues. This focused selection enables a clear, understandable, and meaningful presentation of the relevant areas of action while simultaneously avoiding an overload of less relevant goal references.

The mapping of material sustainability topics to the SDGs serves as a guide and framework within sustainability reporting. It supports an understanding of GEDIA's key focus areas in the context of global sustainability goals but does not constitute an assessment of the degree to which individual SDGs have been achieved. The specific mapping of material topics to the selected SDGs is clearly presented on the following page.



Sustainability statement

SDG Mapping II

Based on the materiality analysis in accordance with CSRD and ESRS, the identified material sustainability topics are mapped to selected United Nations Sustainable Development Goals (SDGs). This mapping serves to place GEDIA's company-specific priority topics within a global sustainability context.

The SDGs presented focus on those goals that, from GEDIA's perspective, have a clear substantive connection to the material sustainability topics. This targeted selection enables a transparent and meaningful presentation of the relevant areas of action within the context of the organization. The following page presents GEDIA's goals derived from the material sustainability topics and maps them to the relevant SDGs. This mapping is intended solely for orientation purposes and does not constitute an assessment of the degree to which the goals have been achieved or of the contribution to fulfilling the SDGs.

Sustainability Standard	Aspect	Relevant SDGs
E1 - Climate Change	Adaptation to Climate Change	  
E1 - Climate Change	Climate protection	  
E5 - Circular Economy	Resource Inputs	 
E5 - Circular Economy	Resource Outflows	
E5 - Circular Economy	Waste	  
G1 - Corporate Policy	Corporate Culture	     
S1 - Own Workforce	Job Security	
S1 - Own workforce	Working Hours	 
S1 - In-house workforce	Work-Life Balance	  
S1 - Own workforce	Health and Safety	 
S1 - Own workforce	Training and Skills Development	  

Sustainability statement

Objective and SDG alignment

ESRS Topic	Key aspect	Objective	Relevant SDGs
E1 – Climate Change	Climate Protection	Reduction of site-specific greenhouse gas emissions through energy efficiency measures, the use of renewable energies, and the implementation of the “GEDIA goes Zero for Scope 1&2” strategy.	7, 9, 12, 13
E1 – Climate Change	Adaptation to Climate Change	Strengthening the climate resilience of sites through systematic climate risk analyses (LEAP) as well as technical and organizational adaptation measures.	9, 13
E5 – Circular Economy	Resource Use and Material Efficiency	Improving resource efficiency by optimizing material inflows, reducing waste, and increasing recyclability within the framework of technical and customer specifications.	9, 12
E5 – Circular Economy	Waste Management	Reducing environmental impacts from waste through systematic waste management, proper separation, and continuous monitoring.	12
S1 – Own Workforce	Secure Employment	Ensuring employment relationships that are as stable and predictable as possible, taking into account regional labor market and economic conditions.	8
S1 – Own Workforce	Working Hours and Work-Life Balance	Promoting fair, legally compliant, and flexible working time models to improve the work-life balance, where operationally feasible.	3, 5, 8
S1 – Own Workforce	Health and Safety	Ensuring a safe and health-promoting work environment through globally uniform health and safety standards in accordance with ISO 45001.	3, 8
S1 – Own Workforce	Training and Skills Development	Strengthening employees’ qualifications and employability through structured training and continuing education programs.	4, 8
S1 – Own Workforce	Equal Treatment and Diversity	Promoting equal treatment and equal opportunity, as well as gradually improving diversity, particularly in leadership positions.	5, 8, 10
G1 – Corporate Policy	Governance and Corporate Culture	Ensuring responsible, transparent, and compliant corporate management through clear governance structures, compliance systems, and a values-driven corporate culture.	3, 4, 5, 8, 10, 16

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 themselves influence our business operations. These include, among others, employees, customers, suppliers, investors, government agencies, NGOs, and the local community.

In 2023, we conducted a comprehensive stakeholder analysis. This study examined not only the specific concerns and expectations of the individual groups, but also the nature and intensity of their engagement as well as the communication channels used. The result is an expanded stakeholder matrix that, in addition to the relationship dimensions, also includes concrete measures and dialogue formats through which GEDIA addresses the needs of its stakeholders.

The goal of this systematic engagement is to further develop our sustainability strategy in alignment with our stakeholders' interests.

In doing so, we place particular emphasis on:

- Transparency and trust in communication
- Early involvement in strategic decisions
- Feedback mechanisms for continuous improvement
- Collaborative partnerships to promote shared 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 goals

Climate change is one of the central challenges of our time. GEDIA is fulfilling its responsibility to actively contribute to limiting global warming and to make its own business activities increasingly climate-friendly. With the strategic initiative “GEDIA goes Zero,” the company has set itself the ambitious goal of becoming climate-neutral in the long term.

At the same time, GEDIA—like the entire automotive supply industry—faces massive economic challenges. The industry is undergoing a profound transformation: volatile sales markets, sharply rising costs for energy, raw materials, and logistics, margin pressure from OEMs, and high investment requirements for electrification and digitalization characterize the current situation. Against this backdrop, achieving long-term climate goals is significantly more difficult, as available resources must be carefully prioritized and investments planned with particular efficiency.

In line with the requirements of ESRS E1, GEDIA is nevertheless consistently pursuing a path of structured emissions reduction. Key components include:

- the systematic collection and disclosure of emissions in Scopes 1, 2, and 3,
- the development of a practical transformation plan for emissions reduction in line with the Paris Agreement’s 1.5°C target—taking into account current market and investment conditions,
- the implementation of concrete measures to increase energy efficiency, reduce energy demand, and expand the use of renewable energy,
- as well as the assessment of climate-related risks and opportunities for the business model, particularly in light of volatile market developments and changing customer requirements.

GEDIA continuously refines its climate strategy and embeds it across all business units. Despite the challenging market conditions in the automotive sector, integrating climate-related goals into management and investment processes remains central. “GEDIA goes Zero” serves as a long-term guiding principle and a realistically designed transformation path, which is implemented step by step while balancing environmental responsibility and economic stability.

Sustainability statement

GEDIA goes Zero



With the “GEDIA goes Zero” program, the GEDIA Automotive Group is pursuing the goal of achieving climate neutrality for Scopes 1 and 2 by 2032.

Reducing the Group-wide carbon footprint is a central component of the sustainability strategy and is firmly anchored in the long-term roadmap. Significant progress has been made compared to the base year 2020.

While Scope 1 and 2 greenhouse gas emissions still amounted to 40,481 t CO₂ in 2020, they stood at 5,001 t CO₂ in 2025. This corresponds to a reduction of approximately 88%. The data for Scope 2 is reported using the market-based approach. As a result, the interim target of a 75% emissions reduction defined for 2028 was achieved ahead of schedule and exceeded. The decline in emissions is attributable in particular to measures to increase

energy efficiency and the consistent procurement of electricity from renewable energy sources, supplemented by the site-specific expansion of photovoltaic systems. The average share of green electricity in the GEDIA Group currently stands at around 95%. The results achieved to date represent a significant milestone and form a solid foundation for the continued implementation of the roadmap toward the target of climate neutrality for Scope 1 and 2 in 2032.



Sustainability statement



GEDIA goes Zero (Scope 1&2)

A comparison of the site-based and market-based greenhouse gas emissions for Scopes 1 and 2 illustrates the impact of the GEDIA Automotive Group's electricity procurement strategy. While site-based Scope 1 and 2 emissions reflect the national electricity mix and increase over the period under review, market-based Scope 1 and 2 emissions show a significant reduction due to the rising share of renewable energy in electricity procurement. Despite a continuous increase in energy consumption, market-based Scope 1 and 2 emissions were reduced by approximately 88% between the base year 2020 and 2025. The remaining emissions in 2025 result primarily from Scope 1 emissions from natural gas procurement for heat generation and to supply the hot forming lines, which currently cannot be completely avoided even under the market-based approach.



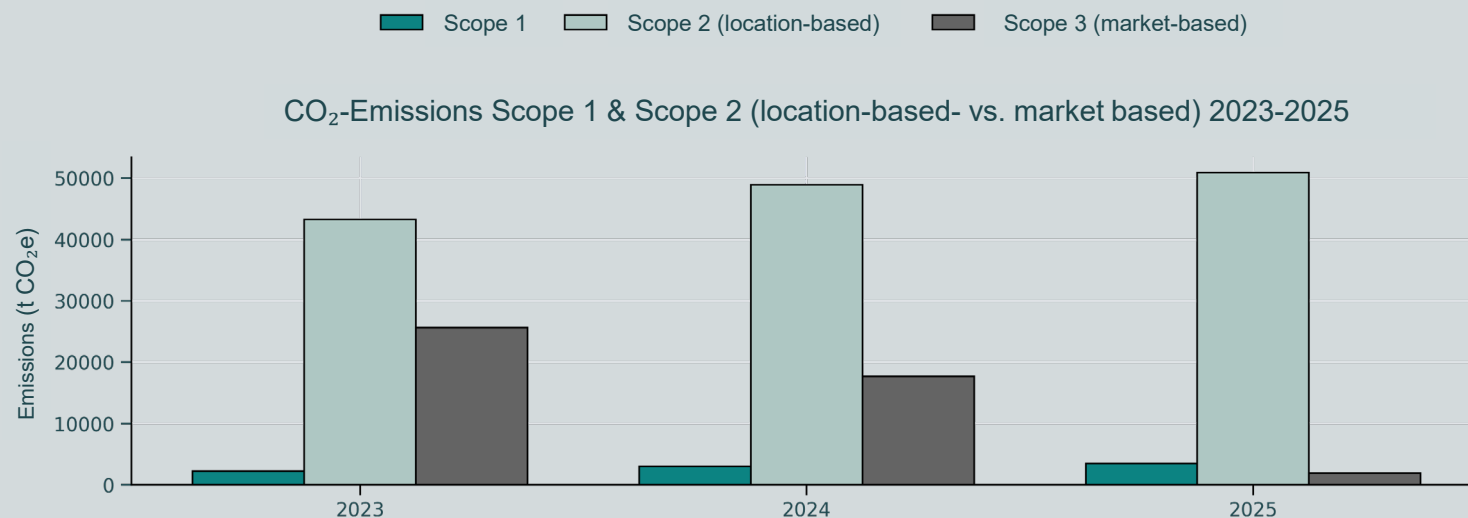
Sustainability statement

GEDIA goes Zero – Focus on scope 2

The chart shows that energy consumption is increasing, but emissions are not rising as a result. The reason for this is the very high proportion of green electricity, which covers the rising energy demand almost entirely.

While location-based figures are rising due to the overall electricity mix, market-based Scope 2 emissions remain very low despite higher consumption.

This effect is particularly evident in 2025, as 95% of energy demand was covered by renewable energy.



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 key drivers for the continuous optimization of internal processes. They provide sound guidance regarding environmental, social, and economic areas of action.

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



In 2025, the company again participated in reporting as part of the Carbon Disclosure Project (CDP). Compared to the previous year, an improvement in the rating was achieved. The current rating is **C for Climate Change** and **B for Water Security**. These results reflect our continuous progress in the area of environmental transparency and responsibility.



In 2025, we once again participated in the EcoVadis sustainability rating. We were able to significantly improve our score compared to the previous year—from **53%** to **62%**. This places us well above the current global EcoVadis average of 53.4 points. In the identified areas for action, we continue to work systematically to improve our sustainability performance.



Drive SUSTAINABILITY ASSESSMENT SAQ 5.0

In 2025, the SAQ 5.0 was fully completed at all our plants. The average score achieved was **B88**, significantly exceeding the benchmarks for country, company size, and industry average.



Environment and quality

At all our locations worldwide, we rely on standardized, verified waste management processes that comply with both local legal requirements and our internal environmental standards. Every location has a management system certified to ISO 14001. Internal monitoring is carried out through internal system audits at all locations, managed from our headquarters in Attendorn.

As a supplier to the automotive industry, GEDIA ensures compliance with all relevant environmental and chemical regulations, including the mandatory declaration of materials and ingredients in the International Material Data System (IMDS). We ensure that all substances used meet strict regulatory requirements.

Environment and quality

Scope definition for CO₂ accounting

As part of the further development of greenhouse gas accounting, a deliberate methodological distinction was made for Scope 3 emissions. The categories “Use of sold products” (Scope 3.11) and “End-of-life treatment of sold products” (Scope 3.12) were calculated and reported transparently, but were not included in the aggregated Scope 3 total. This is based on the company’s internal cradle-to-gate approach, which focuses on emissions within the direct sphere of influence and control as well as on the core business.

Scope 3.11, in particular, is strongly influenced by external market developments. The steadily increasing share of electric vehicles automatically leads to a decrease in usage emissions, without this being attributable to the company’s own measures. Aggregating this category would therefore distort the picture of actual emissions trends and also encourage double counting with customer balances. Other Scope 3 categories, particularly “Capital goods,” were excluded because they are not attributable to the core business and, in accordance with the underlying cradle-to-gate and materiality logic, fall outside the scope of emissions under consideration.

CRADLE-TO-GATE - Relevant for management

Scope 1 – Direct Emissions

- Stationary combustion
- Mobile combustion
- Industrial processes

Scope 2 – Energy-related emissions

- Electricity (site-based)
- Electricity (market-based)

Scope 3 – Upstream/Downstream & Operations

- Purchased Goods & Services
- Upstream-Downstream Transport & Distribution
- Operational waste
- Business travel
- Employee Commuting

GATE-TO-GRAVE – reported separately

Scope 3.11

- Use of sold products

Scope 3.12

- End-of-life

Environment and quality

Methodological scope of the 2025 carbon footprint I

The GEDIA Automotive Group's CO₂ accounting has been gradually consolidated since the pilot project in fiscal year 2023 and further developed in the 2025 reporting year. The goal of this further development is to ensure the methodological stability of the accounting and to continuously improve the quality, comparability, and accuracy of the reported emissions data. The CO₂ footprint encompasses the systematic recording of Scope 1, Scope 2, and selected Scope 3 emissions, following the principle of prioritizing reliable and traceable data over coverage that is as complete as possible but uncertain.

Methodology and Materiality Assessment

The selection and delineation of the Scope 3 categories considered were based on a materiality assessment. This is guided by a finance-based approach and additionally takes into account the relationship of the emissions to the company's own production as well as their impact on the company's value creation and cost structure. The focus was on a cradle-to-gate system boundary and emission sources within the company's specific sphere of influence and responsibility.

Emissions are calculated using a methodology that will be further developed in 2024 and consolidated in 2025. The methodological focus is on a uniform calculation logic, the standardization of key assumptions, and the continuous improvement of data quality. Categories for which no reliable activity data is available are deliberately not included based on blanket assumptions or model-based estimates in order to ensure the transparency, comparability, and reliability of the carbon footprint.

System boundary: Cradle-to-Gate

The 2025 carbon footprint follows a cradle-to-gate approach and thus focuses on emissions that fall within the company's direct sphere of influence and control. Scope 1 includes direct emissions from stationary and mobile combustion as well as from industrial processes. Scope 2 emissions comprise energy-related emissions from electricity procurement, calculated using both a location-based and a market-based approach.

Methodological scope of the 2025 carbon footprint II

Within Scope 3, those categories are considered that, following a relevance assessment, make a significant contribution to emissions and for which data is available to the company and can be influenced organizationally. These include, in particular, emissions from purchased goods and services, transport and distribution processes, operational waste, business travel, and employee commuting. This scope ensures that the reported emissions focus on those stages of the value chain that are emission-relevant and, at the same time, operationally controllable.

Deliberate Delimitation Within Scope 3

As part of the ongoing consolidation of CO₂ accounting, certain Scope 3 categories were not included in the aggregated Scope 3 total. These include, in particular, the categories Capital goods, Processing of sold products, Use of sold products, and End-of-life treatment of sold products. The exclusion of the “Capital goods” category is based on the fact that these are predominantly one-time effects and that investment decisions are already being made today with the aim of achieving the lowest possible CO₂ emissions in procurement.

For the “Processing of sold products” category, no reliable activity or emissions data is currently available from customers. The delimitation of these Scope 3 categories is also based on a deliberate avoidance of blanket or model-based assumptions. Furthermore, it serves to prevent potential double-counting with customers’ emissions inventories, particularly in downstream value chain stages.

Separate Reporting on Downstream Emissions and Outlook

The downstream categories “Use of sold products” (Scope 3.11) and “End-of-life treatment of sold products” (Scope 3.12) are quantified separately and presented transparently, but are not included in the aggregated Scope 3 total value of the CO₂ balance. This approach enables a transparent presentation of emissions throughout the product life cycle without distorting the Scope 3 balance relevant for management purposes. At the same time, the GEDIA Automotive Group aims to further consolidate and gradually improve the Scope 3 data collected to date. Building on a stable and robust data foundation, as data availability increases, additional Scope 3 categories identified as material will be successively integrated into CO₂ accounting, and Scope 3 coverage will be continuously expanded.

Environment and quality

CO₂ accounting 2025

In the reporting year 2025, we further intensified our efforts to calculate the Corporate Carbon Footprint (CCF) with greater precision. The year 2023 continues to serve as the base year for comparing our environmental data. The current CCF assessment for 2025 is compared with the results of the most recently completed full assessment from 2024.

The CCF is assessed using a cradle-to-gate approach and thus encompasses all relevant emissions across the upstream stages of the value chain up to the handover of the product to the customer. Our reporting includes Scope 3 categories for the third time; the detailed results are presented in the table below on page 31.

Greenhouse gas emissions (in tCO₂ e)

Category	2024	2025	%
Scope 1 GHG emissions	2,882.22	3,377.41*	
Total Scope 1 greenhouse gas emissions	2,882.22	3,337.41*	+17.2%
Scope 2 GHG emissions			
Location-based Scope 2 GHG emissions	46,626.64	48,705.20	+4.5%
Market-based Scope 2 GHG emissions	16,843.79	1,624.52	-90.4%
Significant Scope 3 GHG emissions			
Total gross indirect (Scope 3) GHG emissions	691,905.99	694,320.01	+0.3%
Percentage of Scope 3 GHG emissions	97.2%	99.3%	+2.1%
Purchased goods and services	677,986.86	684,587.32	+1.0%
Upstream transportation and distribution	5,631.90	5,023.67	-10.8%
Waste generated in operations	4,001.69	3,115.93	-22.1%
Business travel	755.26	1,355.96	+79.5%
Employee commuting	3,522.80	3,260.81	-7.4%
Total GHG emissions			
GHG emissions (location-based)	741,407.37	746,402.63	+0.7%
GHG emissions (market-based)	711,624.52	699,520.55	-1.7%
Total GHG emissions + Safety Factor 5%			
GHG emissions (location-based)	778,477.74	783,722.76	+0.7%
GHG emissions (market-based)	747,205.75	734,496.58	-1.7%

*Calculation correction in 2025

Environment and quality

CO₂ accounting 2025

Scope 1: Direct emissions GEDIA

Direct emissions rose in 2025 from 2,882.22 tCO₂e to 3,377.41 tCO₂e, representing an increase of approximately 17.2%. This development is attributable to a correction in the area of mobile combustion. During the review of the calculation methods and activity data used in the previous year, incompleteness and discrepancies were identified and corrected, resulting in higher reported emissions for the reporting year.

Scope 2: Indirect emissions from purchased energy GEDIA

This scope covers emissions generated during the production of purchased energy (electricity, heat, steam, cooling). GEDIA's market-based emissions were significantly reduced—from 16,843.79 tCO₂e to 1,625.52 tCO₂e (−90.4%). This is a direct result of our green electricity strategy. Site-based emissions rose from 46,626.6497 tCO₂e to 48,705.20 tCO₂e (+4.5%). The increase is primarily attributable to the percentage changes in individual consumption at the respective plants.

Scope 3: Largest share and greatest leverage

With 694,320.01 tCO₂e and a share of approximately 99.3% of total market-based emissions, Scope 3 will continue to represent by far the largest share of the GEDIA Automotive Group's carbon footprint in 2025—and thus remain the greatest lever for decarbonization measures along the value chain. The lion's share of total emissions continues to be represented by the “Purchased Goods and Services” category.

In particular, the use of steel and aluminum alone accounts for 684,587.32 tCO₂e. This corresponds to approximately 98.6% of Scope 3 emissions and over 97% of total emissions, significantly exceeding the emissions of all other categories.

***Location-based:** Reflects the average emission factor of the respective country's power grid.

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

Environment and quality

CO₂ accounting 2025

Conclusion: The largest share of emissions stems from material procurement—particularly steel products. Scope 3 emissions alone account for 99.28% of total greenhouse gas emissions and thus clearly dominate the corporate carbon footprint.

In comparison, operational activities such as travel, waste, or mobility have only a minor impact on total emissions. The targeted procurement of lower-emission materials and the increased use of recycled steel thus represent the key lever for effectively reducing the corporate carbon footprint.

Direct emissions Scope 1	GEDIA Total / tCO ₂ e	% of total Scope 1–3 – (market-based)
1.1 Direct emissions from stationary combustion	1,450.96	0.21
1.2 Direct emissions from mobile combustion	1,089.98*	0.16
1.3 Direct emissions from industrial processes	836.47	0.12
Total	3,377.41	0.48
Indirect emissions - Scope 2	Total / tCO ₂ e	%
2.1 Indirect emissions from purchased electricity Location-based	48,705.20	-
2.1 Indirect emissions from purchased electricity Market-based	1,624.52	0.23
Indirect emissions - Category 3 - Scope 3	GEDIA Total / tCO ₂ e	%
3.1 Emissions from upstream transportation / distribution of goods	5,023.67	0.72
3.3 Emissions from commuters	3,260.81	0.47
3.4 Emissions from the transport of customers and visitors	12.00	0.00
3.5 Emissions from business travel	1,355.96	0.19
Total	9,652.44	1.38
Indirect emissions - Category 4 - Scope 3	GEDIA Total / tCO ₂ e	%
4.1.1 Emissions from procured goods - metals	677,965.03	96.94
4.1.2 Emissions from procured goods - wood, paper, cardboard	1,373.59	0.19
4.1.3 Emissions from procured goods - plastics	152.09	0.02
4.1.5 Emissions from procured goods - consumables and supplies	1,718.01	0.24
4.1.6 Emissions from procured goods - drinking water	12.67	0.00
4.1.7 Emissions from other procured goods	330.25	0.04
4.3.1 Emissions from the disposal of industrial waste	3,035.68	0.43
4.3.2 Emissions from the disposal of batteries	0.12	0.00
4.3.3 Emissions from the disposal of paper/cardboard/cardboard packaging	16.10	0.00
4.3.4 Emissions from the disposal of wood	56.58	0.01
4.3.5 Emissions from the disposal of plastic	1.67	0.00
4.3.7 Emissions from the disposal of wastewater	5.78	0.00
Total Scope 3	694,320.01	99.28
Total Scope 1–3 (location-based)	746,402.63	-
Total Scope 1–3 (market-based)	699,321.94	100
Safety margin on total amount	5%	-
Total amount - location-based	783,722.76	
Total amount - market-based	734,288.04	

*Correction to the calculation in 2025

Environment and quality

Scope 3 definition and methodology 3.11/ 3.12

Emissions from the use of sold products (Scope 3.11) and from the end of their life cycle (Scope 3.12) are calculated using emission factors that remain constant across the reporting years. This ensures a consistent, comparable, and verifiable time series; changes in reported emissions result exclusively from fluctuations in the quantities of products sold. The emission factors used fall within ranges typical for the automotive supply industry and were deliberately chosen conservatively.

No annual adjustment was made, as no reliable primary data on changes in usage or recycling conditions was available and the nature of the business has not changed significantly

Emissions from Scope 3 categories 3.11 and 3.12 are reported to transparently present the potential downstream climate impacts of the products and to enable a comprehensive life-cycle assessment. However, they are not included in the company's total Scope 3 emissions, which are relevant for management purposes.

Internal emissions management deliberately follows a cradle-to-gate approach and focuses on emissions from purchased materials and the company's own value chain that can be directly influenced.

The rationale behind this distinction is that emissions from the use and end-of-life phases depend significantly on external factors, such as the vehicle and powertrain mix, individual usage behavior, or regional disposal and recycling structures, and are therefore only controllable by the company to a limited extent.

The separate presentation on page 33 ensures that transparency regarding potential life-cycle emissions is maintained, double counting with vehicle manufacturers' emissions balances is avoided, and the management of climate performance is focused on the portion of the value chain that can actually be influenced.

Presentation of scope 3 categories 3.11/ 3.12

The emissions of Scope 3 categories 3.11 “Use of sold products” and 3.12 “End-of-life treatment of sold products” are determined based on constant input parameters. The activity metric used in each case is the mass of products sold, so that deviations between reporting years are solely attributable to differences in sales volumes.

The emissions recorded up to the point of leaving the factory gate correspond to a cradle-to-gate assessment. The additional emissions from the use phase and the end-of-life stage of sold products represent a gate-to-grave system boundary and are calculated separately and presented separately in the table below.

	2025	2024
Scope 3.11 – Use of sold products		
Product mass sold (t)	172,883.47	181,457.02
Assumed vehicle mileage (km)	200,000.00	200,000.00
Emissions factor (t CO2 / t km)	0.000030	0.000030
Result Scope 3.11 (t CO2e)	1,037,300.84	1,088,742.10
Scope 3.12 – End-of-life of sold products		
Product mass sold (t)	172,883.47	181,457.02
EoL emission factor (t CO2 / t)	0.08	0.08
Result Scope 3.12 (t CO2e)	12,966.26	14,516.56

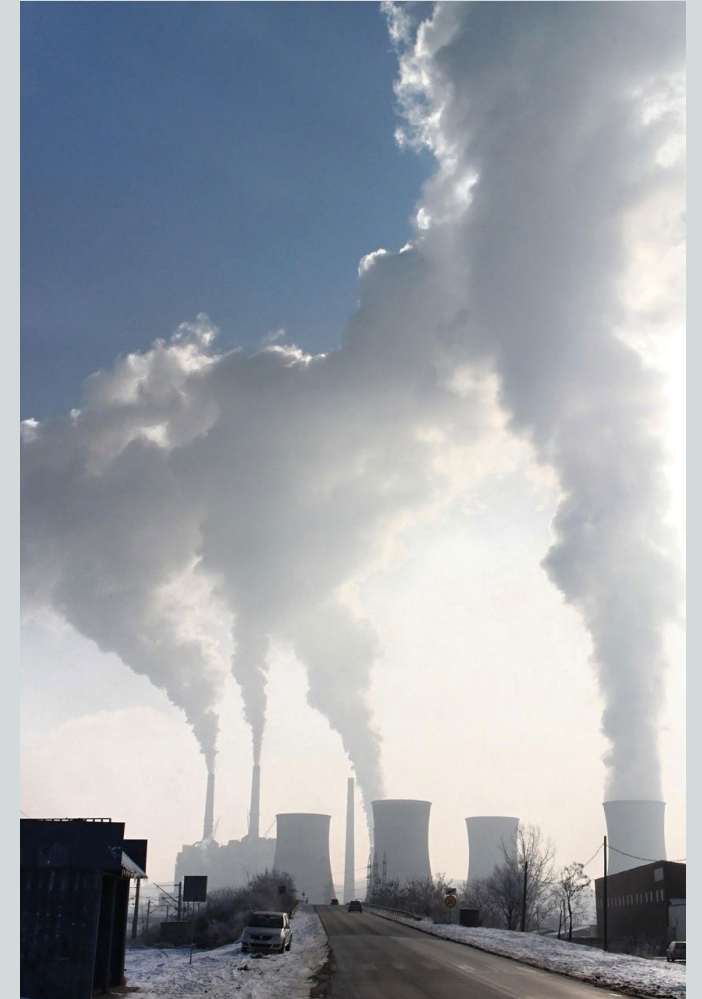
Environment and quality

Emissions intensity

The emissions intensity – measured in tonnes of CO₂ per million euros of revenue – is a key performance indicator for assessing the climate impact of business activities relative to economic output. In 2024, this figure was 849.11 tCO₂/Mio. €, while in 2025 it increased to 874.4 tCO₂/Mio. €. This corresponds to an increase of around 3% compared to the previous year.

The development of emissions intensity is mainly attributable to volume- and structural effects. In addition to a slight increase in absolute greenhouse gas emissions along the value chain – particularly in emission-intensive upstream products such as metallic raw materials and semi-finished products – declining revenue in the reporting year also had an increasing effect on the intensity indicator. Due to the high dominance of Scope 3 emissions, even moderate changes in production and procurement volumes, combined with revenue fluctuations, already lead to noticeable effects on this key metric.

The increase in emissions intensity should therefore not be interpreted as a deterioration in energy or process efficiency, but rather primarily reflects the changed economic conditions as well as the product and order mix. Regardless of this, GEDIA continues to consistently pursue the goal of reducing emissions intensity in the medium and long term, including through the further expansion of renewable energy, efficiency improvements in production, and measures to reduce emission-intensive upstream products, in line with the requirements of ESRS E1.



Environment and quality

Energy consumption – electricity/gas

As part of its ongoing monitoring and optimization of energy consumption, GEDIA documents annual electricity and gas consumption at all locations. In 2024, absolute electricity consumption stood at 87,448,133 kWh and rose to 91,825,750 kWh in 2025. This represents an increase of 5.01% compared to the previous year.

Since revenue declined during the same period, energy intensity increased slightly. In addition to changes in capacity utilization, this development is also attributable to a shift in the product portfolio toward more energy-intensive products. In addition, the commissioning of the second plant in India affected absolute electricity consumption, as new production capacities were established there. This underscores the need to further expand efficiency measures to ensure stable energy performance even with a changed production structure and declining capacity utilization

This figure does not include the share of self-generated electricity, which was further increased in 2025 by the new photovoltaic plant in India and the existing plant in Spain.

In India, approximately 45% of the site’s electricity needs were met through on-site generation, while the share in Spain was about 8%

In 2025, gas consumption increased by 6.8% compared to 2024, reaching a total of 7,171,393 kWh. The increase is primarily attributable to facility expansions at the sites in Mexico and Hungary, increased demand for heat generation, and process-related additional consumption. Here, too, the shift in the product portfolio had an impact on energy demand

Energy	2024	2025
Electricity		
Actual consumption (in kWh)	87,448,133	91,825,750
Gas		
Actual consumption (in kWh)	6,714,485	7,171,393

Environment and quality

Global share of green electricity

The share of green electricity in use was increased more quickly and to a significantly higher level than originally planned. As early as 2025, a level of 95% will be reached, which is well above the target of 76%.

This exceeding of the target underscores the consistent implementation of the energy and climate strategy. At the same time, it is becoming apparent that further increases beyond this level are increasingly limited by site-specific and market-related conditions.

In particular, access to certified green electricity is currently limited at production sites in countries such as China, India, Mexico, and the U.S. Against this backdrop, the goal for the coming years is to maintain a stable share of approximately 95% green electricity. At the same time, developments in local energy markets are being continuously monitored, and additional measures such as on-site generation, power purchase agreements, and efficiency improvements are being evaluated to enable further improvements in the long term.

%	2022	2023	2024	2025	2026*	2027*	2028*	2029*	2030*	2031*	2032*
Green electricity in use	54%	64%	73%	95%	95%*	95%*	96%*	97%*	98%*	99%*	100%*

*Target values
*Starting in 2026, focus on stabilizing the share of green electricity

Environment and quality

Global share of green electricity

									
Green electricity in kWh in 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%	73%
Green electricity in kWh 2025	21,639,281.00	9,374,000.00	6,532,155.00	40,211,089.00	5,365,306.00	1,557,643.00	775,575.00	0	86,261,440.60
Share of green electricity in 2025	100%	100%	100%	100%	100%*	30%	45%	0%	95%

*We use alternative solutions such as the GreenFlex program in the U.S. to offset indirect emissions and promote the expansion of renewable energy. These measures complement our global climate strategy and demonstrate our commitment to a sustainable energy future.

Environment and quality

Environmental incidents

The responsible use of natural resources and the protection of the environment are top priorities at GEDIA. An important indicator of environmental performance is the number of environmental incidents, i.e., events with potentially harmful effects on the environment. No environmental incidents were reported in 2024 and 2025.

This consistently positive record underscores the effectiveness of the existing environmental management systems as well as the preventive measures taken 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 as well.



Number of environmental incidents	2024	2025	in %
Actual (number)	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. An analysis of our current waste data shows that the handling of hazardous waste has been further optimized compared to the previous year, and the volume of such waste has been reduced. In 2025, the safe and proper disposal of a total of approximately 1,493 tons of hazardous waste was organized worldwide by certified specialized companies. This includes, for example, used oils, used emulsions, dust-contaminated filter materials, and oil-containing operating materials.

At the same time, the total volume of waste excluding scrap in 2025 amounted to 5,884 metric tons. This also represents a 7.63% increase in the waste sector compared to the previous year. The waste comprises both hazardous and non-hazardous waste types, including residual waste, paper, plastic, and wood waste.

In the scrap sector, GEDIA recorded a total volume of 117,349 tons in 2025. This represents an increase of 15.77% compared to the previous year,

which is primarily attributable to increased production volumes and higher material throughput.

GEDIA consistently follows a circular approach to waste management. The vast majority of waste is sent for high-quality recycling. Based on the site-specific waste statistics for 2025, a total of approximately 98.3% of the waste generated was recycled into the material cycle. Of this, approximately 97.6% was directly recycled; additional quantities were returned to the material cycle through preparation for reuse

	2023	2024	2025
Water / Actual Volume (in m³)	59,367	63,862	57,896
Scrap / Actual quantity (in tons)	105,023	101,368	117,349
Waste / Actual quantity (in tons)	5,273	5,467	5,884
Recycling rate	97.5%	97.5%	98.3%

Environment and quality

Water and wastewater

All GEDIA sites are subject to the respective country-specific legal regulations regarding wastewater management. It is our obligation to provide every employee with access to fresh water; however, sanitary and social facilities account for more than 75% of fresh water usage, meaning that only a small portion of water consumption is used for our production. In 2025, the GEDIA Group's total water consumption amounted to 57,896 m³, representing a 9.34% decrease from the previous year's figure of 63,862 m³.

This reduction is particularly noteworthy, as it was achieved despite additional water-related factors such as ongoing construction activities at the Hungary site and the commissioning of the second plant (EMANS) in India, which entailed additional baseline water requirements, and underscores the conscious and efficient use of water as a resource.

Conflict minerals

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 further codified 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 Appendix "X" of the Terms and Conditions of Purchase. This approach also applies to the use and processing of the four conflict materials: tin, tungsten, tantalum, and gold.

GEDIA adheres to EU Regulation (EU) 2017/821 on conflict minerals as well as the OECD Guidelines on Due Diligence in Supply Chains, which are gaining increasing importance worldwide and within the GEDIA Group.

Due to legal requirements, such as in particular the Supply Chain Due Diligence Act, GEDIA is obligated to continuously monitor these issues and respond appropriately. Using the integrated IMDS system, GEDIA identifies suppliers that provide conflict minerals. For GEDIA, the origin of tin is particularly relevant. Therefore, the relevant suppliers are regularly asked about the origin of the tin and confirm that the tin used does not come from critical countries of origin.

Environment and quality

Certifications

The GEDIA Automotive Group holds a wide range of internationally recognized certifications that impressively demonstrate our commitment to quality, environmental and occupational safety, and sustainable corporate management.

In 2025, ISO 14001 (environmental management) and ISO 45001 (occupational health and safety) certifications 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, as well as 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 for information security, data protection, and the responsible handling of sensitive data within the automotive supply chain

Initially, certification to ISO 50001 (Energy Management) was applied for at the German site, which was confirmed in early 2025.

With these certifications, GEDIA exceeds the standard requirements of the automotive industry worldwide. They demonstrate not only compliance but also the consistent advancement of our standards toward excellence and sustainability.

These certifications strengthen the trust of our customers, partners, and employees and underscore our commitment to acting responsibly, with a focus on the future, and with above-average performance in all areas



Environment and quality

Photovoltaics: Spain & India

A key element of the GEDIA Group's sustainability strategy is the consistent use of renewable energy at its international locations. Of particular note is the use of photovoltaic systems in Spain and India, which are specifically designed to reduce energy-related greenhouse gas emissions

At the site in Spain, the photovoltaic system generated approximately 804 MWh of solar power in 2025, covering about 8% of electricity consumption in 2025. In addition to the complete use of green electricity, local solar power generation leads to annual CO₂ savings of approximately 240 tCO₂e

At the GEDIA India site, the photovoltaic system generates approximately 1,120 MWh of solar power per year, covering about 45% of the site's total electricity demand. By reducing the purchase of emission-intensive grid electricity accordingly, approximately 555 tCO₂e are avoided annually

In total, the photovoltaic systems in Spain and India thus avoid around 800 tCO₂e per year. They therefore make a measurable and site-specific contribution to reducing greenhouse gas emissions and underscore the GEDIA Group's commitment to integrating sustainable business practices into everyday operations in a lasting and forward-looking manner



Environment and quality

Reuse of Wood Waste at the India Site

At the GEDIA India site, environmental measures focus on the consistent implementation of the 3R principles—Reduce, Reuse, Recycle. A key project in this context is the systematic reuse of wood waste generated in production and logistics.

Instead of disposing of these materials, they are systematically reprocessed and transformed into functional and durable products. These include, among other things, workbenches, shelving systems, storage boxes, custom-made fixtures, transport carts, information and display boards, and seating. The solutions implemented not only conserve resources but also meet specific operational requirements in day-to-day manufacturing and administrative tasks.

This measure has significantly reduced waste volume while simultaneously lowering the need for newly procured materials. Furthermore, the initiative fosters creativity and raises employees' awareness of sustainable resource use.

The reuse of wood waste thus makes a direct contribution to conserving natural resources, reducing disposal costs, and strengthening a sustainable corporate culture at the site.



Environment and quality

Promoting a Green Culture at GEDIA India's Site

In the 2025 reporting year, GEDIA India continued its efforts to promote biodiversity and improve local environmental conditions. As part of established programs, site-specific tree-planting initiatives are carried out annually, with a particular focus on fruit trees and tree species native to the area.

These initiatives help stabilize local ecosystems, create habitats for wildlife, and support the natural regeneration of vegetation. The selection of fruit trees makes an additional contribution to ecological value creation by providing food sources for animal species and sustainably enhancing biodiversity.

In addition, the site operates an in-house, organically managed vegetable garden. The chemical-free produce grown there is made available to employees and supports both environmental awareness and health-promoting aspects in the workplace.

Furthermore, tree-planting initiatives are systematically linked to internal events. For example, a tree is regularly planted to celebrate an employee's birthday—often together with the birthday person or a guest. These measures help embed sustainability in the company's day-to-day operations and strengthen employee engagement.



Environment and quality

Old File Cleanup Day at the Attendorn Site

As part of the Old Document Cleanup Day, GEDIA, together with its employees, made a significant contribution to environmental protection. A total of approximately 649,000 pages of paper were systematically collected and sent for recycling.

Based on standard average values for recycled paper, this corresponds to approximately 3.2 metric tons of paper. Through recycling, the following resources were saved (approximate figures):

- approx. 55 trees
- about 84,000 liters of water
- Approximately 4.8–5.0 metric tons of CO₂

These savings highlight the concrete environmental benefits of the initiative. At the same time, the campaign helps reduce waste and promotes the responsible use of materials in everyday work.

The Old File Clean Day effectively combines organizational efficiency with active resource conservation. Furthermore, the initiative raises employees' awareness of sustainable practices and demonstrates how measurable environmental improvements can be achieved within the company through collective effort.





Responsibility for our employees

Our employees are the heart of our company and play a key role in our success.

That is why we see it as our responsibility to create a work 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 commitment to team-oriented collaboration—this is how we shape the mobility of tomorrow!

Responsibility for our employees

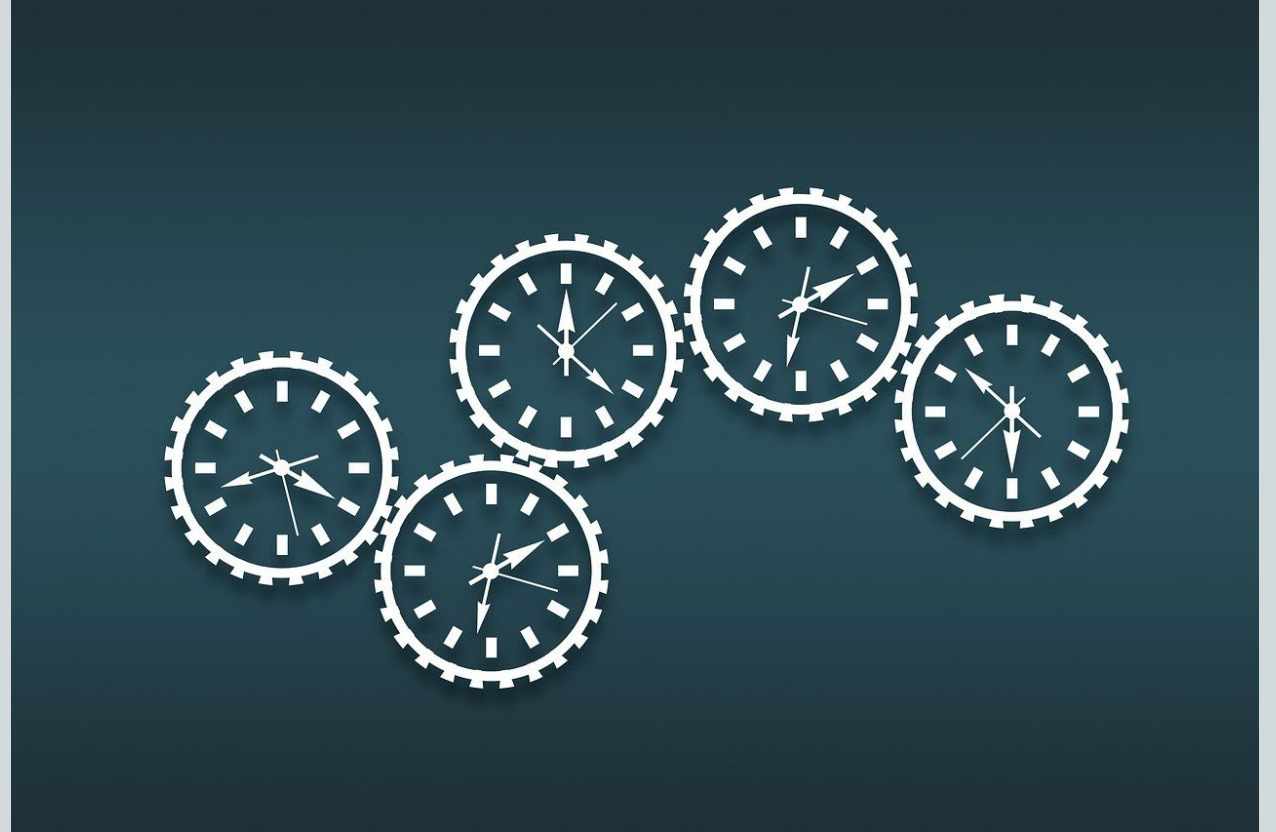
Occupational health and safety

Workplace safety and the responsible use of resources are at the heart of our daily operations at GEDIA. A safe working environment is not a matter of chance—it is the result of shared vigilance, active responsibility, and consistent processes. This is confirmed by a management system certified to ISO 14001 and ISO 45001 at all GEDIA Automotive Group locations.

Internal monitoring is carried out through system audits managed from the headquarters in Attendorn across 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. Health management initiatives are implemented through an annual health program.



Responsibility for our employees

Workplace safety and accident trends

Employee health and safety is a top priority at GEDIA. In 2025, commuting accidents resulting in lost time were reduced by 4.55% to 21 cases, and non-lost-time injuries (FAC) were reduced by 7.26%. At the same time, the number of reportable work-related accidents resulting in lost time rose by 3.51% to 59 cases, which is reflected in a higher accident rate (from 0.14 to 0.19). A positive development is the significant decline in the LTIR from 7.35 to 6.08 (-17.24%) as well as the 21.7% decrease in the accident rate relative to lost-time duration, which indicates a lower average severity of accidents.

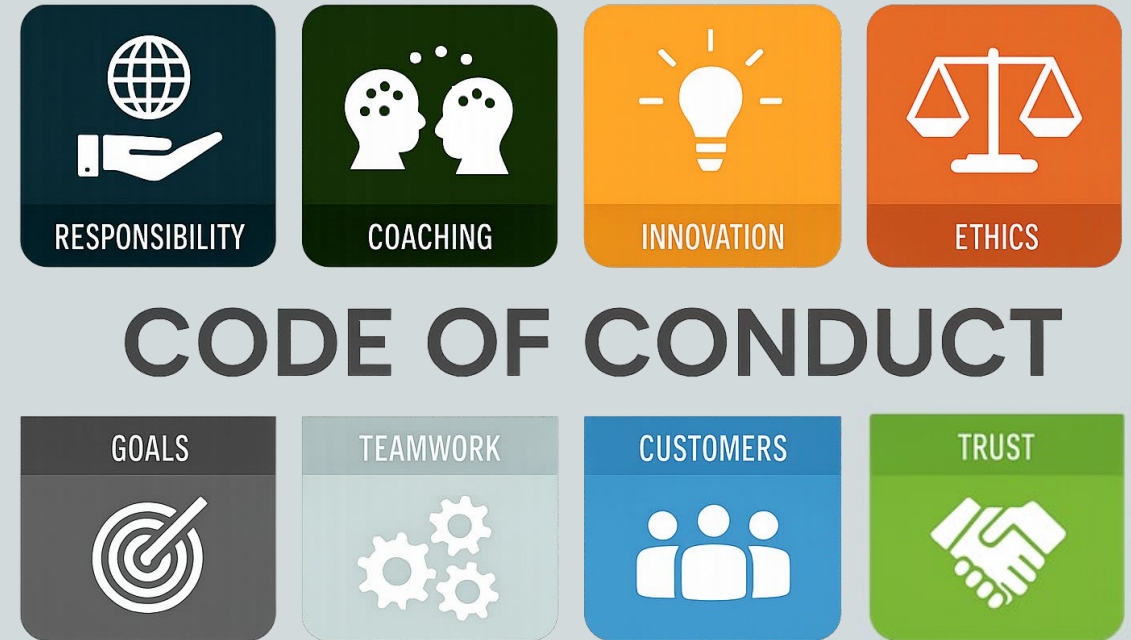
However, in 2025, two fatal workplace accidents occurred at the sites in Hungary and Poland. These tragic events underscore that, despite existing safety measures, there remains a consistent need for action, particularly in root cause analysis and targeted prevention in the production environment.

	2024	2025	in %
Actual - Commuting accidents (number)	22	21	-4.55
Actual – Lost-time work-related accidents (number)	57	59	3.51
Actual (FAC) – Injuries without lost time (number)	234	217	-7.26
Actual – Accident rate (absenteeism rate due to accidents)	0.14	0.19	37.52
Actual - LTIR (based on 1,000,000 working hours)	7.35	6.08	-17.24

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. In doing so, GEDIA commits to complying with all applicable laws and regulations, respecting human rights, and promoting a respectful and non-discriminatory work environment. The Code of Conduct serves not only as a guide for daily conduct but also as an expression of our commitment to combining sustainable business practices with social responsibility. Regular training and open dialogue support the consistent implementation of these values across all areas of the company.



Responsibility for our employees

Employee structure by gender

As of December 31, 2025, GEDIA employed a total of 4,073 people. Of these, 2,964 were male and 1,109 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 employed at the company as full-time equivalents (FTEs) on the reporting date. This transparent reporting 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.

2025				
Employees by gender	Male	Female	Diverse	Total
Number of employees	2,964	1,109	0	4,073

Responsibility for our employees

Age structure by workforce

The age distribution of employees is an important indicator for long-term workforce planning and the creation of age-appropriate working conditions.

In 2025, 17% of employees were under 30 years old, 59% were between 30 and 50 years old, and 24% were over 50 years old. This distribution reflects a balanced age structure with a significant proportion of experienced professionals and a solid base of young talent.

Employees by age group	Number*	in %
Under 30	693	17
30–50 years	2,419	59
Over 50	991	24

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

Responsibility for our employees

Qualification, development, and knowledge transfer

Human resources development as the key to sustainable corporate development

Human resources development is a central component of our sustainability strategy. Through targeted training of our employees, we strengthen social, environmental, and economic sustainability.

We invest in individual development and GEDIA's future viability. The focus is on building competencies and fostering a values-driven corporate culture.

Training: A wide range of specialized and cross-functional training courses to prepare for future challenges.

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

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

Equal opportunity: Fostering individual potential—regardless of gender, background, or age.

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 established by the United Nations that aim to combat poverty, protect the environment, and promote sustainable growth.

Particularly relevant to us are SDG 4 (Quality Education), SDG 5 (Gender Equality), and SDG 8 (Decent Work and Economic Growth). Going forward, we will increasingly focus on personalized learning paths, digital formats, and international development programs to specifically support our employees worldwide.

Responsibility for our employees

Qualification, development, and knowledge transfer

The future is here: Our technical and business training

At GEDIA, we view training as a holistic process that prepares young talent as effectively as possible for their professional careers. Our goal is to integrate trainees into real-world work processes in a practical and responsible manner, so that they gain not only solid technical knowledge but, above all, valuable practical experience.

Right at the start of their training, all new trainees complete comprehensive social skills training with experienced external trainers. Topics such as understanding one's role, self-reflection, respectful communication, conflict management, and mindfulness lay the foundation for personal growth and a successful professional career

A special element of the orientation week is also a sustainable hands-on project: Our new trainees build small insect houses, which are then set up in their private gardens. In this way, they make a concrete contribution to promoting biodiversity and engage with ecological responsibility at an early stage.

As the training progresses, the trainees undergo various continuing education programs tailored to their respective trades. Sustainable thinking and action are always an integral part of this—from resource-efficient work practices to responsible and respectful collaboration in everyday company life

Another focus is on prevention and protecting the health of our trainees.

In collaboration with the Olpe Traffic Safety Association, they participate in a traffic safety training program where road traffic risks are brought to life through practical experiences. Through reaction tests, realistic simulations, and case studies, dangers such as distraction, stress, or the influence of alcohol are vividly illustrated. The goal is to sustainably strengthen safety awareness, particularly among young drivers, and to make an active contribution to accident prevention

The independent use of digital tools further supports our trainees' autonomy. These include, among other things, the Azubiheft app for documenting training records and grades, as well as a personal Outlook account for organizing their daily work

Responsibility for our employees

Qualification, development, and knowledge transfer

In addition to an attractive training stipend with benefits such as tablets for personal use, free work clothes, completion bonuses, and varied team events (e.g., trainee trips or hikes), we offer numerous special additional benefits. These include internships abroad, certifications in fire safety and first aid, driver safety training, and a business simulation game designed to teach business concepts in a practical way.

We also do not leave our trainees to fend for themselves in conflict or crisis situations: An external life coach is available to them as a confidential contact person to provide professional support for individual challenges.

With this holistic combination of professional qualifications, personal development, preventive health care, and social responsibility, we create a motivating training environment that goes beyond standard practices. In this way, we foster not only qualified professionals but also self-assured individuals who are well-prepared for their professional future

Diverse Opportunities at Every Career Level

The professional development of our employees is an ongoing process that does not end with onboarding. Regardless of career level, we offer differentiated development paths that focus on both professional competencies and personal potential.

Our HR development program specifically nurtures talent at all levels—from trainees to executives. Through 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 a long-term supply of qualified employees for our company.

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 work environment, and contributes to the long-term retention of qualified professionals.

Responsibility for our employees

Qualification, development, and knowledge transfer

Strengthening Responsible Leadership in a Changing World of Work

New Work @ GEDIA

The world of work is undergoing profound change—advancing digitalization, shifting attitudes among younger generations, and the need to tackle major business challenges are just a few of the factors that are transforming, accelerating, and complicating our daily professional lives. Topics such as unlocking employee potential and flexible work arrangements are increasingly coming into focus. “New Work” describes this structural shift to which companies must respond.

At GEDIA, we address these challenges by increasingly focusing on the consistent integration of New Work principles into our HR

and leadership work. Examples include integrating agile work methods or designing mobile work to be efficient and high-performing.

Our leaders and their teams are key to fostering positive developments in our work culture, including greater autonomy and trust, as well as collaboration and accountability. Together with an external partner, we are putting the New Work @GEDIA project into practice, thereby strengthening GEDIA's future viability. Following the successful completion of the rollout of the project's content in Central Services at the Attendorn site in 2025, the next step will be to integrate the Attendorn plant. Subsequently, the content will be transferred and adapted to the international context.

Redesign of the leadership development program

Responsible leadership is a key driver of a resilient, fair, and sustainable work culture. With the realignment of our leadership program, we are fostering precisely these competencies—and thereby making a concrete contribution to social sustainability at GEDIA. Our leaders are empowered not only to achieve economic goals but also to shape the long-term development of their teams in the spirit of sustainable collaboration.

Responsibility for our employees

Qualification, development, and knowledge transfer

The redesign of our previous leadership training program has resulted in a comprehensive program that continuously develops our leaders on a regular basis.

In addition to essential components of leadership work and the intensive communication of our GEDIA corporate values trust, commitment, and openness to change the training concept also incorporates practical insights from the New Work context, always with the goal of specifically preparing our managers and their teams for the demands of the modern workplace and empowering them to tackle current business challenges.

The concept was thoroughly developed in 2024 and has been undergoing structured implementation since 2025.

Digitalization

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

Systematic Learning

Through the consistent expansion of our digital learning platform, we are creating modern, sustainable structures for learning in everyday work.

At the same time, we are strengthening our employees' self-learning skills and making education accessible, personalized, and future-proof. As part of this effort, the number of our e-learning modules is growing continuously—available anywhere and at any time.

New German-language e-learning courses in 2025:

- Supply Chain Due Diligence Act (approx. 15 minutes)
- Understanding and Applying Artificial Intelligence (extended version; approx. 40 minutes)
- AGU refresher training for minor apprentices (approx. 30 minutes)
- Orientation on Human Resources Development (approx. 17 minutes)
- Safe driving with the company vehicle (approx. 25 minutes)
- Understanding and Applying Artificial Intelligence (compact version; approx. 40 minutes)
- Training Planning and Implementation (approx. 13 minutes)

Responsibility for our employees

Qualification, development, and knowledge transfer

New German-language e-learning courses 2025:

- AGU Refresher Training 2025/2026 (approx. 35 minutes)
- Handling Ladders (approx. 18 minutes)
- Refresher Training: Working with Forklifts (approx. 35 minutes)
- The “Vacation” Process at GEDIA (approx. 15 minutes)
- Safe driving with rental, pool, or department vehicles (approx. 18 minutes)

Access to language skills for all employees

A special highlight of our digital offerings is company-wide access to the language learning platform *Babbel*. All employees—regardless of their role—have the opportunity to individually build or deepen their language skills in various languages. In this way, we not only promote international collaboration within the company

Measurable transparency: How our measures work

In 2025, we decided to quantify our training initiatives at our pilot location in Germany and report these figures to department heads every six months as part of a human resources development report.

The key figures include the following, for example.

- Number of training days: **859**
- Number of employees trained: **331**
- Training satisfaction rate (based on feedback): **4 out of 4**

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

Responsibility for our employees

Qualification, development, and knowledge transfer

Table 1 provides an overview of the average number of training hours per employee as well as the use of leave for family-related reasons. The reported figures refer exclusively to company employees; temporary workers are not included in the analysis. In total, 17,177.5 training hours were recorded for male employees, while 5,989 training hours were attributed to female employees. No training hours were documented for the “other” category. This corresponds to an average training duration of 5.8 hours per male employee and 5.4 hours per female employee.

1. Average number of training hours per employee	Male	Female	Other
Total number of training hours conducted	27,923.5	8,564	0
Average number of training hours per employee	8.5	5.7	0

Table 2 shows that a total of 3,460 employees were entitled to family-related leave. This corresponds to a share of 85% of the recorded workforce. The figures highlight both the extent of the training measures carried out and the importance of family-related leave within the workforce.

2. Parameters for work-life balance	Amount	in %	
Number of employees eligible for leave for family reasons	3.460*	85	

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

Responsibility for our employees

Employer attractiveness

As a family-run business, the well-being of our employees is particularly important to us. We offer a wide range of support—from flexible working hours and attractive benefits to comprehensive health management.

Our goal is to ensure that everyone feels completely at home with us. Because only then can people give their best—both professionally and in their personal lives.

In addition, we promote motivation and teamwork at all our locations worldwide through local activities and customized programs.

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

Benefits / GEDIA Germany

- An international presence spanning nine production sites worldwide
- A variety of different work schedule options
- An attractive model for remote work
- Flexible parental leave policies
- Various employee benefits for shopping, travel, etc.
- Lunch subsidies at the “EssWerk” cafeteria
- Free water dispensers
- Pension benefits and counseling
- Special payments under collective bargaining agreements
- Gifts for births, weddings, anniversaries, and other special occasions
- Work clothing for industrial roles
- Parking available at all times
- Health services provided by the “Occupational Health Management” team
- Talent management, professional development programs, performance reviews, support for personal training
- Joint Christmas party, anniversary celebrations, parent-child and team events
- Activities for children during summer vacation
- Ergonomic work environment and equipment
- Living wages

Responsibility for our employees

Employer attractiveness

Diversity at GEDIA

"Unique"—that's each and every one of us. We respect your uniqueness and welcome diverse personalities within our company. Where cultural diversity, different genders, generations, and backgrounds come together, a wide variety of perspectives and a broad spectrum of knowledge and skills also converge—and that is what drives our success.

Benefits: Training / GEDIA Germany

- Training in a modern environment with ergonomic workstations
- Our own training workshop
- Targeted continuing education
- In-house training and exam preparation
- Opportunities for assignments abroad at subsidiaries
- Modern IT equipment (tablet, laptop)
- Signing bonus and excellent chances of permanent employment
- Support with retirement planning (company pension plan)
- Trainee events



Responsibility for our employees

GEDIA Spain: Focus on Diversity, Health, and Safety

Promoting Healthy Habits

GEDIA Spain is actively committed to the well-being of its employees. As part of the “Stay Hydrated” summer campaign, the Fit-for-Work team distributed fresh fruit to the workforce to promote adequate hydration and a balanced diet. This initiative helps raise awareness of healthy routines in the workplace and sustainably improve overall well-being.

Nutrition Awareness and Health Promotion

To support informed decision-making in daily life, an interactive event on nutrition was held in 2025. The focus was on common nutrition myths, which were addressed in a practical manner to reinforce health-conscious behavior. In addition, specific everyday tips were shared to help employees make positive, long-term changes to their eating habits.



Responsibility for our employees

GEDIA Spain: Focus on Diversity, Health, and Safety

Strengthening Emergency Response Capabilities

To improve workplace safety, GEDIA Spain launched a program in 2025 to train internal emergency response experts. The goal is to build specialized expertise so that the company can respond quickly and effectively in critical situations. Trained employees play a central role as first responders and coordinators in emergencies and actively help ensure structured and efficient procedures.

Through hands-on training, regular drills, and the targeted refinement of emergency plans, response capabilities are continuously improved. This contributes significantly to minimizing risk, protecting the workforce, and ensuring business continuity. At the same time, the program fosters a safety culture within the company in which prevention and a sense of responsibility are firmly embedded.



Responsibility for our employees

Flu Vaccinations for GEDIA Employees

As part of our commitment to corporate social responsibility, we place great importance on 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, allowing for easy, voluntary participation without any organizational burden on employees.

This preventive measure helps minimize the risk of severe illness, reduce absenteeism, and promote a healthy work environment. Furthermore, we contribute to public health by breaking chains of infection and supporting herd immunity.

The regular administration of flu vaccinations is a concrete example of how we live up to our responsibility toward our employees and society—and an important component of our CSR strategy in the area of health and prevention.



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 for employees with severe disabilities is specifically committed to addressing the needs of employees with disabilities and actively contributes to a supportive, equitable work environment.

Mr. Baussmann, who has worked in production equipment design in the new toolmaking department since 1997, has been active on the representative committee for employees with severe disabilities 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. The focus of their work is always on providing the best possible support to employees with disabilities—through individual accommodations, personalized counseling, and collaboration with relevant support organizations.

Responsibilities of the Representative for Employees with Severe Disabilities:

As the central point of contact for employees with severe disabilities and those of equivalent status, the committee offers comprehensive support in the following areas:

- Advice and individual guidance on applications and specific workplace requirements
- Facilitating and coordinating contacts with specialized and integration services
- Promotion of participation and representation of interests vis-à-vis internal and external entities

An example of their commitment: On the Day of People with Disabilities, they organized an information day,

where employees could share their concerns and ideas. Such initiatives raise awareness and help break down physical and communication barriers.



At GEDIA, we create a work environment in which all employees can realize their potential and contribute to our success—regardless of any disabilities.

Responsibility for our employees

Participation in Running Events (Olper TeamCup, Attendorn City Run)

In 2025, GEDIA was actively represented at regional running events such as the Attendorn City Run and the Olpe Team Cup. Numerous employees participated in these sporting events, not only contributing to visible successes but also making an important contribution to promoting health and well-being among the workforce.

Participating together particularly strengthened team spirit and motivation across departmental boundaries. The athletic competition was deliberately combined with a strong sense of community: the focus was on cohesion, mutual support, and a shared commitment to a good cause.

Through this commitment, GEDIA underscores the high value it places on physical activity, social interaction, and social responsibility within its corporate culture.

Active participation in regional events thus not only contributes to employee health but also fosters a sense of regional connection and the company's social engagement.



Responsibility for our employees

Easter Parent-Child Event

In 2025, GEDIA once again hosted a parent-child event for employees on parental leave and their families. The goal of the event was to actively maintain contact with the company during their time off while also creating a positive, family-friendly experience.

Participants enjoyed a cheerful, Easter-themed morning together with their children. The focus was on creative hands-on activities that offered both children and adults opportunities to share experiences and interact. The program was complemented by the chance to visit their own work areas and departments and to talk with colleagues on-site. This not only facilitated a continued connection to the workplace but also supported a smooth return to work.

The parent-child event plays a key role in fostering a family-friendly corporate culture. It strengthens employees' emotional connection to the company even during parental leave and supports long-term employee retention. At the same time, GEDIA underscores its commitment to actively promoting work-life balance and creating the necessary conditions to support it.

The event is a prime example of the company's social initiatives and demonstrates how GEDIA creates a sustainable and supportive work environment through targeted initiatives.



Responsibility for our employees

GEDIAfterwork Strengthens Collaboration and Corporate Culture

With the GEDIAfterwork format, GEDIA has created a new platform for cross-departmental exchange, thereby specifically promoting internal networking. In a relaxed and informal atmosphere, employees have the opportunity to interact outside of their daily work routine, make new connections, and strengthen existing relationships.

These events play a key role in fostering personal dialogue and support the open exchange of knowledge and ideas across departmental boundaries. This not only strengthens mutual understanding of different areas of responsibility but also sustainably improves collaboration in day-to-day work.

At the same time, GEDIAfterwork events help foster team spirit and support an open, appreciative, and connected corporate culture. The consistently positive feedback from participants demonstrates just how great the need is for such events and underscores their importance for effective collaboration and an attractive, sustainable work environment.



Responsibility for our employees

Stress Type Assessment as a Component of Workplace Health Promotion

Through stress type assessment, GEDIA offers its employees an accessible and practical way to identify individual stress patterns and triggers at an early stage. This program raises awareness of personal stressors and lays the foundation for developing targeted and effective strategies for managing stress in everyday work life.

By combining self-assessment with concrete recommendations for action, this initiative makes an important contribution to strengthening the workforce's mental health and resilience. At the same time, it encourages open discussion of the topic of stress and supports the sustainable integration of health-conscious behavior within the company.

The consistently positive feedback from participants underscores the significant benefits of this preventive initiative. In particular, participants highlighted its ease of access and direct practical relevance, making the stress type assessment an integral part of GEDIA's health promotion efforts.





Social engagement

As a globally active company, we bear not only a responsibility toward our employees and the environment, but also a responsibility toward 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 fully comply 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 goal 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 taking measures for continuous improvement as needed.

Through transparent communication and collaborative partnership, we foster a shared understanding of sustainable business practices throughout 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 achieving our sustainability goals. We strive for long-term, partnership-based relationships with our suppliers—based on trust, transparency, and shared values.

In 2025, our procurement strategy focused on close collaboration with our **2,425** business partners to ensure environmental and social standards throughout the supply chain. To this end, we rely on continuous dialogue, systematic risk analyses, and preventive measures to strengthen sustainable practices.

We were able to conclude binding agreements with **84.2%** of our business partners to implement specific sustainability requirements.

We have systematically and continuously refined and improved our existing processes. To meet the high legal requirements, we have...

- established a systematic risk management framework for the early identification and assessment of human rights and environmental risks. A central tool in this process 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 the *Global Economic Freedom Index*. These form the basis for identifying potentially critical product groups within our supply chain. In the 2025 reporting year, there was a particular focus on suppliers in the product groups of fasteners, stamped parts, and tools. In these segments, we were able to reach a binding agreement with **97%** of suppliers regarding the implementation of sustainability requirements.

Social engagement

Partnership-based supplier management and implementation of the supply chain due diligence act (SCDDA)

- To embed sustainability requirements, we have specifically focused on preventive measures in the selection and qualification process for new suppliers. Already in the early stages of collaboration, we require potential business partners to comply with our Code of Conduct, which defines key standards regarding labor, human rights, and environmental aspects. Furthermore, the systematic identification of critical product groups enables us to manage our procurement activities in a risk-oriented manner. New suppliers in these product groups undergo an in-depth screening process and are required to complete specific questionnaires on topics such as labor and environmental protection.

This creates a robust basis for decision-making and ensures that sustainability criteria are taken into account from the very beginning; therefore, we have...

- established a complaint management system that offers employees, suppliers, and third parties an accessible way to report potential violations.
- raised awareness of human rights due diligence obligations and environmental standards and 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 2025 reporting year, we trained 147 specialists, managers, and buyers worldwide through our own e-learning program. The content covered included occupational safety and environmental protection, ethical conduct, and international due diligence obligations along the supply chain, as well as information on the complaint management process. In addition, 20 supplier audits were conducted, during which no negative impacts were identified.

We are convinced that only through partnership-based 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 (HinSchG), the GEDIA Automotive Group revised its group-wide whistleblower hotline in 2024, defined clear procedures, and made it available on the GEDIA website in multiple languages. This system enables employees, business partners, and external stakeholders to confidentially and anonymously report potential violations of legal regulations, internal guidelines, or ethical principles.

The introduction of the hotline is a key component of our compliance strategy and underscores our clear commitment to transparency, integrity, and responsible conduct.

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

Key features of the GEDIA Whistleblower Hotline

- Anonymous and secure reporting via a digital whistleblower system
- Multilingual availability for international locations
- Independent handling by an external ombudsman's office
- 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 fostering a culture of open dialogue and accountability, where reports are taken seriously and issues can be addressed early on. It is another building block of our sustainable and values-driven corporate governance.

Social engagement

Whistleblower hotline – reports

The GEDIA Automotive Group is firmly committed to a respectful, non-discriminatory, and safe work environment. In the 2025 reporting year, no cases of discrimination or harassment were reported. All reports were received through our internal complaint channels and were fully investigated and resolved –

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

No fines, sanctions, or damages were imposed in connection with these investigations. Likewise, no serious human rights violations were identified among the workforce.

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

They demonstrate that GEDIA fosters an environment where employees feel safe to address concerns—and where issues are handled responsibly and with a focus on solutions.

	2024	2025
Number of reported cases of discrimination, including harassment	4	0
Number of complaints received through (internal) complaint channels	4	0
Total amount of significant fines, sanctions, and damages paid	0	0
Number of serious human rights violations within the workforce	0	0

Social engagement

Donation of a Garbage Collection Truck to the Retawadi Grampanchayat

Long-term business success is based on combining economic strength with a commitment to a sustainable and livable future.

As part of its ongoing commitment to environmental sustainability and social development, GEDIA India has donated a garbage truck to the Retawadi Grampanchayat. Through this initiative, the company is actively supporting the development of a functional and sustainable waste management system in the region.

The provision of the vehicle enables a significantly more efficient and regular collection of household waste. This not only strengthens the local waste disposal infrastructure but also lays the foundation for systematic waste separation. This contributes significantly to promoting recycling processes and reducing the amount of waste disposed of improperly.

Furthermore, this initiative helps improve sanitary conditions and reduce environmental impact. It supports the creation of a clean and healthy living environment and underscores GEDIA's commitment to combining economic success with social responsibility.



Social engagement

Promoting Digital Education and Healthcare in Schools in the Khed District (India)

During the reporting year, GEDIA India focused its efforts on improving the education and health infrastructure in rural communities in Khed District, particularly in the villages of Retawadi, Kendur, Kanersar, and Varude. The goal of these initiatives was to both strengthen access to digital education and promote a safe and inclusive learning environment.

A key focus was on supporting digital education. To this end, a total of 60 computers were donated to local schools. This initiative provides students with improved access to modern learning resources and digital technologies. It helps foster digital skills at an early stage and reduce the existing digital divide, particularly in rural regions. At the same time, it supports teachers in applying innovative teaching methods and designing lessons that are in line with current educational standards.

In addition, a significant contribution was made to health promotion and equal opportunity. GEDIA India provided seven sanitary pad vending machines and corresponding disposal systems for schools. This initiative aims to improve menstrual hygiene and create a safe learning environment free from discrimination. This makes it easier for female students in particular to attend classes regularly, which makes an important contribution to educational participation and gender equality.

Through these measures, GEDIA underscores its commitment to social responsibility and to actively promoting sustainable development in local communities. The projects make a direct contribution to the UN Sustainable Development Goals, particularly Goal 4 (Quality Education) and Goal 5 (Gender Equality).



Social engagement

Water Tanker Supply in Affected Regions (India)

To address acute water shortages in the regions of Varude, Chaudharwadi, and Gadhakwadi, the company launched a targeted support initiative in May 2025 to ensure the supply of drinking water. Over a period of approximately 1.5 months, three water tankers were provided daily to reliably supply the affected communities with clean drinking water.

This initiative ensured continuous access to safe water for numerous households. At the same time, it significantly reduced the health risks typically associated with water shortages and poor water quality. Furthermore, the initiative played a key role in stabilizing living conditions in the affected regions.

The images provided document the practical implementation on site: water is being transferred directly from tanker trucks into containers belonging to the local population. The scenes clearly illustrate the logistical processes as well as the immediate support provided to the communities through the on-site water supply.

Overall, the initiative made an important contribution to supporting particularly vulnerable population groups during a period of severe water scarcity and underscores the company's ongoing commitment to corporate social responsibility.



Social engagement

Blood Drive Campaigns Worldwide: Taking Responsibility Together

Donating blood is a good and important thing to do—as GEDIA employees demonstrate year after 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 workday—a simple yet effective way to actively save lives. The campaign was once again organized by the Occupational Health Management (BGM) team and has now become a regular feature of our sustainability calendar

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



GEDIA is also actively involved in blood donation on an international level:

In India, for example, GEDIA once again participated with its own initiative. As part of National Safety Week, a site-wide blood drive collected approximately 220 units of blood. These were donated to the state blood bank at *Sassoon General Hospital*.

This international commitment demonstrates 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

Christmas in a Shoebox 2025

In 2025, GEDIA's trainees once again participated in the "Christmas in a Shoebox" campaign to bring Christmas joy to children facing difficult life circumstances.

The campaign was kickstarted by a €500 donation from management. In addition, donation boxes were set up at all GEDIA plants. Trainees also actively collected further donations directly in the offices and production areas. In total, this effort raised approximately €1,300.

The shopping was organized and carried out over two days. The trainees specifically purchased hygiene items, warm clothing, toys, and other practical gifts. All items were then sorted and packed into the prepared shoeboxes according to a packing list tailored to age and gender. Personalized greeting cards and hand-drawn pictures rounded out the gifts. The finished packages were delivered to the official collection point via a church congregation.

The campaign was a valuable experience for everyone involved. In addition to the successful fundraising effort, it particularly strengthened team spirit and demonstrated the employees' strong commitment to social responsibility.



Social engagement

Donation Presented to Strahlemännchen e.V. as Part of the “Stadtradeln” Campaign

As part of the nationwide “City Cycling” campaign, 27 GEDIA employees actively promoted sustainable mobility and health. Together, they cycled over 6,200 kilometers, making a valuable contribution to reducing CO₂ emissions and promoting environmentally conscious mobility.

The initiative not only strengthened the participants’ team spirit and personal fitness but was also combined with a commitment to social good: In recognition of their achievements, GEDIA donated €1,000 to the nonprofit Strahlemännchen e.V. The organization supports seriously ill children and their families facing challenging life situations and works to improve their quality of life and create unforgettable moments in their daily lives.

With this campaign, GEDIA impressively demonstrates how environmental responsibility, workplace health promotion, and social engagement can be linked. “Stadtradeln” shows that sustainability is understood holistically and actively practiced at GEDIA.





Automotive experience and Engineering Expertise

GEDIA develops lightweight construction technologies and chassis components for the automotive industry, to get people safely and energy-efficiently to their destinations.

Products and innovations



Information security and responsible conduct in the digital age

Our company is committed to sustainable and responsible conduct—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 company with an ISMS in accordance with ISO/IEC 27001, we ensure high standards in handling sensitive information. In the automotive sector, we align with the TISAX® standard, a widely recognized assessment mechanism that enables the standardized recognition and sharing of assessment results. We view information security as a contribution to sustainable corporate governance:

Trustworthiness and data protection: The protection of customer, partner, and employee data is a central 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 against cyberattacks and other disruptions.

Sustainable supply chain: In accordance with TISAX requirements, we also ensure that our partners and service providers adhere to 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 to foster a lasting security mindset and establish a culture of responsibility.

Integration into Corporate Strategy

Our ISMS is firmly integrated into our corporate strategy and is regularly reviewed and refined. Our 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 security and sustainability standards.

Products and innovations

Successful initial ISO 50001 certification in 2025 at the Attendorn site

The ISO 50001 energy management system implemented at the Attendorn site was initially certified in 2025. The certification confirmed full compliance with the standard as well as the effectiveness of the existing energy management system.

Even before the introduction of ISO 50001, energy audits were regularly conducted in accordance with the requirements of the Energy Services Act (EDL-G). These formed an important foundation for the structured development of the current system.

In recent years, extensive metrological and technical infrastructure has also been established to precisely measure and systematically evaluate energy flows.

The 2025 certification confirmed that this infrastructure and the defined processes are effectively integrated into energy management and specifically support the continuous improvement of energy-related performance.

This ensures systematic compliance with energy-related legal requirements while further solidifying the site's sustainable and resource-efficient orientation.



Products and innovations

Use of low-carbon steels at GEDIA – technological opportunities and challenges

The transition to a climate-neutral industry requires effective measures, particularly in steel processing, as conventional steel production accounts for a significant portion of industrial CO₂ emissions. GEDIA is addressing this challenge through the targeted use of low-carbon steels, which are produced using recycled scrap and lower-emission processes such as electric arc furnaces and direct reduction with green electricity or hydrogen. Depending on the proportion of scrap used, this enables CO₂ savings of up to 80% in steel production; extrapolated to GEDIA's material base, this results in a reduction potential of up to approximately 78% of steel-related emissions.

Through its own development and research efforts, particularly in hot forming, GEDIA has successfully demonstrated the technical suitability of CO₂-reduced steels.

Although the increased proportion of accompanying elements such as copper and nickel, which are introduced into the steel due to scrap content, leads to measurable changes in forming behavior, no significant disadvantages regarding component quality were observed. The results confirm that CO₂-reduced steels can generally be used reliably in production processes.

This approach is supported by strategic partnerships with leading steel manufacturers such as Salzgitter Flachstahl GmbH and voestalpine AG, which provide GEDIA with access to CO₂-reduced steel grades and support a gradual transformation of the supply chain.

Currently, however, limited market availability and significantly higher production costs represent major obstacles to widespread series production. A sustainable impact can therefore only be achieved if a shared economic responsibility for the use of climate-friendly materials is assumed along the entire value chain—including customers and OEMs.

Products and innovations

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

Despite these promising developments, CO₂-reduced steel is currently only available on the market to a limited extent.

Currently available are primarily standard and flat steels (e.g., hot-rolled strip, cold-rolled strip, simple structural steels), which are produced via electric arc routes with a high scrap content or initial hydrogen-based direct reduction processes. High-strength, high-alloy, or surface-treated steels—such as those used in particular in the automotive, security, or precision engineering sectors—are, however, currently available only in very limited quantities, as pilot products, or are not yet market-ready. Furthermore, the price of CO₂-reduced steel is currently significantly higher than that of steel produced via the conventional blast furnace route, which further limits its widespread industrial use.

GEDIA offers its customers the opportunity to switch to CO₂-reduced steels. In reality, however, many customers are not willing to bear the resulting additional costs. The decision to opt for a more climate-friendly solution ultimately lies with the customer—and with it, the willingness to invest in more sustainable materials.

Climate protection is a shared responsibility. Only if responsibility is assumed throughout the entire value chain—from steel production through component manufacturing to the OEM—can the transition to CO₂ neutrality succeed.

Conclusion:

For these materials to go into mass production on a large scale, the next step is needed now—the shared 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

Building an International AI Team as a Strategic Milestone

With the targeted establishment of an international AI team, GEDIA has reached an important milestone in the company's strategic development. The goal of this initiative is to systematically tap into the potential of artificial intelligence and integrate it sustainably into existing business processes.

A key step in this process was a cross-location strategy workshop held in Attendorn. There, together with the international team members, key areas of focus were identified, priorities were defined, and concrete implementation measures were developed. At the same time, the workshop served to strengthen cross-team cohesion and build a shared understanding of the future role of AI within the company.

The strategic focus is on leveraging artificial intelligence to increase efficiency and innovation across the value chain. Through the targeted use of data-driven solutions, the company aims to optimize processes, utilize resources more efficiently, and tap into new business opportunities.

With this initiative, GEDIA is pursuing the clear goal of actively shaping the digital transformation, driving innovation in a targeted manner, and sustainably securing long-term competitiveness in the global market environment.



Products and innovations

International TechNet Day: “Europe Meets Asia – Integration of Complex Parts”

During the reporting year, GEDIA, together with its technology partner AP&T, hosted the international TechNet Day under the theme “Europe meets Asia – Integration of Complex Parts.” More than 100 industry professionals used the event as a platform for international exchange on innovative manufacturing technologies and best practices.

The focus was on solutions for integrating complex components, which make a significant contribution to increasing efficiency and conserving resources in production. Technical presentations and practical insights into manufacturing provided concrete approaches for optimizing material usage, energy consumption, and component quality.

A special emphasis was placed on the presentation of modern plant technologies, particularly the TemperBox® system, which demonstrated innovative possibilities for process integration and temperature control.

TechNet Day underscores the central role of international collaboration in the further development of sustainable production processes. Through close collaboration with global partners, GEDIA strengthens its innovative capacity and contributes to the development of sustainable, resource-efficient manufacturing solutions.



Products and innovations

Resilience and International Partnership as Keys to Success

On January 24, 2025, Governor Brian Kemp, accompanied by a high-level delegation, visited GEDIA in Attendorn, underscoring the close and successful partnership with the state of Georgia. Since 2021, GEDIA has been operating a state-of-the-art thermoforming plant in Dalton with approximately 65 employees; its construction was significantly supported by early and intensive collaboration with local authorities.

The plant was built under exceptionally difficult conditions during the COVID-19 pandemic and shortly after a serious cyberattack. Despite material shortages, travel restrictions, and global uncertainties, the project was completed on schedule—clear evidence of GEDIA's resilience and ability to deliver.

As part of the visit, the delegation gained direct and practical insights into the production processes during a plant tour in Attendorn led by employees. The personal exchange with the skilled workers provided a deep understanding of daily operations and underscored the high level of expertise among the workforce. A reception that followed provided an opportunity for in-depth dialogue and discussion of future development opportunities. With further expansion potential in Dalton and stable operating conditions in Georgia, GEDIA looks forward with optimism to sustainable growth and continued close transatlantic cooperation.



Products and innovations

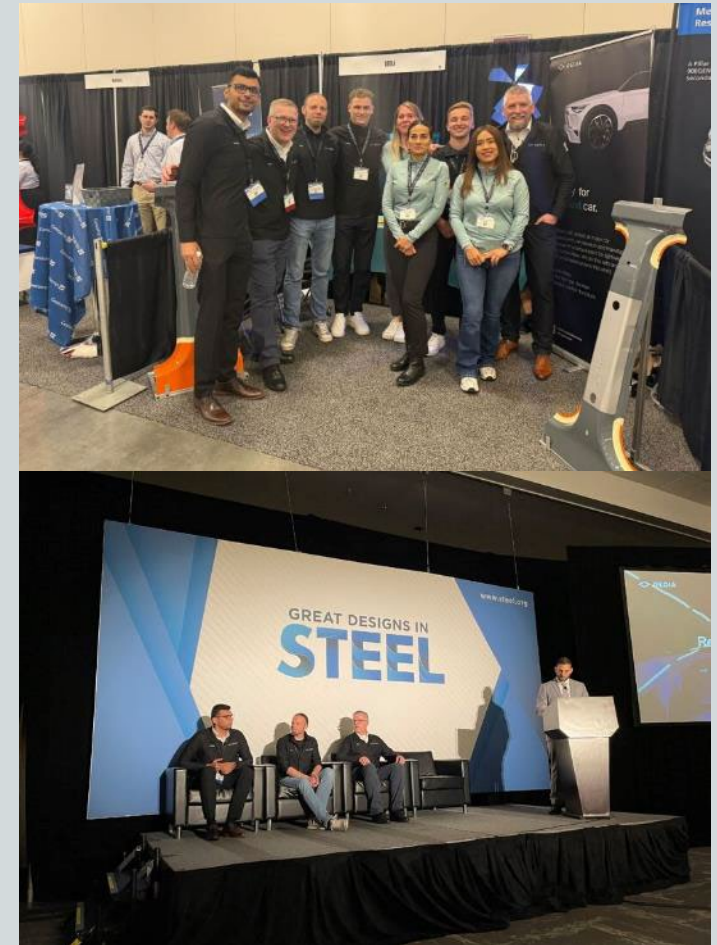
International Collaboration and Knowledge Exchange Drive Innovation

During the reporting year, GEDIA North America once again participated in the Great Designs in Steel (GDIS) trade show in Michigan, where it presented innovative steel applications and its own technologies. The event provided an important platform for exchange with international OEMs and suppliers and contributed significantly to further strengthening GEDIA's market presence in North America.

A particular highlight was the close cross-location collaboration: colleagues from GEDIA Germany actively supported the team on site. This international cooperation underscores the high priority placed on global knowledge transfer and cross-team collaboration within the GEDIA Group.

The joint trade show presence facilitated numerous in-depth technical discussions, the expansion of existing contacts, and the establishment of new partnerships. In addition, expert presentations provided valuable insights into current developments and technological trends in the steel industry. The insights gained offer important impetus for future projects and collaborations.

Participation in GDIS underscores GEDIA's commitment to driving innovation internationally and further developing sustainable solutions together with partners. At the same time, it strengthens the company's global network and promotes the continuous exchange of expertise across national borders.



Products and innovations

AI Assistance Systems in CAM Programming

During a specialist meeting at GEDIA, the opportunities and requirements of AI-supported assistance systems in CAM programming were discussed in depth. The exchange with industry experts highlighted the significant potential of artificial intelligence to increase efficiency, improve quality, and specifically alleviate the workload of skilled workers in production planning.

The focus was particularly on the automation of programming processes, intelligent support for error prevention, and the preservation and utilization of experiential knowledge. The use of AI-based solutions can optimize machining strategies, reduce lead times, and make processes more robust.

In addition, improved planning and manufacturing processes contribute to sustainability by reducing scrap, material usage, and energy consumption. The insights gained at the expert meeting provide important impetus for the digital advancement of toolmaking at GEDIA and underscore the company's commitment to driving innovation and sustainable production in a targeted manner.



Products and innovations

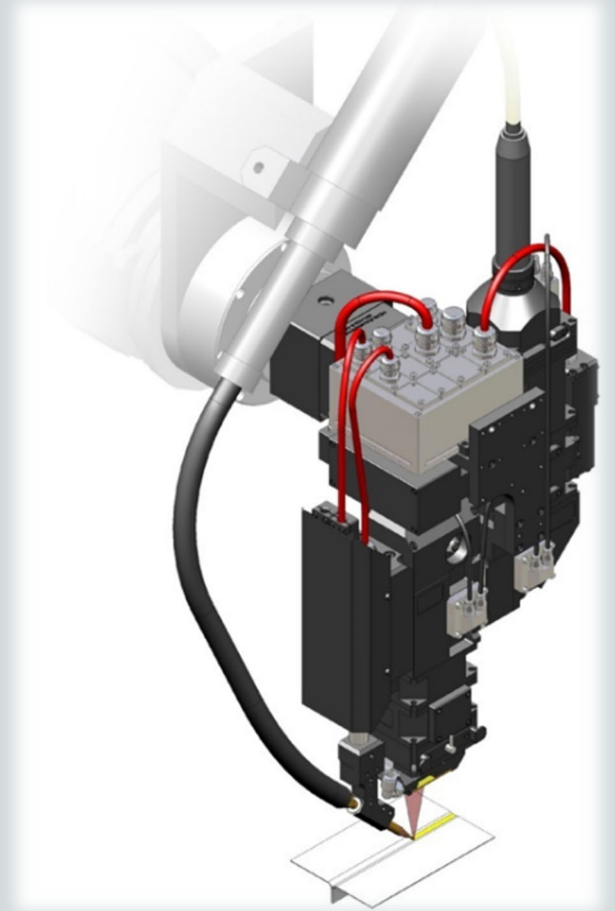
Use of Innovative Laser Welding Technology to Boost Production Efficiency

For the first time, GEDIA has successfully introduced modern laser welding technology into series production for the manufacture of cross members for windshields. The cross member, manufactured from hot-formed individual parts, meets high requirements in terms of load-bearing capacity and dimensional accuracy and is a safety-critical component in the vehicle body.

As part of the process development, a joining method with low heat input was specifically implemented. This significantly minimizes welding distortion and ensures high component precision, which in turn guarantees smooth installation into the body. At the same time, the reduced thermal stress helps preserve material properties and increases process stability.

Since conventional laser welding reached its limits in terms of strength and gap bridging when applied to the press-hardened joining partners used, the process was further developed. By integrating a suitable welding filler material and performing extensive parameter optimizations, the joint quality was significantly improved. In this way, both the customer's demanding technical specifications and economic requirements were met.

The successfully validated process is now being used in several series production programs of a German premium OEM and is already planned for further applications. The introduction of this technology underscores GEDIA's innovative strength and demonstrates how targeted process optimization can sustainably improve both product quality and resource efficiency.



Products and innovations

Award for Outstanding Engineering Achievements

In 2025, GEDIA Spain was awarded the II Premi a l'Excel·lència en l'Impuls de l'Enginyeria as part of the “Diada de l'Enginyeria.” This prestigious honor underscores the company's consistent strategic focus on innovation, sustainable mobility, and technological excellence.

The award specifically recognizes GEDIA Spain's leading role in the automotive industry's transition to electric mobility. Through targeted investments in forward-looking technologies and the continuous refinement of production processes, the facility is making a significant contribution to reducing emissions and promoting climate-friendly propulsion systems.

Furthermore, the award highlights the successful implementation of Industry 4.0 solutions. The use of digital and networked manufacturing technologies enables more efficient resource utilization, greater process stability, and a sustainable increase in competitiveness. At the same time, through these measures, GEDIA Spain promotes innovative work processes and strengthens its employees' skills in the field of modern manufacturing technologies.

The award thus not only recognizes the progress already made but also underscores GEDIA's commitment to actively contributing to the sustainable transformation of the industry and playing a pioneering role in the development of environmentally friendly mobility solutions.



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