

SUSTAINABILITY

REPORT

as of December 31, 2024, JOST Werke SE
Neu-Isenburg, Germany

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Sustainability at a glance

Selected key sustainability indicators

	Unit	2024	2023	Change vs. previous year
Financial indicators				
Sales	€ million	1,069.4	1,249.7	-14.4 %
Adjusted EBIT	€ million	113.0	140.8	-19.8 %
Adjusted EBIT margin	%	10.6 %	11.3%	-0.7 %-points
Innovations				
Research & development expenses	€ million	22.2	20.2	+9.8%
Research & development intensity	%	2.1	1.6	+0.5 %-points
Number of patent registrations		45	63	-28.6 %
Employees				
Number of permanent employees	yearly average	4,239	3,992	+6.2 %
Number of temporary workers	yearly average	418	550	-24.0 %
Turnover rate	%	10.1	11.6	-1.5 %-points
Proportion of female employees	%	15.2	14.9	+0.3 %-points
Proportion of female employees in management positions	%	21.0	18.6	+2.4 %-points
Environment				
Proportion of production sites certified according to ISO 14001	%	58	67	-9 %-points
CO _{2aq} -emissions intensity (Scope 1+2)	kg CO _{2eq} /prod. hour	2.6	3.4	-23.5 %
CO _{2aq} -emissions absolute (Scope 1+2)	thousand t CO _{2eq}	24.76	27.36	-9.5 %
Electricity consumption intensity	kWh/prod. hour	5.8	6.3	-7.9 %
Electricity consumption	million kWh	53.7	50.6	6.1 %
Natural gas, oil and district heating Intensity	kWh/prod. hour	6.1	6.7	-9.0 %
Natural gas, oil and district heating	million kWh	57.5	54.4	5.7 %
Water consumption intensity	m ³ /prod. hour	0.019	0.020	-5.0 %
Renewable energy in energy mix	%	44.4	36.6	+7.8 %-points
Responsibility and compliance				
Number of judicially determined discrimination cases		0	0	0 %
Number of reported indications		4	7	-42.9 %

JOST's contribution to sustainability

GRI 2-22

In September 2015, the United Nations adopted 17 global targets for sustainable global development as part of its Agenda 2030. The focus of these targets is on the pursuit of economic development that also takes social and environmental aspects into account. Participation by the private sector has a decisive role to play in implementing these targets by 2030. JOST is strongly committed to this agenda and will contribute to its implementation through its corporate strategy and by engaging with sustainability issues.

During the 2020 financial year, JOST conducted an analysis of the 17 overarching development targets and the 169 sub-targets. From this, the objectives and fields of action were derived in which JOST can have the greatest impact on people, the environment and society through its business activities.

In particular, JOST focuses on the following sustainability goals:



Goal 2 – Zero Hunger: JOST wants to market its products for agricultural tractors in developing countries. By doing so, we can make an important contribution to increasing agricultural productivity in these countries, contributing to alleviate the risks of hunger.



Goal 4 – Quality Education: Through measures in the area of training and further vocational education, JOST provides its employees worldwide with opportunities for professional advancement. Our apprenticeship and talent management programs are aimed primarily at giving young employees new development prospects within JOST.



Goal 8 – Decent Work and Economic Growth: JOST pursues ambitious growth targets worldwide. In so doing, we pay attention to the health and safety of all our employees and ensure that human rights and social standards are respected. This also includes preventing all forms of discrimination.



Goal 9 – Industry, Innovation and Infrastructure: As a market leader, JOST sees innovation as the driver of its future growth. The development of eco-friendly products and processes that also meet the complex requirements of our customers is the key to our commercial success.



Goal 11 – Sustainable Cities and Communities: With our systems, we can help make the delivery of goods to cities and rural areas more sustainable and more efficient. Part of our research and development work is focused on developing efficient transport solutions for the logistics sector.



Goal 12 – Responsible Consumption and Production: JOST strives to minimize the consumption of resources during its production activities. We are constantly working to make our production processes more efficient and to reduce waste.



Goal 13 – Climate Action: As a manufacturer catering to the commercial vehicle industry, we want to reduce our own greenhouse gas emissions substantially and help our customers in their quest for carbon neutrality. This important goal of our sustainability activities is reflected in our product innovations.

JOST also supports the implementation of many other goals in addition to this. These include, in particular, Goal 3 “Health and Wellbeing,” Goal 5 “Gender Equality,” and Goal 10 “Fewer Inequalities” in dealings with employees and business partners.

Business model, organizational structure and sustainability

GRI 2-1, 2-6, 2-9, 2-23, 3-3

JOST Werke SE is a listed corporation headquartered in Neu-Isenburg, Germany. It is the parent company of the JOST Werke Group (“JOST”). Information on our business model can be found in the management report in section [Fundamental Information about the Group](#)

The JOST operational business is structured according to region and divided into the three geographical segments of Europe, North America, and Asia-Pacific-Africa (APA). These segments form the structure for internal organization, control and reporting. As a result, on the reporting date of December 31, 2024, the JOST Werke Group comprised 46 companies (December 31, 2023: 46). [Note 4](#)

Overall, JOST had a total of 24 production facilities in operation worldwide in 2024 (2023: 24).

Europe	P	S	North America	P	S
Germany	•	•	USA	•	•
Spain	•	•	Canada		•
Italy		•			
France	•	•	South America	P	S
United Kingdom		•	Brazil	•	•
Hungary	•				
Russia		•	Asia-Pacific-Africa (APA)	P	S
Poland	•	•	China	•	•
Netherlands		•	India	•	•
United Arab Emirates		•	Australia	•	•
Portugal	•		New Zealand		•
Turkey	•		Singapore		•
Sweden	•	•	Thailand		•
Denmark		•	Japan		•
Norway		•	South Africa	•	•
Finland	•	•			

P = Production company // S = Sales company

In the structure of an European stock corporation (Societas Europaea – SE), the Supervisory Board supervises and advises the Executive Board, which in turn is responsible for the strategic and operational management of the Company. In line with the underlying concept of the German Corporate Governance Code, the JOST Werke SE Executive Board and Supervisory Board are responsible for ensuring the continued existence and sustainable development of the Company in line with the principles of the social market economy. As a result, good corporate governance, integrity, comprehensive compliance and the ethical conduct of every manager and employee are firmly established elements of JOST’s corporate management.

In order to act sustainably, the right values, action guidelines and organizational structures must be firmly embedded within the Group. This enables JOST to help its employees and executives to act responsibly in the interests of a values-based and safety-conscious corporate management.

As of the 2021 financial year, the Chief Financial Officer bears ultimate responsibility for sustainability issues (Environment, Social, Governance – ESG). The Group’s ESG targets are set by the ESG Council and are given final approval by the whole of the Executive Board.

The ESG Council meets twice a year to monitor the ESG activities and their success, adopt short- and medium-term measures, measure the status of their implementation, and analyze progress with the achievement of ESG targets. The ESG Council is composed of the entire Executive Board and expert specialists from the areas of Production, Quality and Environmental Management, Procurement, Human Resources, Legal, Research and Development, Sales, Marketing and Investor Relations.

The control and the operational implementation of the ESG activities adopted within the Group is the task of the respective specialist functions, which advance, monitor and bear responsibility for the successful implementation of measures.

Quality and environment

Our quality and environmental management system is responsible for compliance with and continual improvement of the environmental, safety and quality standards within JOST. It monitors the global strategy for the integrated quality and environmental management system. QHSE (Quality, Health, Safety & Environment) departments have been set up at the local level to support all our production sites and assist them with implementation. The quality and environmental management system is also responsible for the environmental, safety and quality certification of all JOST sites. We rely on internationally accepted standards and certifications to help us develop consistent corporate policies and directives and to maximize the standardization levels of processes and action guidelines at our various sites.

Human resources

Human Resources is responsible for attracting, developing, and retaining the best talent. This is the only way we can achieve our business goals. One area of focus is on integrating social sustainability into our HR and cultural strategy. The HR department ensures that the processes at JOST align with the regulations on human and labor rights. The development of senior management, values-based conduct and a high level of employee engagement and performance form the basis for a sustainable and social working environment.

Compliance

In addition to the Chief Compliance Officer (CCO), who is appointed by the Executive Board, all subsidiaries have local compliance officers who help the CCO to communicate compliance matters at the local level and to implement and execute particular compliance measures in the subsidiaries. Our compliance program allows for the timely development and implementation of measures to counteract potential unlawful or unethical activities within the Group and thereby prevent improper conduct. Details of our compliance organization are provided in section [Compliance](#).

Procurement

The Procurement department ensures the supply of materials for the Group and is responsible for supplier management. It negotiates with the JOST Werke Group's suppliers, evaluates and qualifies them. Through a direct exchange with the suppliers and a careful pre-screening as part of the qualification process, Purchasing ensures that our direct suppliers are aware of the values of our Supplier Code of Conduct and are committed to acting accordingly. The strategic development and global coordination of the department are organized and managed by the central purchasing department. Responsibility for implementation lies at the local level.

Production

As a manufacturing company, this division is the biggest lever for achieving our internal ESG goals, particularly with regard to the environment and our employees (social). The local sites are responsible for implementing the measures adopted, such as reducing energy consumption and CO₂ emissions. The regional production managers monitor the implementation status of the measures and report to the Executive Board and the ESG Council on site-specific implementation.

Research and development

The department Research and Development makes a key contribution to our sustainability activities. This team works closely with customers and end users to bring new products to market and further develop existing ones. New product development is always analyzed with regard to its contribution to the United Nations Sustainability Goals, to which JOST has committed. The impact that the use of our products has on the environment and the user is given special consideration. Our products are aimed at increasing the safety and comfort of users and at the same time, making a positive contribution to the environmental footprint of our customers.

Risk management

Direct responsibility for identifying and managing business risks at an early stage lies with the risk owners of the respective operating areas. Their responsibility also extends to risks in the areas of the environment, human resources, product management, and compliance. Each risk owner is responsible for carrying out risk monitoring on a decentralized basis. The general control and consolidation of information is handled by central risk management. The Executive Board will be informed promptly of any acute risks and opportunities. Details can be found in section [Opportunities and risks](#).

Sustainability strategy

GRI 2-23

All our business units act responsibly and sustainably, thereby contributing to the long-term success of JOST and the associated continuous increase in company value.

We want to reconcile the priorities of economic growth on the one hand and environmental and social responsibility on the other. Commercial success is a prerequisite for providing JOST with the resources and opportunities to fulfill our obligations towards society and the environment.

Our goal is to be the world's leading supplier of on- and off-highway systems for the commercial vehicle industry. In the reporting year, we further formulated our corporate strategy. Further details can be found in section [Group Strategy](#).

The core elements of the JOST sustainability strategy are responsible business practices, partnership-based relationships with customers, employees and suppliers, and the protection of the climate and natural resources.

In order to achieve the defined goals as part of our sustainability strategy, the ESG Council and the division heads concerned coordinate current and long-term ESG issues and sustainability projects across the Group in consultation with the entire Executive Board. These sustainability activities are pursued locally at subsidiary level and implemented optimally together with the decentralized departments, taking regional circumstances into account.

Principles and reporting standards

GRI 2-2, 2-3, 2-4, 2-5, 3-1, 3-2

We have been informing our stakeholders about non-financial topics since 2017. Our reporting on sustainability and ESG describes JOST's impact on the environment and society. We also show the ESG goals and measures we pursue as well as the key metrics we use to monitor and manage the success of our sustainability activities.

JOST's Annual Group Report for the year 2024 includes the legally required, non-financial report of JOST Werke SE "Sustainability Report," in accordance with Sections 315b and 315c German Commercial Code [Handelsgesetzbuch, HGB] for the reporting period January 1, 2024, to December 31, 2024. The reporting date is December 31, 2024.

Due to the postponement of the implementation of the European Corporate Sustainability Reporting Standards (CSRD Directive) in Germany, JOST companies are still subject to the requirements of the German Commercial Code (HGB) and the German CSR Directive Implementation Act [CSR-Richtlinie-Umsetzungsgesetz, CSR-RUG].

The content to be reported on was defined by means of a materiality analysis pursuant to the requirements of the German CSR Directive Implementation Act (CSR RUG) and the Global Reporting Initiative (GRI).

As in the previous year, the Sustainability Report was prepared with reference to the Global Reporting Initiative (GRI) Standards 2021. The format and informational content of the previous year have been retained. This report covers the 2024 financial year, which is the same as the calendar year. The results of the materiality analysis carried out in the 2022 financial year were used for its preparation.

JOST is also guided by the United Nations' global Sustainable Development Goals (SDGs), which promote economic development while taking environmental, social and economic aspects into account. JOST is therefore committed to sustainable business practices and wants to contribute to their implementation with its sustainability strategy and engagement.

The Sustainability Report supplements and enhances our business reporting with its coverage of non-financial issues and includes all Group companies over which JOST exercises control – in other words, 100% of consolidated revenue. It is not part of the Management Report, but is disclosed as a separate chapter in the 2024 Annual Group Report.

The significant non-financial content as defined in Section 315c in conjunction with Section 289c HGB was audited by Spall & Kölsch GmbH Wirtschaftsprüfungsgesellschaft (limited assurance), which was elected by the Annual General Meeting on May 11, 2024 to audit the non-financial report.

We therefore collect and report the non-financial metrics in such a way that they are representative of the JOST Werke Group as a whole. We make mention of special circumstances and exceptions.

Upstream and downstream parts of the value chain and outsourced activities can be taken into account only to a limited extent because JOST's influence over these areas is limited. We exercise effective control only when we maintain influence over a company's financial and operating decisions.

The most recent non-financial report was prepared on March 20, 2024, and published along with the 2023 Sustainability Report on March 26, 2024. The next Sustainability Report for financial year 2025 will therefore be published in March 2026 together with our annual report for 2025.

Stakeholder and materiality

GRI 2-29, 3-1, 3-2, 3-3

We see it as our corporate responsibility to sustainably strengthen the trust of our stakeholders and to consciously address the impacts of our actions. To do this, we need to identify, evaluate and actively manage the positive and negative effects as well as the opportunities and risks of our business activities.

JOST works actively and cooperatively with a large number of stakeholders. Contact and interaction takes place regularly in various forms, such as customer visits, surveys, supplier audits, conversations with employees, industry events, roadshows, as well as investor and analyst meetings. JOST's most important stakeholders are customers, employees, suppliers, investors and the local environment and communities.

The involvement of our stakeholders is a central component of the sustainability assessment. Feedback from our stakeholders helps us to understand their perspectives on ESG issues and incorporate their views.

In order to define the primary ESG issues that are important to our stakeholders, we carry out a materiality analysis, which forms the basis for our sustainability reporting.

We carried out our last materiality analysis in the 2022 financial year. These results form the basis for the non-financial reporting for the 2024 financial year.

The next stakeholder survey and the resulting materiality analysis is planned for 2025. We currently expect that the forthcoming materiality analysis will be implemented taking into account the requirements of the CSRD guidelines and the European Sustainability Reporting Standards (ESRS) as applicable in Germany.

JOST acquired the Hyva Group with effect from February 1, 2025, and included it in the Group's scope of consolidation. [Significant business events](#). This significant change to our company shall be reflected for the first time in the reporting for the 2025 financial year. Accordingly, we will consider the stakeholders of JOST and Hyva in our materiality analysis planned for 2025. This is planned for the second half of 2025 as part of the integration measures.

For the current reporting, we rely on the results of the analysis from 2022, as these are still relevant for JOST's scope of consolidation as at December 31, 2024.

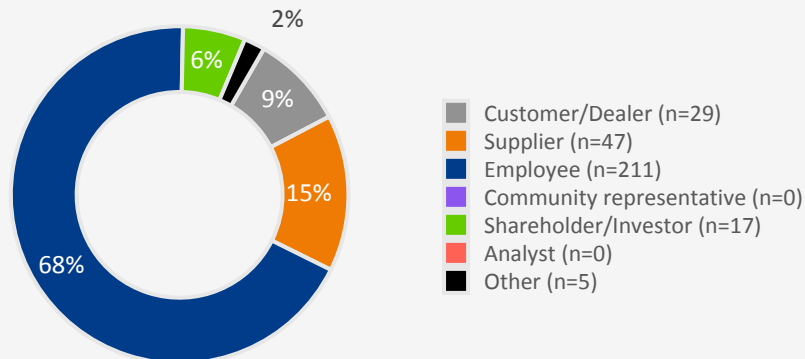
The questions were structured based on the ESG (Environmental, Social, Governance) thematic areas. This enabled us to survey important topics relating to the environment, social issues and corporate governance in order to derive the key topics for JOST's business activities from this.

The survey was sent by various specialist executives, from areas such as Sales and Purchasing, to the respective business partners in order to ensure a comprehensive and balanced assessment of the key aspects. Cities and communities were also included. Investors and analysts also had the opportunity to participate in the survey. We achieved a high response rate from our employees, who were also able to take part in the survey.

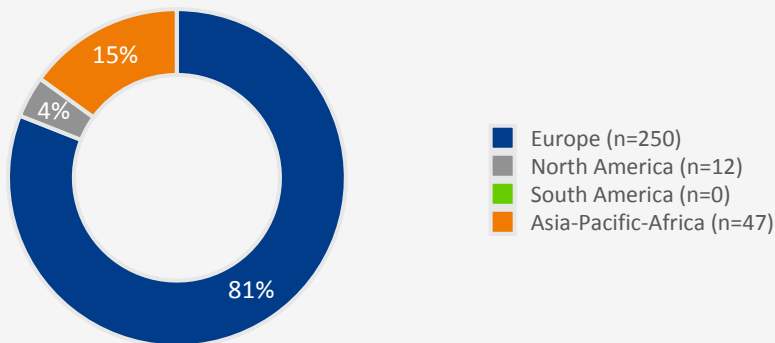
Results of the stakeholder survey

A total of 1,150 stakeholders took part in the survey in 2022. Of these, 309 stakeholders completed the questionnaire. Only the completed questionnaires were included in the evaluation.

Participating stakeholders by stakeholder type



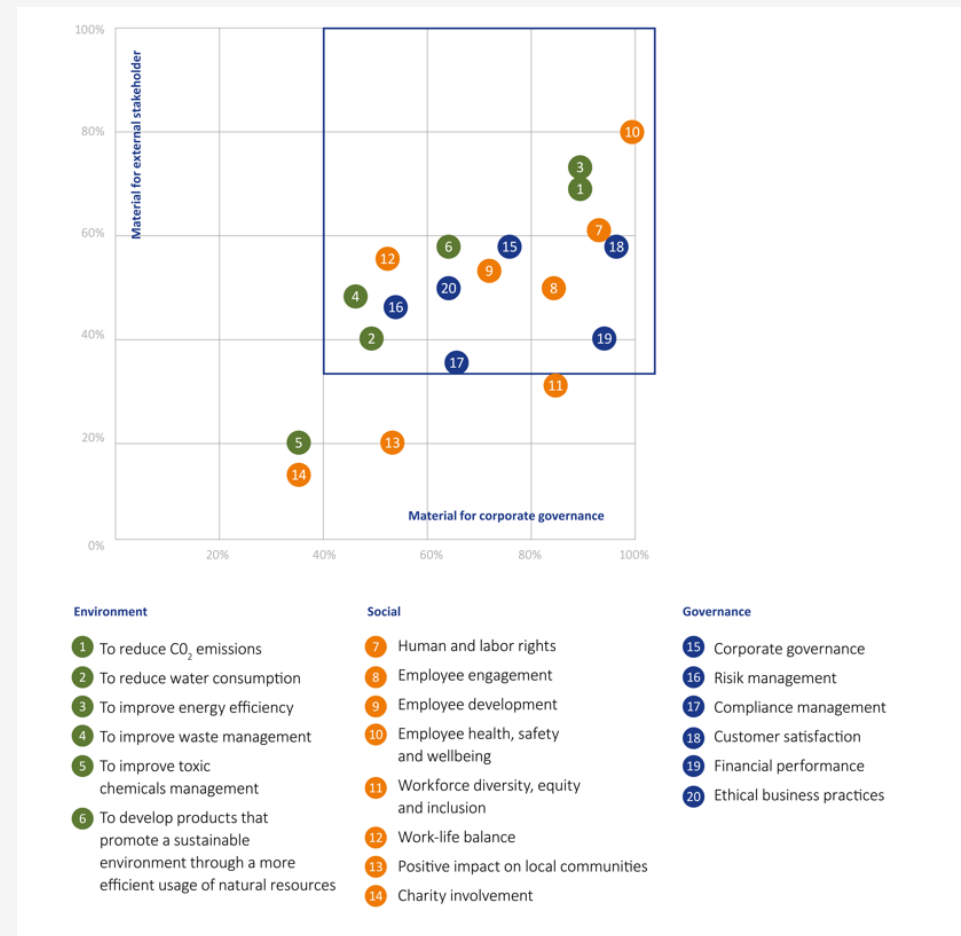
Participating stakeholders by region



The opening question asked about the most important contribution that JOST makes to sustainability. These two points emerged as the most important aspects for our stakeholders:

- Business conduct at JOST** – How do we act and take responsibility for the social and environmental impacts of our business activities?
- JOST’s relationship with its employees** – How do we treat our employees?

Materiality matrix



All other questions referred specifically to the ESG topics. The results of the stakeholder survey were combined with the evaluation of corporate governance to determine the materiality for JOST. The aspects are considered to be significant if they are important from both perspectives.

The following topics were identified as material and are also the focus of non-financial reporting for the 2024 financial year. They were confirmed by the Executive Board:

Material topics

Environment	To improve energy efficiency
	To reduce CO ₂ emissions
	To develop products that promote a sustainable environment through a more efficient usage of natural resources
	To improve waste management
	To reduce water consumption
Social	Employee health, safety and wellbeing
	Human and labor rights
	Employee engagement
	Employee development
	Work-life balance
Governance	Customer satisfaction
	Governance
	Financial performance
	Ethical business practices
	Compliance management
	Risk management

Sustainability rankings

We work continuously to optimize the transparency and quality of our non-financial reporting. This gives our business partners the opportunity to assess for themselves how we implement social, environmental and governance aspects in our business activities and how we incorporate feedback from our stakeholders into our corporate activities.

We are open to comments and suggestions for improvement as well as requests for information from our stakeholders and use the valuable feedback to continuously improve our sustainability performance.

Our effort to constantly improve is reflected in various ratings from various ESG rating agencies. In 2024, we received the following ratings as a result of our ESG activities and reporting: MSCI ESG (2024 rating: AA), Sustainalytics (2024 rating: Medium Risk) and ISS ESG, (2024 rating: C-), Ethifinance ESG rating (2024 score: 61/100, better than the benchmark).

EU taxonomy

JOST has assessed the application of the EU taxonomy on its economic activities and in conjunction with this on its sales, capital expenses (capex) and operating expenses (opex) in the 2024 financial year. We report only on taxonomy-eligible economic activities related to the environmental goal of “climate change mitigation.”

As a manufacturer and supplier of products and systems for trucks, trailers and tractors, other than engines and other than electronic equipment, JOST’s economic activity falls under NACE code 29.32.0 “Manufacture of other parts and accessories for motor vehicles.”

EU taxonomy eligibility

The description of economic activity 3.18 “Manufacture of automotive and mobility components” includes products manufactured by JOST if they are “essential for delivering and improving the environmental performance of the vehicle.”

JOST interprets this paragraph for the determination of EU taxonomy-eligible revenues for the 2024 financial year as follows: only revenues that JOST realizes with truck manufacturers that exclusively produce electric trucks are reported as EU taxonomy-eligible. This rose to €0.9 million in 2024 (2023: €0.5 million). For these reasons, we consider the proportion of consolidated revenues that can be classified as taxonomy-eligible within the meaning of EU taxonomy to be zero.

For economic activity 3.18, we therefore also show capital expenditure and operating expenses of zero on the basis of a revenue-based allocation key.

We also analyzed which capital expenditure and operating expenses in the 2024 financial year relate to individual actions through which the target activities are carried out with low carbon emissions or through which greenhouse gas emissions are reduced, in particular from activities listed in Annex I, points 7.2 to 7.6 (so-called “CapEx C” or “OpEx C”).

Our taxonomy-eligible capital expenditure declined in the 2024 financial year to €1.9 million (2023: €4.8 million) and represents a 5.7% share (2023: 15.4%) of JOST’s total capital expenditure of €33.3 million (2023: €30.8 million). In contrast to the JOST definition, the EU taxonomy includes leases in capital expenditure. Taking leases into account, the share of taxonomy-eligible capital expenditure was 3.5% in 2024. The share of total operating expenditure accounted for by taxonomy-eligible operating expenditure is zero (2023: 0).

EU taxonomy alignment

JOST’s products can make a significant contribution to climate change mitigation in the sense of EU taxonomy by being essential for the provision and improvement of the environmental performance of defined vehicles. These vehicles are specified in more detail in EU taxonomy. These are “vehicles of categories N2 and N3, and N1 classified as heavy-duty vehicles, not dedicated to transporting fossil fuels with a technically permissible maximum laden mass not exceeding 7.5 tonnes that are ‘zero-emission heavy-duty vehicles’ as defined in Article 3, point (11), of Regulation (EU) 2019/1242 of the European Parliament and of the Council.”

The text of the EU taxonomy therefore excludes commercial vehicles in category N1 with a permissible weight of over 7.5 metric tons. This does not include all vehicles in which our products are used.

In addition, our products are model-independent and their use is determined by the manufacturers of the trucks and trailers. Therefore, we do not know which of our products are used in the production of heavy-duty trucks that can be classified as relevant to climate protection according to the above definition under the Taxonomy Regulation.

Furthermore, we have no way to rule out that these trucks are not used by end users (fleet operators) to transport fossil fuels.

We therefore report an EU taxonomy-aligned revenue of zero.

The above-mentioned EU taxonomy-eligible capital expenditure and operating expenses (CapEx and OpEx C) relate to a large number of initiatives. We do not have sufficient information to provide evidence of EU taxonomy alignment. We therefore do not report any EU taxonomy-aligned capital expenditure or operating expenses here either.

Details of the performance indicators can be found in the EU taxonomy reporting forms in the annex to this report [EU taxonomy Reporting forms](#)

Innovation and product management

GRI 3-3

The markets in which we operate are changing rapidly. Sustainability is becoming increasingly important in both the transport and agricultural sectors, as are automation and digitalization. Our position as an innovative and service-oriented provider of branded products and system solutions opens up new opportunities that we will seize.

The need for sustainable and environmentally friendly transportation is increasing. Just like the demand for new efficient and ecological ways to feed the growing world population, especially in emerging and developing countries. JOST is driving forward these important, sustainable development goals with its products and innovations.

Innovations

Product innovations are a key pillar of our corporate strategy. We want our products and systems to help drive the technological transition to more efficient, greener and smart commercial vehicles in the transport and agriculture sectors. At the same time, we want to make our products sustainable in order to minimize the consumption of resources and energy over their entire life cycle. This enables us to increase resource efficiency not only in production, but also during development.

JOST continually develops new, innovative products to meet our customers' current and, more importantly, future needs. We involve our end users and stakeholders in our development processes at an early stage and thereby address their needs. Through close interaction with them via surveys and conversations, we learn where there is room for improvement in terms of both safety and environmental impact. We can also gain experience from the real use of our products, which we then apply to increase the longevity of our products and thus optimize customer benefits as well as contribute to the circular economy. This transfer of know-how with our customers represents a clear competitive advantage in terms of safety, quality and efficiency.

In this way, we support our customers in operating their business not only more securely and efficiently, but also more sustainably.

We would like to support increasingly decarbonized and highly automated forms of transportation with our systems, as well as to further increase the safety and convenience for users. We are constantly adapting our products to new drive concepts. We have developed a weight-optimized fifth-wheel coupling with slider for fully electronic drive structures.

In addition, our research and development activities in the 2024 financial year remained heavily focused on lightweight construction and weight reduction in both transport and agriculture.

Weight-optimized products reduce CO₂ emissions during use and increase the freight efficiency of the commercial vehicle. We can also significantly reduce our overall material consumption in production across all parts. This can save costs. We were also able to further optimize our production in the reporting year, for example, by significantly reducing grease consumption for axle lubrication. This not only saves costs, but also contributes to environmental protection because less toxic waste is produced. We were able to reduce air pollution by installing new extraction systems in our Indian production facilities, for example. We have also been researching PFAS-free plastics and have already found alternatives for a functional coating that we want to pursue and test in the future.

In 2024, we analyzed the CO₂ footprint (including Scope 3) of our products – in particular the fifth-wheel coupling – in more detail and examined the regional differences and the influence of the selected suppliers on the CO₂ footprint.

In the 2024 financial year, we launched the following product innovations for the transport sector:

Transport	DCA disc brake (JOST)
	Thanks to a new brake disk design, we were able to achieve a weight reduction of up to nine kilograms per axle.
Impact (environment)	Climate change mitigation; responsible consumption and production
	Material savings. Increase of the possible payload. This means that more goods can be transported per journey, which saves costs, especially in weight-sensitive transport applications such as the transportation of chemicals or foodstuffs. Reduced CO ₂ emissions per load, as fewer trips are necessary.

Transport	Aluminum locking cylinder for steered axles (JOST)
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Thanks to the innovative design, air loss (leakage) in the compressed air system can be further reduced. This means that the truck has to compress less air in the compressor, which results in lower fuel consumption.

Impact (environment)	Climate change mitigation
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CO₂ reduction through lower fuel and energy consumption per journey.

Transport	13t axle with new chassis (JOST)
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By redesigning the chassis system, we can achieve a significant weight saving of up to 100 kilograms per vehicle.

Impact (environment)	Climate change mitigation
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Reduction in journeys, resulting in CO₂ savings.

Impact (environment)	Responsible consumption and production
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Material savings, significant increase in possible payload. This allows the freight weight per journey to be increased significantly, which saves costs, especially in weight-sensitive transport applications for liquids such as chemicals or foodstuffs.

Transport	E-Drive landing gear (JOST)
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Automation of the cranking and lifting process.

Impact (social)	Health
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Ergonomic improvement for the driver, greater operating comfort.

Transport	LubeTronic 1 Point 2.0 (JOST)
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We further improved the automatic lubrication system in 2024. The dosing system can now be adjusted in various dosing programs for the respective application, it can be refilled and the battery can be replaced.

Impact (environment)	Responsible consumption and production
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The product can be reused thanks to its modular design, which leads to a reduction in resource consumption and increases the longevity of the product due to the extended possibility of reuse and waste reduction.

Transport	JSK35 SLL Slider FW (JOST)
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Fifth-wheel coupling sliding device: Reduces the distance between the semi-trailer and the truck unit for transportation purposes.

Impact (environment)	Climate change mitigation
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Reduction of fuel consumption and CO₂ emissions by avoiding empty journeys.

Impact (environment)	Responsible consumption and production
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Reduces tire wear and therefore saves operating costs. Saves highway tolls. Less workload for the driver.

Transport	Independent suspension for special vehicles (TRIDEC)
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The point load of the individual wheel suspension has been improved, thereby optimizing load distribution. Greater loads can be transported per journey.

Impact (environment)	Climate change mitigation
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Reduction of fuel consumption, higher efficiency, less tire wear, protection of the infrastructure (for example, roads). Saving CO₂ emissions by reducing fuel consumption per load.

In agriculture, we want to deploy intelligent systems to further enhance the productivity of commercial vehicles, in addition to safety for users, and improve resource use for the highest crop yields. Safeguarding food supplies for the growing global population is one of our society’s greatest challenges. Efficient agriculture plays a decisive role in this. JOST develops solutions that make a contribution here.

We launched the following product innovations for the agriculture sector in the 2024 financial year:

Agriculture	New N-Series front loaders size 4–6 (Quicke)
<p>The new N-series is designed for reliability, performance and longevity. There are six different loader models, suitable for tractors from 80 to 200 hp. This new development stage of utility loaders with its essential features also fulfills the greatest daily requirements in agriculture.</p>	
Impact (environment)	Responsible consumption and production
<p>CO₂ savings in Scope 3, as the new design means we can now procure components closer to the production site and thereby shorten transportation routes.</p>	

Agriculture	New V-Series front loaders (Quicke)
<p>A robust loader that is ideal for developing markets. This can simplify industrialization in agriculture in emerging markets, as only a few special tools are required to operate and maintain the V-Loader.</p>	
Impact (environment)	Climate change mitigation
<p>The localization of production and the design of the V-Series loaders makes it possible to establish production in the markets where the products are sold (local for local). This allows us to reduce transportation routes and reduce our Scope 3 CO₂ footprint.</p>	
Impact (environment)	Responsible consumption and production
<p>The loading arm is suitable for both loaders with and without mechanical self-levelling. This reduces the number of parts required.</p>	

Agriculture	C-Series digital loader (Quicke)
<p>The new C-series digital loader builds on the experience gained with intelligent loader applications in the premium segment. This means that intelligent loaders can now also be offered in the compact segment and made accessible to a wider range of users. The intelligent loader functions contribute to improved precision, energy efficiency, safety and ergonomics when using the loader.</p>	
Impact (social)	Occupational health and safety
<p>Improved safety and ergonomics in operation.</p>	
Impact (environment)	Climate change mitigation
<p>Energy savings thanks to an intelligent loader function that only requires a high engine speed when needed. This can reduce fuel consumption during use.</p>	

Agriculture	C-Series loaders and excavators (Quicke)
<p>Expansion of the C-series product range with a new loader size. New and improved excavator attachments that focus on ergonomics and operator comfort in combination with improved operation.</p>	
Impact (social)	Occupational health and safety
<p>Improved ergonomics, safety and more comfort for the operator.</p>	
Impact (environment)	Responsible consumption and production
<p>Reduced number of part numbers with a more standardized design for all excavator attachments.</p>	

Our technical customer service is highly involved in the new and the further development of our products. It gathers information about how products are actually used as well as customer wishes and changing market requirements. These findings are then incorporated into the development process. This enables us to identify new customer requirements quickly, flexibly and in a targeted manner and take user feedback into account at an early stage of product development. This, in turn, enables us to enhance functional and product safety, ergonomics, user-friendliness and occupational safety for users of our products.

Patents are a crucial instrument for the protection of our product innovations. For this purpose, we have established a patent process with a high level of methodological and process expertise within the company. The number of new patent applications in the reporting year 2024 was 45 (2023: 63).

Since 2021, each product development application is preceded by an assessment of the planned innovation's contribution to the United Nations Sustainable Development Goals (SDGs), which have been signed by JOST. Applicants must note that new projects can be attributed to at least one SDG goal. We have switched to paperless user manuals and documentation, for example. The customer can access a product's instructions for operation via barcode. This contributes towards goals such as SDG 13, "Climate Action," by reducing consumption of paper and other resources.

Product management

In addition to new product developments, we focus on continuously enhancing our existing product portfolio. Our ongoing research and development projects follow a defined process with regular reports at operating and management level. This is firmly anchored in JOST's integrated management system and process landscape.

Our research and development expenses increased in 2024 by 9.8% to €22.2 million (2023: €20.2 million). Our research intensity (research and development expenditure as a percentage of sales) also increased in the past financial year to 2.1% (2023: 1.6%).

The following overview represents the contribution to sustainability of selected JOST products that are already in our existing product portfolio:

Transport	DCA-X7 brake (JOST)
As the lightest brake in its segment, the new DCA-X7 has achieved a 6 kg increase in payload per axle. This serves to reduce emissions by maximizing payload and performance. The weight advantage has a positive impact on the freight efficiency of the axle.	
Impact (environment)	CO ₂ reduction / resource conservation
Weight reduction paired with a reduction of material used, which counts towards the conservation of resources.	
Transport	JSK3CNWL (JOST)
The JSK3CNWL fifth wheel coupling features a pneumatic control and operation function for opening the fifth wheel coupling. This lightweight application can be comfortably operated by the driver remotely.	
Impact (environment)	CO ₂ reduction
Reduces weight and fuel consumption as one of the lightest fifth wheel couplings available in North America.	
Impact (social)	Occupational safety
Additional safety and improved comfort and ergonomics for drivers.	

Transport	JSK35DVS with 2 sensors (JOST)
The new JSK35DVS fifth wheel coupling is equipped with two sensors and was developed specifically for the Asian market.	
Impact (social)	Occupational safety
Popularization of sensors as a safety element and driver assistance function.	
Transport	JSK35DVS top liner (JOST)
The JSK35DVS top liner serves as a protective layer to guard the fifth wheel coupling and trailer against premature wear, which simultaneously reduces maintenance expenses. This allows the fifth wheel coupling to be operated without additional lubrication.	
Impact (environment)	Less environmental pollution
Less environmental pollution and lower operating costs.	
Transport	Load-detecting landing gears (JOST)
Concepts for detecting landing gear load have been developed in the course of a research project. The goal of this project was to achieve greater accuracy in the context of loading and unloading and to reduce accidents during such processes.	
Impact (social)	Occupational safety
Additional safety for users and improved freight efficiency.	
Transport	Fifth wheel coupling for electric trucks (JOST)
JOST has developed a fifth wheel coupling in the form of a robust but lightweight application. The fifth wheel coupling and shifting mechanism have been developed specifically for electric trucks, which are subject to steep requirements for weight optimization.	
Impact (environment)	CO ₂ reduction
Electric power trains hold immense potential for reducing CO ₂ emissions in the transport sector.	

Transport	KingPin Finder (JOST)
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Innovative assistance system for the coupling procedure using a camera integrated into the fifth wheel coupling that supports the coupling process with the help of live imaging on the dashboard in the cab.

Impact (social)	Occupational health and safety
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The secure and controlled coupling of truck and trailer reduces accidents at work and minimizes human error during the coupling procedure.

Transport	LV-O (TRIDEC)
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Our independent suspension reduces the assembly space for the wheels, opening up cargo volume, resulting in a 60 % increase in load capacity.

Impact (environment)	Climate protection
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The LV-O increases transport efficiency for volume transports and significantly reduces the number of runs, cuts costs and saves the environment and the infrastructure.

Agriculture	Towing hitches with drawbar finders (ROCKINGER)
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With the new highly adjustable 40 mm and 50 mm RO845D90 and RO841B40 towing hitches, drivers benefit from additional safety in the context of coupling towing vehicles thanks to the camera assistance function. These are used for tractors and harvesters.

Impact (social)	Occupational health and safety
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Better handling, safety and health protection for drivers.

Agriculture	Multicoupling C-Series (Quicke)
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Multicoupling is a cost-efficient system that allows loader hydraulics to be connected quickly and easily. The product has a highly compact design with a unique and patented alignment function. It serves to increase productivity and safety for the compact vehicle and truck markets.

Impact (environment)	Less environmental pollution
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The system reduces the risk of oil leakage and the necessity of cleaning with degreasing agents, which serves to protect the environment from pollution and contamination.

Impact (social)	Occupational health and safety
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The multicoupling offers comfort and ergonomics for users by making loader hydraulics safer and more user-friendly.

Agriculture	Q9S front loader (Quicke)
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The new Q9S front loader has been developed for the new loader platform. At the same time, the weight of the loader has been reduced by 10 kg.

Impact (environment)	CO ₂ reduction
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CO₂ reduction thanks to weight reduction

Agriculture	HD-O hydraulic axle (TRIDEC)
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The HD-O hydraulic axle has been optimized for weight reduction (23 kg per axle), which serves to increase vehicle load capacity.

Impact (environment)	CO ₂ reduction
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Increasing the cargo load per trip serves to reduce the number of trips required. This serves to reduce the amount of emissions per load.

Climate and environment

GRI 2-27, 3-3

We are keen to minimize our environmental impact and avoid it where possible in the course of our business activities. As a result, integrated quality and environmental management is part and parcel of the culture of JOST. It is our goal is to make our production sites safe and sustainable. Our quality and environmental management teams are responsible for making sure that this goal is met.

A structured program of employee training, combined with regular appraisals of health, safety, quality and environmental management, supports the implementation of established standards and policies and helps with the early identification of any areas in need of intervention. As part of our risk management system, we continuously and systematically identify risks and potential hazards in order to minimize them. On-site experts check compliance with local standards and the regulations that govern the safe operation of the plant.

In addition, regular external audits are carried out for the purposes of certification in accordance with the DIN ISO 9001 quality management standard, the DIN ISO 14001 environmental management standard, the DIN ISO 45001 occupational health and safety management standard, the conformity requirement (KBA confirmation) and the IATF 16949 automotive industry standard. If the results of the audits show potential for improvement, we implement the appropriate measures. Our goal is to continuously expand the certifications of our locations. Certifications enable us to make improvements to the local management systems at our production plants on an ongoing basis. The annual external audits inject new stimuli into the Group, which we can roll out to other sites by exchanging best practices. 100% of our plants were ISO 9001 certified in 2024.

At present, 58% of our production plants are certified to ISO 14001 (2023: 67%), which equates to 14 of our 24 sites (2023: 16 of 24). The certification of TRIDEC Netherlands was not renewed, as the relocation of production to Portugal means that certification of the site is no longer necessary. In 2024, we also did not renew the ISO 14001 certification of our production site in Russia, as production there had already been closed in the previous year. Once again, we received no complaints during the 2024 financial year relating to environmental impacts and breaches of environmental legislation or regulations (2023: 0). Consequently, there were no environmental offenses and no sanctions to report.

	ISO 9001	ISO 14001	IATF 16949	ISO 45001	KBA confirmation
Europe					
JOST-Werke Deutschland GmbH, Neu-Isenburg, Germany	●	●	●		●
JOST-Werke Deutschland GmbH, Wolframs-Eschenbach, Germany	●	●			
JOST-Werke Logistics GmbH, Neu-Isenbrug, Germany	●				
ROCKINGER Agriculture GmbH, Waltershausen, Germany	●	●			●
JOST Hungária Kft., Hungary	●	●	●		
JOST Ibérica S.A., Spain	●	●	●		
JOST Polska Sp. z o.o, Poland	●	●	●		
JOST GB Ltd., Great Britain	●				
TRIDEC B.V., Netherlands	●				
TRIDEC - Sistemas Direccionais para Semi-Reboques Lda., Portugal	●	●			
JOST Otomotiv Sanayi Ticaret A. Ş., Turkey	●				
JOST Umeå, Sweden	●	●			
Agroma S.A., France	●				
LH Lift Oy, Finland	●	●		●	
North and South America					
JOST Brasil Sistemas Automotivos Ltda., Brazil	●	●	●	●	
JOST International Corporation, Grand Haven, USA	●				
JOST International Corporation, Greeneville, USA	●	●	●		
Alo USA Inc., Simpsonville, USA	●				
JOST Agriculture & Construction South America Ltda, Brazil	●	●			
Asia-Pacific-Africa					
JOST Australia Pty Ltd., Australia	●				
JOST (China) Auto Component Co. Ltd., China	●	●	●	●	
JOST India Auto Component Pvt. Ltd., India	●	●	●	●	
JOST (South Africa) Pty. Ltd., South Africa	●				
Alo Agricultural Machinery (Ningbo) Co. Ltd., China	●				
Percentage of certified plants	100%	58%	33%	17%	8%

Materials used

GRI 301-2

The consumption of resources has both economic and ecological effects. Increases in efficiency that minimize the consumption of resources therefore not only have a positive impact on the environment, they also result in financial savings. The greatest environmental risks in the production of our products are to be found in the upstream value chain, for example, in iron smelting or in forges and foundries that generate high climate-relevant emissions during the production of steel products.

Roughly 72.0% of the materials we use are pre-processed steel and iron products. A detailed study carried out in 2018 by Drive Sustainability, the Responsible Minerals Initiative on the sustainability risks of various raw materials assessed the risks of environmental damage from the introduction of hazardous chemicals or acids into the environment during steel production and processing as low. In contrast, it judged the environmental damage from carbon dioxide emissions (CO₂ emissions) to be high. The risk that iron smelting could pose a danger to nature reserves was also rated as high.

In order to minimize the negative impact on the environment and society caused by the extraction of steel and iron, we try to use a high proportion of recycled materials in our production whenever possible. We primarily manufacture our products using cast parts made from 40% recycled scrap. A further 40% of the cast parts use recycled material from our suppliers' own production cycle. Accordingly, 80% of the cast parts we use are made from recycled material and 20% from raw iron.

JOST also limits the stated risks through the responsible and accurate selection of our direct suppliers. However, our Supplier Code of Conduct requires that our direct suppliers uphold sustainability standards and exercise control over their own supply chain. Signing this Supplier Code is a prerequisite for new supplier relationships.

In addition, we continued and updated our dedicated supply chain risk analysis in 2024. Through this analysis, we can identify potential risks arising from the location and business activities of our direct suppliers. This analysis then allows us to identify suppliers which are subject to elevated risks of human rights or environmental violations and to minimize such risks in the future by means of targeted supplier visits and audits. In 2024, the risk landscape of our suppliers had not changed compared to the previous year.

Ecological indicators

GRI 3-3

Resource efficiency is a goal of our corporate strategy. We want to use our resources efficiently and effectively at all times and thereby continuously improve our environmental performance. In so doing, we want to become more eco-friendly while at the same time supporting our customers' efforts to create more sustainable supply chains.

It is for this reason that we monitor and control our performance with regard to energy consumption, waste volume, water consumption and climate-relevant emissions with our environmental management system.

Since 2022, we have used a Group-wide system that allows us to calculate CO₂ emissions and electricity, gas, oil, district heating and water consumption on a monthly basis. These data can be analyzed on a monthly basis at the plant, segment and Group levels. This makes it possible to monitor changes in the indicators throughout the year and to analyze and control deviations between target and actual values in a timely manner. These indicators are integrated into monthly reporting to the Executive Board and Supervisory Board.

Climate protection and energy efficiency

GRI 302-1, 302-3, 302-4, 305-1, 305-2, 305-3, 305-4, 305-5

In the 2024 financial year, we not only achieved our target of reducing the sum of our CO_{2eq} emissions per production hour from Scope 1 and Scope 2 by 50% by 2030 compared to the 2020 financial year, faster than originally anticipated, but also significantly exceeded it.

Relative to 2020, the base year, we were able to reduce our Scope 1 and Scope 2 CO_{2eq} emissions per production hour by 58.7% to 2.6 kg CO_{2eq} emissions per production hour in 2024 (2020: 6.3 kg CO_{2eq}/production hour).

When setting our targets, we are concentrating on those emissions generated by our production activities and associated energy consumption (Scope 1 and Scope 2). Since we operate in a cyclical industry in which absolute production volumes are subject to strong fluctuations, the goal refers to emissions intensity (kg of CO_{2eq} emissions per production hour).

JOST has chosen the year 2020 as the base year because the acquisition and integration of the Ålö Group in 2020 significantly changed JOST's energy and CO₂ footprint compared with previous years. Accordingly, financial 2020 provided a better basis for measuring future development.

We are very proud to have already achieved our 2030 target for reducing our CO₂ emissions in 2024. This shows that the measures we have identified and implemented to improve our energy and CO₂ balance in the long term are the right ones. All locations have contributed to this success with their efforts.

Effective February 1, 2025, JOST acquired Hyva, making it one of the largest acquisitions in the company's history. With Hyva, we have 14 additional production sites worldwide, as well as a wide range of new products. The integration of Hyva will once again significantly change our energy and CO₂ footprint in 2025. We will therefore take the year 2025 as the basis for adopting new targets for the Group up to the year 2030.

We are continuing to work on making our production and sales processes more environmentally friendly and resource-efficient and making our contribution to sustainable development.

Indicator	Unit	2020 base year	2023 ¹	2024 ²	Change vs. base year	Change vs. previous year
Electricity consumption	million kWh	50.5	50.6	53.7	6.3 %	6.1%
Electricity consumption intensity	kWh/ prod. hr.	8.8	6.3	5.8	-34.1 %	-7.9%
Natural gas, oil and district heating	million kWh	47.9	54.4	57.5	+20.0 %	5.7%
Natural gas, oil and district heating intensity	kWh/ prod. hr.	8.4	6.7	6.1	-27.4 %	-9.0%
Total energy consumption	million kWh	98.4	105.5	112.2	+14.0 %	6.4%
Energy consumption intensity	kWh/ prod. hr.	17.2	13.1	11.9	-30.8 %	-9.2%
CO _{2aq} emissions (Scope 1)	t CO _{2eq}	12,746	13,276	12,648	-0.8 %	-4.7%
CO _{2aq} emissions (Scope 2)	t CO _{2eq}	23,207	14,087	12,110	-47.8 %	-14.0%
CO _{2aq} emissions (Scope 1+2)	t CO _{2eq}	35,952	27,363	24,758	-31.1 %	-9.5%
CO _{2aq} emissions (Scope 1+2) per revenue sales	kg CO _{2eq} / € thousand	45.3	21.9	23.2	-48.8 %	5.9%
CO _{2aq} emissions intensity (Scope 1+2)	kg CO _{2eq} / prod. hr.	6.3	3.4	2.6	-58.7 %	-23.5%

1) The data from 2023 were subsequently adjusted based on final accounts from energy suppliers, as extrapolated data based on consumption in the first eleven months was assumed for some sites in the Sustainability Report 2023. In the 2024 financial year, the values of the acquired companies JOST Agriculture & Construction South America (formerly: Crenlo do Brasil and LH Lift) were fully consolidated. In the previous year, the values were only taken into account from September 1, 2023, to December 31, 2023 (date of consolidation into the consolidated group).

2) Some data were extrapolated based on the first eleven months of 2024, as final accounts were not available for some sites at the time the report was prepared.

We achieved most of the reduction in Scope 2 emissions compared to the 2020 base year by increasing the share of renewable energies in our electricity mix worldwide to 44.4%, a considerable increase relative to 2020 (2020: 0). This, in conjunction with measures to reduce our power consumption per production hour, has enabled us to almost halve our Scope 2 greenhouse gas emissions in reducing them by 47.8% relative to the base year to a level of 12,110 metric tons of CO_{2eq} (2020: 23,207 metric tons CO_{2eq}). We were also able to achieve a reduction in Scope 1 compared to the base year from -0.8% to 12,648 metric tons of CO_{2eq}, although we increased our turnover by 35% during this period through acquisitions and organic growth (2020: 12,746 metric tons of CO_{2eq}).

But we were able to achieve a successful energy and CO₂ balance not only compared to the base year 2020. Compared to the previous year, 2023, JOST significantly improved all intensity parameters (i.e., per production hour). The increase in the absolute parameters is due to the fact that in 2024, we consolidated the companies JOST Agriculture & Construction South America (formerly Crenlo do Brasil) and LH Lift, which we acquired in the previous year, for twelve months for the first time. In the previous year, the energy consumption of these companies was only taken into account pro rata for four months starting September 1, 2023.

In the 2024 fiscal year, our Group-wide absolute energy consumption increased by 6.4% to 112.2 million kWh compared to the previous year (2023: 105.5 million kWh). Energy consumption per production hour decreased by 9.2% to 11.9 kWh (2023: 13.1 kWh per production hour).

Our gas, oil and district heating consumption also increased by 5.7% to 57.5 million kWh in 2024 (2023: 54.4 million kWh). Electricity consumption in 2024 went up by 6.1% to 53.7 million kWh compared to the previous year (2023: 50.6 million kWh).

However, the intensity key figures for the use of electricity, natural gas, oil and district heating (per production hour in each case) improved significantly relative to the previous year. This demonstrates the impact of our measures to increase energy efficiency in the Group. Total energy consumption intensity fell in the financial year of 2024 by 9.2% to 11.9 per production hour (2023: 13.1 kWh per production hour).

JOST's absolute CO₂ emissions from Scope 1 and Scope 2 2024 have also improved significantly compared to the previous year. They fell by 9.5% to 24,758 metric tons of CO_{2eq} (2023: 27,363 metric tons CO_{2eq}), although the consolidation of the acquired companies also led to an increase in emissions here.

The improvements achieved are due to the fact that we already started to carry out a detailed analysis in 2021 as part of our CO₂ reduction target to identify the most energy-intensive production processes at JOST. Since then, an interdisciplinary group has worked to develop measures to reduce the energy needs of these processes on an ongoing basis. Several of these measures have been gradually implemented over the

course of 2022, 2023 and 2024. They have a long-term positive effect on our energy balance and lead to a successful reduction in electricity and gas consumption.

The main levers identified for improving our Scope 1 emissions were process changes in coating and painting, automatic door closures, improvements to insulation in selected rooms, the use of LED lighting and optimized insulation of our coating ovens.

To improve our Scope 2 emissions, we have continuously increased the proportion of renewable energies in the purchased electricity mix. This has enabled us to significantly reduce CO₂ intensity. We have also increased the proportion of self-generated solar power by installing additional solar systems on the roofs of our factories.

The share of renewable energies in JOST's total electricity consumption increased by 31.4% to 24.3 million kWh in 2024 compared to the previous year (2023: 18.5 million kWh). This figure refers to the sites that obtain 100% of their electricity consumption from renewable energy sources and to solar power generated in-house. The share of renewable energies in our total electricity mix therefore increased by 7.8 to 44.4% in 2024 (2023: 36.6%). In the 2024 financial year, we also identified further electricity supply contracts in which a switch to a less CO₂ intensive electricity mix can be implemented after the existing supply contracts expire.

JOST also made further progress with the construction of solar power systems on the roofs of its own production sites in 2024. In addition to the photovoltaic systems at our locations in Germany and Poland – which went into operation in 2023 – we were able to commission another solar plant in Poland and a new solar plant in Hungary in 2024.

As a result, we were able to almost double the solar power we generated in the year 2024 by 94.0% to 983.1 thousand kWh (2023: 506.8 thousand kWh). This figure will increase continuously over the years ahead, as the installation of more solar power systems is planned.

Supported by these measures, we were able to greatly improve Scope 1 and Scope 2 CO₂ emissions per production hour relative to the previous year. This figure decreased by 23.5% to 2.6 kg CO_{2eq}/prod. hr. (2023: 3.4 kg CO_{2eq}/prod. hr.).

In the context of the production of fifth-wheel couplings, the majority of CO₂ emissions are attributable to the material used (Scope 3). We estimate this proportion to be approximately 83% of overall CO₂ emissions. In the case of landing gears, the estimated share of total emissions that can be attributed to materials used (Scope 3) of 94% is even higher. The use of the material (mainly steel or steel products) is necessary to fulfill the stability, safety and durability requirements of both product groups.

Water efficiency

GRI 303-1, 303-5

Water is consumed at JOST mainly for cleaning production equipment and buildings, operating the CDC systems and for hygiene purposes for employees.

JOST's water consumption in the 2024 financial year increased by 10.3% to 180.4 thousand m³ relative to the previous year (2023: 163.6 thousand m³). This is mainly due to the additional water consumption by the companies newly acquired in 2023, which were consolidated for the first time for the entire twelve months in the 2024 financial year. In the previous year, these companies were only included from the date of acquisition on September 1, 2023, i.e., for only four months. In addition, our new plant in Chennai, India, which we commissioned in September 2023, was also included for the first time in 2024 for the full year.

However, water consumption per production hour decreased by -5.0% to 0.019 m³ per production hour compared to the previous year (2023: 0.020 m³/production hour). This shows that we have been able to increase the efficiency of our water use.

In countries such as India, we collect and use rain water to minimize consumption of supply water.

During the 2024 financial year, the relevant key figures for water consumption developed as follows:

Indicator	Unit	2020	2023 ¹	2024 ²	Change vs. previous year
Water consumption	thousand m ³	126.6	163.6	180.4	+10.3 %
Water consumption intensity	m ³ /prod. hr.	22	0.020	0.019	-5.0 %

1) The data from 2023 were subsequently adjusted based on final accounts from water suppliers, as extrapolated data based on consumption in the first eleven months was assumed for some sites in the Sustainability Report 2023. In the 2024 financial year, the values of the acquired companies JOST Agriculture & Construction South America (formerly: Crenlo do Brasil) and LH Lift were fully consolidated. In the previous year, the values were only taken into account from September 1, 2023, to December 31, 2023 (date of consolidation into the consolidated group).

2) Some data were extrapolated based on the first eleven months of 2024, as final accounts were not available for some sites at the time the report was prepared.

Waste

GRI 306-3

In the 2024 financial year, the Group-wide waste volume decreased by 3.0% to 20,654 metric tons (2023: 21,297 metric tons). The main reason for this decline is that the production volume fell compared to the previous year due to market conditions. In particular, this has led to a reduction in the amount of scrap metal we produce.

Waste intensity (waste volume per production hour) also improved relative to the previous year, declining by 17.3% to 2.18 kg per production hour (2023: 2.64 kg/prod. hr.).

The share of scrap metal in our total waste volume slightly fell by 2.9% to 70.8% (2023: 73.7%). This relates exclusively to metals such as steel that are returned to economic circulation and fully recycled.

The share of hazardous waste relative to the total waste volume slightly increased to 4.5% (2023: 3.7%). JOST's hazardous waste includes grease, paint and oil sludges that are used during production. This waste is generated primarily from the painting of products and from cleaning and maintaining the production equipment. It is disposed of professionally by certified waste disposal companies. The share of non-hazardous waste increased slightly to 24.7% (2023: 22.6%). This category includes wood, paper, plastic and residual waste. By separating waste, JOST strives to return the reusable share of its non-hazardous waste to the economic cycle. The remaining share is professionally disposed of by certified waste disposal companies.

In the 2024 financial year, the relevant waste key figures developed as follows:

Indicator	Unit	2020	2023 ¹	2024 ²	Change vs. previous year
Total waste	tons	15,904	21,297	20,654	-3.0%
Waste intensity	kg/prod. hr.	2.77	2.64	2.18	-17.3%

1) The 2023 data were subsequently adjusted based on the final invoices from the energy suppliers, as the 2023 Sustainability Report assumed extrapolated data based on consumption for the first eleven months at some locations. In fiscal year 2024, the values of the acquired companies JOST Agriculture & Construction South America (formerly Crenlo do Brasil) and LH Lift are fully consolidated. In the previous year, the values were only included from September 1, 2023, to December 31, 2023 (date of consolidation into the Group).

2) Some data were extrapolated based on the first eleven months of 2024, as final accounts were not available for some sites at the time the report was prepared.

People and culture

GRI 3-3

Our objective is to create and maintain a working environment where our employees feel comfortable, are highly engaged and can perform at their best. People and culture are key to ensuring JOST is and remains an attractive employer. We encourage, qualify and inspire our employees to achieve this. Their commitment determines our performance, ability to innovate and therefore our sustainable business success and the profitable growth of JOST.

We can look back on more than seventy years of company history in which we have consistently maintained high standards of corporate and personal conduct and have thus built up a high level of credibility. JOST is committed to fulfilling the social responsibility that we have as an internationally operating company.

Human and labor rights are particularly important to us. During our materiality analysis, 60% of our stakeholders overall confirmed that human and labor rights are of material significance to our business activities. We have anchored human and labor rights in all our corporate processes and business relationships. This enables us to prevent harm to people and build trusting relationships with communities and stakeholders that our business relies on. JOST underscores this commitment with a global Human Rights Policy that serves to supplement our own Code of Conduct and Supplier Code of Conduct.

Together with our employees, we want to further enhance JOST's attractiveness as an employer to remain competitive on the labor market. This is the only way to attract and retain the most talented individuals to JOST and foster their commitment. Flexibility, empathy and transparency play a key role here.

Our global team

GRI 2-7, 401-1

As of the reporting date of December 31, 2024, we had 4,231 employees worldwide. This corresponds to a decrease of -4.8% as of the reporting date compared to the previous year (December 31, 2023: 4,442). The main reason for this development is the cyclical decline in activity volumes over the course of the year and our resulting personnel adjustments, particularly in production. On average, however, we employed more people in the reporting year 2024 than in the previous year at 4,239 (2023: 3,992). The increase is mainly attributable to the acquisitions of JOST Agriculture & Construction South America Ltda. (formerly: Crenlo do Brasil and LH Lift as of September 1, 2023).

Number of employees by function as of December 31

	Dec. 31, 2024	Dec. 31, 2023	Change vs. previous year
Production	2,975	3,182	-6.5 %
Sales	650	662	-1.8 %
Research and development	189	183	+3.3 %
Administration	417	415	+0.5 %
Total	4,231	4,442	-4.8 %

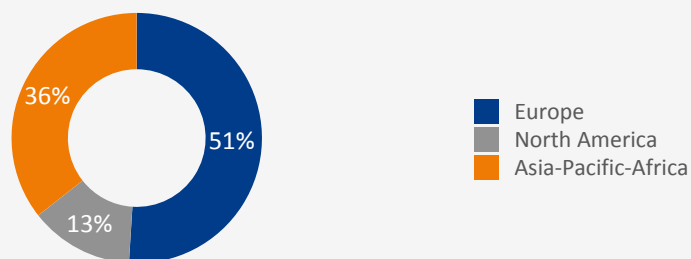
The number of temporary employees fell by 24% to 418 as at December 31, 2024 (2023: 550).

Employees by region as of December 31 (number)

	Dec. 31, 2024	Dec. 31, 2023	Change vs. previous year
Europe	2,158	2,230	-3.2 %
North America	567	744	-23.8 %
Asia-Pacific-Africa	1,506	1,468	+2.6 %
Total	4,231	4,442	-4.8 %

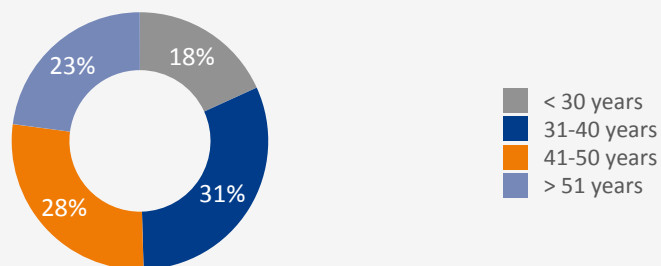
Employees by region

As of December 31, 2024



Employees by age

As of December 31, 2024



Type of employment by region as of December 31, 2024

	Europe	North America	Asia-Pacific-Africa
With permanent contracts	93.3 %	99.5 %	99.7 %
With fixed-term contracts	6.7 %	0.5 %	0.3 %
Newly hired	25.3 %	27.1 %	47.6 %

Employee engagement

We are convinced that a high level of employee commitment makes a decisive contribution to the positive development of our corporate value. That's why all our personnel and culture processes should contribute to increasing our employees' commitment.

We want JOST to be a company where people feel comfortable and enjoy working. This is how to ensure we retain talent over the long term. The increase in the average length of service to 7.6 years (2023: 6.9) shows we are on the right track. The decrease in the turnover rate by 1.5 percentage points to 10.1% relative to the previous year (2023: 11.6%) likewise serves to confirm this success and attests to our employees' high degree of loyalty to JOST. This turnover rate reflects the number of employees who chose to leave JOST or retire as a proportion of the total workforce.

It is also encouraging to note that there is no significant difference in turnover rates between genders. The turnover rate among our female employees also decreased in the 2024 financial year to 9.9% (2023: 12.8%), and the rate for male employees decreased to 10.1% (2023: 11.4%).

More significant deviations were observed only at the regional level. In North America, turnover decreased in 2024 relative to the previous year to a level of 18.1% (2023: 29.0%). However, it remained the highest compared to the other regions, which has always been the case due to cultural and labor market factors. In Europe, staff turnover increased in 2024 to 8.8% (2023: 7.6%), while the Asia-Pacific-Africa region also recorded an increase to 7.8% compared to the previous year (2023: 5.5%).

An important cornerstone on our path to being an attractive and modern employer and creating a working environment in which employees feel comfortable is a feedback culture based on openness and appreciation.

With our employee engagement platform, we conduct continuous, short-term and flexible pulse surveys among employees and therefore gain valuable insights to improve day-to-day working life. 1,343 employees worldwide currently use the platform (2023: 1,200). We have been using the platform for some time now to carry out surveys in Germany, Australia, New Zealand, Poland, Hungary, China, Sweden, Norway, Denmark and the US. As planned, we introduced them at our locations in the Netherlands and Portugal in the reporting year.

In South Africa, we encourage our employees to submit anonymous written suggestions via suggestion boxes strategically placed throughout the company. These are reviewed on a weekly basis and feasible recommendations are implemented.

In Brazil, we conducted a survey among the employees of our new subsidiary in July 2024 to find out how they perceive JOST's high quality standards and culture and to identify areas and processes that can be improved.

In Finland, our company organizes regular meetings with staff representatives every two to three weeks to keep employees informed about the company's progress.

In Italy, Poland and France, among other countries, we conduct annual one-on-one meetings with employees to discuss satisfaction or any challenges, feedback on the work situation and the like.

Health, safety and wellbeing

GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-9

Working environment and safety

The health, safety and wellbeing of our employees are critical in all our business activities. Overall, 78% of our stakeholders identified this issue as the most important contributor to JOST's social sustainability performance.

We are responsible for creating and maintaining a safe working environment for our workforce. Preventing workplace accidents is a top priority for JOST as a manufacturing company. That's why we have set high global safety standards for handling hazardous substances and other potential risks. Regular information, instructions, training and continuing professional development (CPD) courses, whether legally required or voluntary, increase safety awareness among our employees and empower them to deal with potential risks safely. This allows us to achieve high safety standards in all areas of the Group, both industrial and non-industrial.

In order to identify possible risks, we carry out regular workplace inspections, which also include risk assessments, at our production sites. Here, various types of hazards, such as mechanical or physical hazards, are identified and evaluated. If a potential hazard is discovered, a risk assessment is carried out, and effective preventative or remedial measures are initiated. The assessment is conducted every two years, and the implementation of measures is monitored on a quarterly basis. In the event of technical, organizational or other changes to the workplaces, they will be immediately reassessed.

In the event of an accident, we immediately analyze it and initiate measures such as new or revised policies to prevent such an incident from happening again. This procedure relies on active communication between our employees and managers. Near-accidents must also be reported to the manager in order to enable an immediate response, such as providing additional awareness training for employees.

In addition to the legally required safety training in areas such as firefighting, first aid or for health and safety officers, we at JOST go beyond this minimum standard. We also make sure we have trained staff as a reserve in case the main representatives are absent in the event of an emergency or accident.

In China, we once again carried out various activities relating to occupational safety in 2024. These included safety training, fire drills and competitions on safety knowledge and the safe handling of forklift trucks.

In South Africa, the results of the regular safety audits are reviewed and discussed at the meetings of the health and safety committee. We also conducted the following safety training courses in the 2024 reporting year: firefighting, handling dangerous goods, crane and forklift operation, accident investigation and emergency evacuation. At the request of our local employees, we also invited an expert to provide information on the correct behavior in the event of vehicle hijacking, as this topic is particularly important in South Africa. We also provided psychological support to a traumatized kidnap victim and counseling services were of course available to all our employees who were interested.

At our newly acquired plant in Brazil, we have worked hard to raise safety standards and reduce the number of accidents at work. Trained occupational safety officers walk through the plant every day during the two production shifts to identify and eliminate sources of risk. In addition, the DOJO for occupational safety and the environment – an innovative training method based on learning by doing – was introduced. We have also implemented the DDS (daily safety dialogue) and the PRA (Preliminary Risk Analysis) in Brazil to raise employee awareness of occupational safety and the prevention of accidents at work as well as to identify potential accidents in the production process. The CIPA team (internal commission for the prevention of accidents) was also trained in January and February 2024. After refreshing the theoretical and practical training of the fire department team in December, we currently have 72 trained employees. In September, the so-called SIPAT – Internal Week For The Prevention Of Occupational Accidents – took place. In addition, we held various events on the subject of occupational safety at the site over the course of the year.

In Finland, we carried out the following risk assessments and hazard investigations in the reporting year: Changing the safety distance in the sawmill and assessing the machine safety risks, changing the coating table in the hardening plant and assessing the machine safety risks, introducing the robot in the hardening plant and assessing the machine safety risks as well as department-specific safety risk assessments. There were also fire alarm drills and training sessions on personal safety risks. Hazardous situations and corrective measures were regularly reviewed.

In the UK, all health and safety measures had to be reassessed and updated and a complete fire safety system installed following the move to the new premises in June 2024. Four fire marshals were also trained in the process.

In Poland, we organized a two-day safety day for all employees in 2024. 22 people were trained in first aid and nine in fire safety, as well as 200 in occupational health and safety.

In our Indian production facilities, we conducted various first aid training courses, road safety training and fire safety training. We also continued to actively train our warehouse and production teams in Australia and New Zealand on first aid, fire protection and occupational safety.

Quarterly meetings are also held at many sites to discuss occupational safety at the sites, analyze accidents and introduce further occupational safety measures. External audits are also conducted as part of the certification of our management systems. We are certified in accordance with DIN ISO 9001 (quality), DIN ISO 14001 (environment) and ISO 45001 (occupational safety). We have refrained from obtaining additional ISO 45001 certification in countries that already have stringent statutory occupational health and safety requirements such as those in Europe and North America. We have obtained ISO 45001 certification at our sites in Finland, China, India and Brazil in order to create comparable occupational safety standards across the Group. More detailed information can be found on our website at <https://www.jost-world.com/certificates>.

We record not only the number of accidents at work, but also the severity of the injuries sustained. We distinguish between four different levels. This enables us to raise even better awareness among employees and managers. We have also adjusted the methodology for comparing accident rates between sites in line with the OHSAS definition so that we now record workplace accident rates in relation to hours worked. This enables us to take better account of varying working hours. This method of calculation for accidents takes all employees including temporary workers into account. We also harmonized our definitions for injury severity on a worldwide basis and expanded internal reporting further.

In the previous year, 2023, we included the acquired companies JOST Agriculture & Construction South America (formerly: Crenlo do Brasil) in Brazil and LH Lift in Finland as well as a logistics center newly founded in 2023 in Erfurt, Germany, in our accident statistics for the first time. This caused the number of accidents recorded to increase relative to 2022. In the 2024 financial year, we implemented a wide range of measures to reduce the number of accidents and also bring these new locations up to the JOST standard for occupational safety. In Brazil in particular – JOST's largest production plant worldwide since the takeover in 2023 – these initiatives and measures to increase occupational safety have already had a pleasing effect.

The number of accidents worldwide fell by 12.3% to 78 in the 2024 financial year (2023: 89). Accidents per 200,000 production hours have fallen sharply worldwide to 1.67 (2023: 2.18).

The so-called thousand-man rate, i.e., the number of reportable accidents per 1,000 employees, also significantly improved to 15.98 in 2024 (2023: 18.88). All JOST employees, including temporary staff, are included in the calculation of occupational accidents.

In Germany, the thousand-man ratio for the wood and metal processing industry is currently 30.18, according to statistics published by Deutsche Rentenversicherung. JOST has set itself the goal of keeping the thousand-man ratio in the Group 40% below this German average worldwide by implementing high occupational safety standards.

We have also included this goal in our ESG-linked financing in 2024. In 2024, we were 47% below the German average worldwide.

Health, wellbeing and work-life balance

GRI 403-6

Numerous country and culture-specific offers and initiatives relating to health, wellbeing and work-life balance are organized at site level as part of our occupational health management. These programs are not subject to central control, which means that the different regional and cultural needs of our employees can be optimally taken into account.

A good work-life balance is not only important for the health and well-being of our employees, but also enables them to optimally meet the requirements of their workplace. Overall, 54% of our stakeholders identified this as a key factor in our social sustainability performance.

In Australia, we have expanded our commitment to the mental health of our employees and entered into a partnership with the organization Healthy heads in Trucks and Sheds. In addition, there are various health measures, such as medical examinations of at-risk employees, injury prevention and management, safety advice and training, and annual flu vaccinations.

In China, we once again organized various team activities in 2024 to create a working atmosphere that is characterized by respect and trust and in which our employees feel comfortable. For example, we organized our annual dinner, made traditional dumplings and Christmas wreaths together.

In South Africa – as at our other locations – all employees undergo regular occupational health checks in accordance with regulations. In the reporting year, monthly health education presentations were also held on various topics. All new employees were offered an HIV/AIDS training course. In addition, a wellness day was organized where all employees had the opportunity to take part in voluntary general health checks, flu vaccinations and HIV tests.

In Brazil, we have introduced monthly campaigns to prevent diseases such as breast and prostate cancer as well as mental illnesses. We offer our employees medical advice and psychological support and carry out regular vaccination campaigns.

In Finland, our company offers its employees comprehensive occupational health benefits, better accident insurance, a voluntary seasonal flu vaccination, a bicycle allowance and an allowance for culture, well-being and exercise.

In Germany, Norway, Sweden and Denmark, JOST subsidizes memberships to local fitness studios and sport clubs. In Poland, interested employees have the option to participate in various athletic activities through athletic clubs with a sports card subsidized by the company. In addition, a large number of our employees make use of the daily offer to enjoy a meal subsidized by the company. In addition, private health insurance is still subsidized in order to expand access to medical services.

The company doctor in Germany offers employees a wide range of support services. For instance, he provides advice on how to wear personal protective equipment correctly, helps organize first aid in the plant, and assists on the layout of workplaces. In 2024, all employees in Germany were also offered flu shots, intraocular pressure screening and thyroid ultrasounds in the context of preventive medical check-ups. He also advises our employees on whether they need computer glasses – which are paid for by JOST. The mental health of our employees is also a major priority for us. For this reason, a health day on the subject of addictive substances in the workplace was held for our production and logistics employees in Neu-Isenburg. Towards the end of 2024, there was another health day on the topic of working from home. There were three interesting online presentations on the topics of ergonomics, self-organization and fitness in the home office.

At selected locations in Germany, JOST began leasing electric bikes in 2022 at a subsidized rate for employees in cooperation with a market-leading provider. This offer was rolled out Germany-wide in 2023 and was positively received. In 2024, 130 employees leased a bicycle. Similar offers are also in place in Sweden and the Netherlands.

At our location in Neu-Isenburg, Germany, the office concept was modernized in 2024, creating a modern working environment in an innovative multifunctional office. This new concept not only promotes collaboration, but also offers flexible working options for our team and increases the well-being of our employees in everyday office life. At the same time, we are converting our existing building and adapting it to the needs of our employees and the requirements of the future.

In Sweden, a committed health and wellness group composed of employees promotes an active and healthy lifestyle. The group organizes various wellness and fitness activities throughout the year. In India, we organized a cricket tournament, among other things, to promote physical activity and team spirit. On International Yoga Day, awareness was raised among all employees in India about the numerous benefits of yoga and its holistic approach to health and wellbeing. In Jamshedpur, various offers such as eye exams and heart rate measurements were available as part of the Health Checkup Camp.

Leadership, development and performance

GRI 404-2, 404-3

We want to attract, empower and support employees with the right skills for all of our business areas in order to remain competitive. We invest in the training, development, commitment and performance of our employees and offer them an optimal working environment in which they can develop.

For example, high-quality onboarding can be a competitive advantage because employees immediately feel welcome at JOST and can carry out their tasks more quickly and optimally. We also consider exit interviews a valuable source of information that enables us to learn from the experiences of outgoing employees and identify our strengths and potential areas for improvement as part of our open feedback culture. During the introductory phase, new employees in India, the US and Sweden are familiarized with the company, its history and its visions for the future, for instance with handbooks. Employees in Germany and the US are accompanied by a personal coach throughout the entire induction phase. In Australia, online training on products and processes ensures that employees can flexibly complete their induction.

Talent pools

JOST attaches great importance to working with apprentices, students and interns. Our sites worldwide cooperate with various programs and initiatives to reach a wide group of young talent and inspire them to join JOST.

In Germany, we employed a total of ten apprentices in 2024: eight industrial managers and two trainees in the area of product design. The vocational training takes place over two to three years, during which the apprentices alternate between working at JOST and attending vocational school classes. Our aim is to offer all trainees a job after completing their training and to take them on as permanent employees. Of the two apprentices who completed their training in 2024, 100% were employed by JOST (2023: 66%). Furthermore, five dual students specializing in HR, product development and IT are studying for their degrees while doing dual-track practical trainings on the job at JOST.

In Hungary, we employed 16 trainees and five dual students in the reporting year.

In Poland, we offered students the opportunity to complete internships in 2024. Under the guidance of company instructors, 30 people received insights into the company and our processes.

In Brazil, we launched the project “From the Room to the Quicke” in September 2024. This offers students the opportunity to apply the concepts they have learned in practice and therefore better prepare themselves for professional challenges. In November 2024, employees from various areas of JOST Agriculture & Construction South America started a project management course in collaboration with the University Center of Guaxupé. In 2024, two JACSA employees took part in the JOST talent program.

In India, JOST has developed a campus recruitment program for engineering and management trainees to attract young talent to JOST. We also regularly award the JOSTIAN of the Month. With this award, we recognize employees for their outstanding work, their implementation of our corporate values and their support for colleagues above and beyond the usual level.

In South Africa, a group of employees started a qualification in general management in 2024. In the area of leadership, one employee was accepted into the JOST Talent Program.

In Sweden, we work with the engineering course at Umeå University. Under the name Co-op, we offer university students the opportunity to gain work experience at JOST. One student took part in this program in 2024.

Performance

Our employees’ performance impacts the successful development of JOST. For this reason, we value performance appraisals as a key process for fostering internal potential, giving them recognition and driving the Company’s success together.

The performance appraisal process has a long-term effect on our company culture. It defines our expectations of employees in terms of their conduct, skills and development and increases our attractiveness as an employer and retention at JOST. At JOST, the performance appraisal incorporates a skills assessment, further development, feedback, commitment and career opportunities.

In 2024, the number of employees who received an individual performance assessment from their supervisor saw a dramatic 38.3% increase to a total of 3,672 employees (2023: 2,655). The increase was partly influenced by the fact that the acquisition of JOST Agriculture & Construction South America also increased the total number of employees. We are particularly proud of the fact that this increase was achieved across all employee categories and genders. It is very pleasing that a significantly higher proportion of employees is now assessed individually – particularly in Production, but also in Sales.

The following table shows the breakdown of feedback meetings conducted by gender and employee category:

Conducted individual performance appraisal discussions with employees

	2024		2023	
	Number	% of total	Number	% of total
Employees by gender				
Male	3,068	85.5% of male employees	2,207	58.4% of male employees
Female	604	94.1% of female employees	448	67.6% of female employees
Employees by function				
Production	2,507	68.3% of production employees	1,578	39.3% of production employees
Sales	523	101.9% of sales employees	480	61.1% of sales employees
Research and development	198	117.9% of R&D employees	203	97.6% of R&D employees
Administration	444	89.9% of administration employees	394	83.8% of administration employees

Leadership

Senior managers are the driving force behind our values and shape our employees' experiences. It is therefore important that they model JOST leadership behaviors at all levels and promote correct action in their teams. We aim to provide a structure that empowers our managers to work successfully and effectively with their teams. To this end, we promote entrepreneurial thinking and strengthen emotional intelligence.

In a top-down process, senior management at JOST aligned our managers' development needs with JOST's plans for growth at Group level. This resulted in a leadership skills model that we use to prepare managers and young talent to adapt quickly and flexibly to new challenges and lead teams successfully in volatile circumstances.

Our production managers bear significant responsibility for maintaining and continuously optimizing JOST's production and quality standards. They have to possess a variety of management skills and serve as role models for our employees in terms of professional integrity.

In the US, we continued our program for plant managers in 2024. The focus is on topics such as performance management and communication, change and conflict management as well as team development. Last year, we also initiated an advanced leadership development initiative for middle and senior management. We also successfully continued this in 2024.

In Poland in 2024, in total 24 managers and team leaders took part in a project aimed at developing leadership skills, including employee development, goal management, dialog and communication, and conflict management.

In India, career planning lays the foundation for developing internal leadership talent. The Company prepares leadership talent for a higher level of responsibility by offering a job rotation scheme. With the aid of this scheme, young talents gather cross-functional knowledge and experience in order to develop a broader business perspective.

In addition to our existing recurring international development program for employees with high potential and employees in the initial phase of their careers, which was launched in 2018, we introduced a second initiative which aims to provide support and development in upper and middle management in the interest of advancing the subject of succession planning in a more targeted manner.

We have also made the selection for the next round of our existing leadership program for employees with high potential. The program was launched in March 2024 and runs until 2026.

Diversity, equal opportunity and integration

GRI 405-1, 406-1

For 70 years, JOST has been successfully bringing people with different talents and cultural backgrounds together to solve complex problems and drive innovation for our customers. We can achieve that even better by actively promoting an inclusive working environment in which everyone can reach their full potential. We want to be an attractive employer for people from a wide range of backgrounds and lifestyles and one at which everyone feels safe and welcome. Thanks to a diverse leadership team with a broad range of perspectives we can offer our customers all around the world solutions tailored to their culture, language and needs.

Our corporate culture is based on respect for the individuality of each person and promotes equal opportunities regardless of age, gender, disability, ethno-cultural background, religion, ideology or sexual identity. Cases of discrimination can be recorded via the JOST reporting system. Further information is provided in section [Compliance](#). No cases of discrimination as defined by the International Labor Organization (ILO) were reported in 2024 (2023: 0).

The nature of our business and industry presents a challenge in terms of our commitment to achieving a balance between genders at all employee levels. Our business focuses heavily on technical professions, in which women are still significantly underrepresented both in higher and vocational education and thus also in the application process.

In 2024, the Group-wide percentage of women creased slightly to 15.2% (2023: 14.9%).

Type and region of employment by gender in 2024

	Male	Female
With permanent contracts	96.7 %	94.7 %
With fixed-term contracts	3.3 %	5.3 %
Full-time	98.4 %	88.8 %
Part-time	1.6 %	11.2 %
Europe	84.2 %	15.8 %
North America	81.3 %	18.7 %
Asia-Pacific-Africa	87.0 %	13.0 %

A total of 582 new employees were hired in 2024. The share of newly hired women also increased slightly relative to the previous year to a level of 17.4% (2023: 16.5%).

Distribution of newly hired employees by gender

	Male	Female
Newly hired (number)	481	101
Newly hired (in %)	82.6 %	17.4 %

The share of newly hired employees under age 30 was 37.8% in 2024, which is higher than the Group-wide share of employees who are under age 30 (18.2%). This trend demonstrates our commitment to developing a younger workforce and prioritizing succession planning.

Distribution of newly hired employees by age

	< 30 years	31 – 40 years	41 – 50 years	> 51 years
Newly hired (number)	220	193	109	60
Newly hired (in %)	37.8 %	33.2 %	18.7 %	10.3 %

Distribution of newly hired employees by region

	Europe	North America	Asia-Pacific-Africa
Newly hired (number)	147	158	277
Newly hired (in %)	25.3 %	27.1 %	47.6 %

In 2024, the proportion of women in management roles at the two management levels below the Executive Board rose to 21.0% (2023: 18.6%). We are working continuously to further increase the number of women in management.

When our new ESG-linked promissory note was issued in the 2024 financial year, the Executive Board of JOST set the new, higher goal of increasing the Group-wide share of women in management positions at the two management levels below the Executive Board to 25% by the end of 2030 (previous target: 19% by 2025). The interim target for 2024 of 19% and has been surpassed.

As of the reporting date of December 31, 2024, the proportion of women in management positions at the single entity JOST Werke SE remained unchanged at 33% (2023: 33%). JOST Werke SE thus reached its target of 25%.

The proportion of women on the Supervisory Board of JOST Werke SE remained steady at 33% in 2024 (2023: 33%). The company's General Meeting elected two women to the Supervisory Board on May 11, 2023. As a result, the goal of ensuring that at least one out of six Supervisory Board members is a woman has been exceeded.

The Supervisory Board aims to increase the proportion of women in the Executive Board to 25% by the 2025 financial year. The share is currently 0% (2023: 0%).

JOST focuses on assembling diverse management teams, but professional and personal skills as well as potential performance constitute the key deciding factors in all new hires and promotions.

JOST employs people from 94 nations (2023: 64) worldwide and our workforce encompasses four generations with an average age of 41 years (2023: 40).

At all our locations, we attach great importance to celebrating cultural and regional festivals together with our employees. For example, Christmas, the Indian Diwali festival and birthdays are also celebrated together.

In South Africa, we have two Equal Employment Opportunity (EE) committees that oversee activities on this topic. They meet quarterly to review the progress of their project plans, identify challenges and make suggestions for new initiatives. They also contribute to the development of EE plans and reports, while the HR department undertakes statutory reporting to the South African Department of Labor. We organize an annual Cultural Day. In this way, we raise awareness of different cultures and promote mutual understanding. A team-building event was also held at one of our branches.

In Germany, the topic of diversity was initially continued in a working group with the HR department and the Works Council. Findings from the training course held in 2023 were summarized and initial ideas for measures were developed. In a further step, a smaller project group was formed to define specific options for action. The results will be presented to the working group in order to take steps towards an even more diverse and fairer working environment.

Politics and community

GRI 415-1

Politics

Once again, neither the JOST Werke Group nor its local subsidiaries exercised political influence in financial 2024. Therefore, the expenditure for this was €0 (previous year: €0).

Community engagement

We believe that we as a company have a responsibility to participate in initiatives and support organizations that contribute to the development of a sustainable society. We want to build close and personal relationships with the communities and people our business depends on. Our sites decide at a local level how we can best strengthen our support to the local communities, as they understand their needs best.

In the US, our employees at both our sites collected donations for the employees from Greenville. The city and the surrounding areas were hit and severely destroyed by Hurricane Helene and the subsequent flooding in the fall of 2024.

In India, our Company organizes a series of social projects in Jamshedpur each year. In 2024, the team distributed wheelchairs to the local health center and supported the renovation work at the regional women's college.

In 2024, our employees in Sweden again had the opportunity to volunteer at the Umeå City Mission and, for example, donate Christmas presents. Other organizations were also supported.

In Poland, we also supported 2024 local organizations including a hospice, a children's club and an animal shelter.

In Australia, employees were encouraged to participate in the R U OK? Day, which deals with suicide prevention and aims to raise people's sensitivity towards the situations of their peers. Employees also raised money for the fight against cancer through the March Charge, took part in World Clean Up Day and donated food and toiletries to local charities in Australia and New Zealand.

Employees from our plant in Ningbo, China and in Chennai, India, took part in a blood donation campaign.

In South Africa, we supported two social development projects with a donation in 2024: the Amakhaya Rethabile and Touch Projects. We also introduced a nutrition program for our employees and gave brochures of our health presentations to our employees so that they can distribute them in their communities and raise awareness and pass on valuable information.

In Brazil, we are the largest supporter of the Centro Educativo e Social de Guaranesia, a non-profit organization. For example, around 100 less privileged children between the ages of six and 15 are supported there. These children are offered after-school care as well as cultural, athletic and educational experiences. This serves to support these children and adolescents in their personal development. Our company offered three welding courses in the municipality in collaboration with SENAI – an institution recognized for its excellence in industrial training. The courses were free of charge. 70 people were trained in 2024. Of these, 29 were employed by JACSA after completing the course, underlining our commitment to skills and professional integration. Our employees have the option of donating directly from their payroll to this project or to the Association of Parents and Friends of Exceptional People.

In Finland, we have been supporting para-athlete Inkki Inola for several years. In the UK, we donated to the charity Transaid.

The Neu-Isenburg site in Germany organized a forest run for the fourth year in a row and the employees collected donations through their sporting performance, which were passed on to MainLichtblick e. V. (FFM), which fulfills sick children's wishes.

Compliance

GRI 2-9, 2-23, 2-27, 3-3

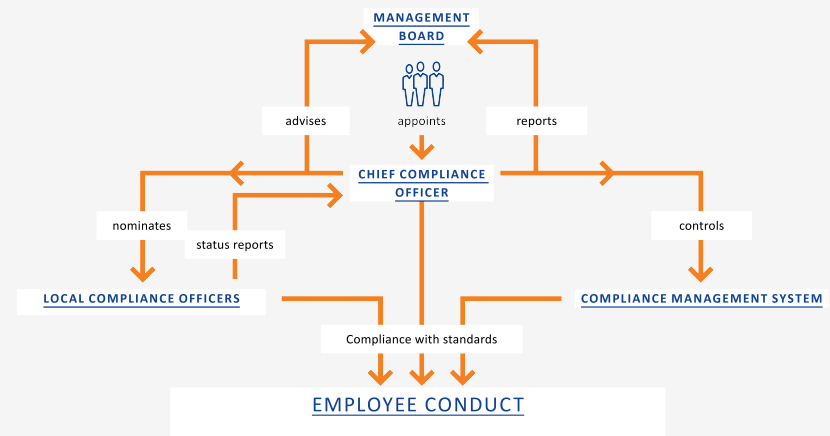
Compliance management at JOST aims to ensure that all of the Group's activities comply with the law. Both lawful and responsible conduct and respect for human rights are firmly rooted within our Company. By living out our corporate values, we create trust among our employees, customers, business partners, shareholders and the general public. This is vital for the long-term success of our Company.

The Executive Board bears overall responsibility for compliance with laws, standards and principles within the Group and reports to the Supervisory Board in this regard. When performing its obligations, the Executive Board is required to delegate the relevant duties to various functions within the JOST Werke Group.

The Chief Compliance Officer (CCO) monitors and checks compliance with laws, standards and internal policies within the Group (compliance), using the compliance management system to support employees to act with integrity and adhere to the rules. In addition, they are responsible for the compliance management system and advises the Executive Board on any compliance issues. The CCO is appointed by the Executive Board and reports directly to the Chief Financial Officer.

The CCO nominates the local compliance officers at the subsidiaries, reviews compliance processes at JOST on an ongoing basis and proposes general compliance objectives and individual compliance-related measures to be implemented at JOST to the Executive Board. They also manage the process and possible investigative measures in the event of reports or identification of potential compliance incidents. The CCO is also responsible for the global roll-out of compliance-related e-learning courses, among other things.

The local compliance officers support the CCO with all compliance-related communication at local level as well as the introduction of specific compliance measures at the subsidiaries. The local compliance officers report to the CCO regularly on the status and progress of the compliance measures introduced at the respective subsidiaries as well as on the occurrence of any compliance incidents. A key task of the local compliance officers and the CCO is to be as a contact for all employees at the respective local unit regarding any compliance-related issues.



Anti-corruption, anti-bribery and respect for human rights

GRI 2-27, 205-2, 205-3, 408-1, 409-1

JOST works in accordance with the recommendations of the Universal Declaration of Human Rights by the United Nations, the core labor standards of the International Labour Organization (ILO) and the OECD Guidelines for Multinational Enterprises as well as the United Nations Convention on the Rights of the Child.

In this context, the JOST Werke Group's internal Code of Conduct with the requirements and voluntary ethical principles it contains together with our Human Rights Policy constitute the central elements that forms the basis of our compliance management system. The Code provides an essential basis for the day-to-day actions of our employees and executives. Every employee is given the Code of Conduct and an explanation of it when they join the Company. All other employees have already received training regarding the Code in previous years. In this way, we can ensure that every employee is aware of its contents.

Furthermore, JOST has adopted a Human Rights Policy with the aim of ensuring compliance with and implementation of, for example, human rights, fundamental employee rights and environmental standards in JOST companies as well as in the supply chain. JOST has entered into multiple obligations to develop relationships with suppliers on issues such as prohibition of forced labor, and a commitment of health, safety and environmental protection, tolerance, and fair business practices.

Risks associated with violations of laws and policies are addressed by our risk management system. We continue to conduct checks twice per year to determine whether the risk assessment (probability of occurrence and possible extent of damage) needs to be adjusted.

In the financial year 2024, the organization accepted over €10 thousand for a violation of export control regulations, without recognition of the official legal opinion (2023: €0).

In the 2024 financial year, the share of JOST's consolidated sales generated in countries with a corruption index <60 increased to 24.5% (2023: 17.6%). This figure is based on the Corruption Perceptions Index (CPI) compiled by Transparency International, which ranks countries by their perceived levels of public sector corruption. The lower the value, the greater the risk of corruption in that particular country. The lower this value, the greater the risk of corruption in the respective country. Initiatives for the early detection and prevention of corruption are therefore particularly important. In 2024, a possible case of corruption was identified without any damage to JOST (2023: 0). JOST has parted company with the employee in question.

Also in the financial year of 2024, the training platform was used for e-learning training courses. It is to be further expanded for training courses on compliance-related topics and for the general further training of our employees.

Disclosures and complaint management

GRI 2-25, 2-26, 2-27, 406-1, 408-1, 409-1

To ensure that possible violations of statutory regulations and internal policies can be detected and uncovered at an early stage, our employees as well as our business partners have the option, in addition to confronting the individuals involved directly, of using a whistleblowing system, if necessary, anonymously.

The five cornerstones of our reporting and complaints procedure are confidentiality, the prohibition of retaliation, due process, documentation and effectiveness. JOST places a particular emphasis on the prohibition of retaliation and protects employees and third parties who submit reports and complaints. We reject all forms of intimidation, threats, defamation and criminalization of defenders of human rights and those who help to combat corruption and bribery.

JOST's reporting system can be accessed both externally via the JOST website and internally via the intranet. Users can use the whistleblowing system in their respective national language by phone or in writing. New employees receive an explanation of how to use the whistleblowing system when they join the Company. Further information is available to all employees on the intranet.

In fiscal year 2024, a total of four (2023: seven) potential compliance violations were reported to the Compliance Committee via the SpeakUp reporting system or by other means. Three of these violations were committed by JOST employees and one by an employee of a service provider. In three of these cases, alleging unfair treatment and defamation, violations of rules for avoiding conflicts of interest, and repeated harassment, appropriate measures were initiated to prevent this behavior, including a ban on working at JOST. The allegations in the fourth case could not be confirmed due to a lack of sufficient cooperation from the anonymous whistleblower. In the case of allegedly irregular contract awarding, which was already reported in 2023, investigations could not substantiate the allegations.

Customers and suppliers

Customers

GRI 3-3, 416-2

More and more of our OEM customers and the end users of our products, fleet operators and farmers are asking about sustainable actions and sustainable products.

Customer satisfaction is essential to our business activities and our ability to operate successfully on the market. We continuously develop our products to meet the requirements of our business partners. To achieve this, we involve our customers in development projects at an early stage. Our products are designed to help customers operate more efficiently and sustainably. [🔗 Innovation and product management](#)

In addition to involving customers in our innovation processes, it is important to us to maintain regular contact. Trade fairs are one possibility, as are telephone calls and customer visits.

Since 2021, we have also been offering training on our products for customers and workshops. For example, there is a combination of in-person learning and e-learning for certification organizations such as TÜV and DEKRA. In this type of training, an in-person seminar is held first. A survey of the participants and a subsequent knowledge test are then carried out via the training platform.

In the reporting year, we not only approached new organizations interested in training, such as standard workshops that use our products and traffic police authorities, we were also able to significantly increase the overall demand for our classroom training courses. Due to the good acceptance of the training courses, we were able to significantly increase the number of participants in 2024 compared to the previous year. In 2024, a total of 1,015 external and internal people (2023: 704) were trained in 39 TKD courses (2023: 37). We have already acquired a new training center for 2025. We have also made further progress with digitalization in the area of training. There is now an online registration form for workshop training courses and we have developed a website to make it easier to create online courses.

In the 2024 financial year, further training courses were held for the use of our KKS automatic coupling system, such as a KKS driver training course, a KKS instruction course for sales and field service, and a KKS OEM training course. In addition, e-learning units were offered on service topics such as maintenance and repair.

We continued to feature practical tips, helpful information and diverse insights into the JOST World in our JOST Truck Stop initiative on different social media platforms in the 2024 financial year. JOST Truck Stop is a video series in which application tips about our products are shown in short video clips to offer our customers and other interested parties additional digital added value. A total of three episodes were published in 2024 (2023: six), and more are scheduled to appear in 2025.

Product safety and service quality

As a producer of safety-relevant components, quality and the associated safety of our products as well as a high quality of service are our top priorities. The highest responsibility for product safety lies with the entire Executive Board. We have implemented this in our company guidelines.

There were no incidents or regulatory violations concerning negative health or safety impacts caused by JOST products or services that resulted in fines, sanctions or warnings during the 2024 financial year (2023: 0). There were also no violations of voluntary rules for conduct (2023: 0).

In a case that came to our attention in 2023, a user of a front loader claimed to have been injured by the machine. Whether defects in JOST components actually contributed to the injury remains unclear at this time.

We define error prevention targets for our daily work and break these down to plant level. These targets and their fulfillment are published internally in a monthly quality report, thus ensuring regular monitoring.

We conduct safety audits at regular intervals. Thus, in addition to general audits, we also have product audits, conformity of production audits in accordance with homologation specifications, and requalification audits.

When failures occur in field trials, these cases are investigated in detail. If the analysis suggests that there a serious impact may occur, we carry out a detailed risk assessment using the RAPEX method, for example. In 2024, we did not add any new cases to our PSC (Product Safety Cases) list (2023: 3). It was therefore not necessary to carry out an assessment of the probability of occurrence and impact in 2024 (RAPEX assessment) (2023: 0). We had no recalls or service campaigns in 2024 (2023: 0).

Reclamations, product safety issues and recalls are three possible cases in the risk assessment. Reclamations refer to all customer complaints that lead to an inspection process. Product safety problems are defined as cases in which complaints could also have safety-relevant consequences for product users or bystanders. A recall may be initiated from a product safety case or from an internal finding related to an identified

safety defect. The method of callback depends on the availability of the customer; it can be done via the website, for example.

We train our employees on safety-related topics both at the production level and in sales and customer service. Employees in Production are carefully trained to ensure quality and safety during the production steps. But our field staff are also trained so that they can determine on-site whether our products are functioning properly. We also train Customer Service for workshops in the correct use of our products.

Our systems and their functions are becoming increasingly complex, which is why functional safety is the main focus of our development activities for all product innovations.

At JOST, we follow voluntarily the requirements of the ISO 25119 “Tractors and machinery for agriculture and forestry” standard in the development process for agricultural applications. In the development of road vehicles, we are implementing currently the process of ISO standard 26262 “Automotive functional safety” and have, therefore, made progress in 2024. This enables us to minimize the risks involved in the development of safety-relevant electronic products and systems and reduce or prevent possible malfunctions.

In addition, the FMEA process was optimized and further developed, and employees were trained in it. FMEA is a key method for assessing and safeguarding against product risks in line with JOST’s certification in accordance with IATF 16949 (Quality Management).

We train our employees as well as our customers worldwide on the safety aspects of dealing with our products through a combination of online and in-person events. In this way, we increase the quality of our customer advice and also increase the possible applications for our products.

Supplier management and supply chain

GRI 2-6, 2-23, 3-3, 308-1, 408-1, 409-1

It is particularly important to us to include our suppliers in our sustainability strategy and all measures derived from it. We expect all of our business partners along the entire value chain to comply with the law and act with integrity and consider this to be a prerequisite for successful, long-lasting business relationships.

Our Supplier Code of Conduct is, therefore, binding for all new and existing contractual relationships. This is particularly important for JOST as a iron-processing company because corruption in iron smelting presents a high risk to sustainability according to analysis from Drive Sustainability- the Responsible Minerals Initiative. Many countries where iron is mined have weak state structures and deficits in the rule of law, which, in turn, leads to a higher risk of corruption. Our suppliers are therefore also exposed to this risk.

With our Supplier Code, we can also ensure that our suppliers address topics such as respect for human rights and the prevention of child labor. At the same time, we can also address other environmental and social issues with them. All new supplier relationships are evaluated on the basis of whether these requirements are met. In addition to stipulating regulations about environmental protection and conflict commodities, provisions for monitoring and verifying conformity in the suppliers’ own supply chains are required.

All suppliers who supplied JOST in 2024 received JOST’s Supplier Code and accepted it as a condition for supplier relationships with JOST. This means that 100% of purchasing volume was covered by our Supplier Code in 2024 (2023: 100%).

As JOST partially imports iron and steel products to Europe, we quantified and reported the CO₂ emissions of affected suppliers outside the EU in 2024 under the EU’s Carbon Border Adjustment Mechanism (CBAM).

We also analyzed our supply chain in greater depth in 2024 to identify which products and suppliers could be affected by the planned European deforestation law. We are prepared for the implementation of the law and classify the impact on our supply chain as low.

The risk analysis of our global supply chain – which was started in 2023 and continued in the 2024 financial year – is a good basis for identifying human rights violations and environmental infringements in our supply chain at an early stage. We consider potential risks arising from the location and business activities of our direct suppliers, also against the background of our Supplier Code of Conduct and the supplier audits that we carry out annually. Suppliers and other external stakeholders have the opportunity to report any violations directly to us anonymously and securely in their own language using our reporting systems. Accordingly, we believe we are well prepared for the implementation of the planned European Supply Chain Directive (CSDDD).

Risks and opportunities

GRI 2-12

As part of our risk management process, we have checked whether there are any risks associated with our own business activities, relationships, products and services that are highly likely to have serious negative consequences for non-financial aspects stipulated by law, either now or in the future. We have not identified any risks to report as defined by the German CSR Directive Implementation Act (CSR RUG) based on the risk assessment or the general legal regulations relating to the selection of significant report contents.

However, JOST is exposed to non-financial risks that do not result from our business activities. These risks in all areas (including Human Resources, IT, Compliance, Procurement, Quality, Environment, Sales) are already taken into consideration by risk owners throughout the Group. In addition to the consideration of the coming planning year, non-financial risks are also analyzed and assessed for both subsequent years.

The risk owners present information on their risks to the Executive Board twice a year in the form of a risk report. This report gives a detailed overview of the current risk situation. As the highest governance body, the Executive Board bears responsibility for ensuring an effective risk management system is in place.

Along with these risks, however, we can see sustainability opportunities for JOST.

As a company that acts along sustainable lines, we can use our products and developments to help our direct customers and the end users of our products to become more sustainable themselves. We can also influence our own business activities and thereby operate more efficiently and conserve resources.

This analysis is part of the company's risk and opportunity reporting; a more detailed description of the risks and opportunities can be found in the [Opportunity and Risk Report](#).

Neu-Isenburg, March 18, 2025

Joachim Dürr

Oliver Gantzert

Dirk Hanenberg

GRI Content Index

JOST Werke SE has reported the information cited in this GRI content index for the period from January 1, 2024 to December 31, 2024 with reference to the GRI Standards.

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Audit certificate sustainability report

Independent Practitioners' Limited Assurance Report regarding ESG information

To JOST Werke SE, Neu-Isenburg

We have been engaged to perform a limited assurance engagement on the non-financial report of JOST Werke SE, Neu-Isenburg (hereinafter the "Company") in accordance with Section 315b Para. 3 HGB et sqq. (German Commercial Code), for the period January 1 to December 31, 2024.

Management's responsibility

The officers of the company are responsible for the preparation of the non-financial report in accordance with the principles stated in the Sustainability Reporting Standards of the Global Reporting Initiative (hereinafter: "GRI-Criteria") and for the selection of the disclosures to be evaluated.

This responsibility of Company's officers includes the selection and application of appropriate methods of sustainability reporting as well as making assumptions and estimates related to individual sustainability disclosures, which are reasonable in the circumstances. Furthermore, the officers are responsible for such internal control as they have considered necessary to enable the preparation of the non-financial report that is free from material misstatement, whether due to fraud or error.

Audit firm's independence and quality control

We are independent of the company in accordance with the provisions under German commercial law and professional requirements, and we have fulfilled our other ethical responsibilities in accordance with the relevant provisions within these requirements.

Our audit firm applies the German national legal requirements and the German profession's pronouncements for quality control, in particular the by-laws regulating the rights and duties of Wirtschaftsprüfer and vereidigte Buchprüfer in the exercise of their profession (Berufssatzung für Wirtschaftsprüfer und vereidigte Buchprüfer) as well as the IDW Standard on Quality Management 1: Requirements for Quality Management in Audit Firms [IDW Qualitätsmanagementstandard: Anforderungen an die Qualitätssicherung in der Wirtschaftsprüferpraxis (IDW QMS 1)] and IDW Standard on Quality Management 2: Engagement Specific Quality Assurance [IDW Qualitätsmanagementstandard: Auftragsbegleitende Qualitätssicherung (IDW QMS 2)].

Practitioners' responsibility

Our responsibility is to express a limited assurance conclusion on the non-financial report, based on the assurance engagement we have performed.

We conducted our engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised): "Assurance Engagements other than Audits or Reviews of Historical Financial Information" published by the International Auditing and Assurance Standards Board (IAASB). This standard requires that we plan and perform the assurance engagement to obtain limited assurance whether any matters have come to our attention that cause us to believe that the non-financial report of the Company for the period January 1 to December 31, 2024, has not been prepared, in all material respects, in accordance with the GRI-Criteria.

We do not, however, issue a separate conclusion for each disclosure. In a limited assurance engagement, the evidence-gathering procedures are more limited than for a reasonable assurance engagement and therefore significantly less assurance is obtained than in a reasonable assurance engagement. The auditing firm is responsible for the selection of evidence-gathering procedures, according to their reasonable discretion.

Within the scope of our engagement we performed amongst others the following assurance procedures and further activities:

- Obtaining an understanding of the structure of the sustainability organisation and of the stakeholder engagement;
- Evaluation of the design and implementation of systems and processes for the collection, processing and monitoring of disclosures on environmental, employee and social matters, respect for human rights, and combating corruption and bribery, including data consolidation;
- Inquiries of personnel involved in the preparation of the non-financial report regarding the preparation process, the internal control system relating to this process and selected sustainability information;
- Evaluation of selected internal and external documents;
- Identification of the likely risks of material misstatements of the non-financial report under consideration of the GRI-Criteria;
- Analytical evaluation of selected disclosures in the non-financial report;
- Comparison of selected sustainability information with corresponding data in the consolidated financial statements and in the group management report;
- Assessment of the presentation of selected sustainability information.

Conclusion

Based on the assurance procedures performed and assurance evidence obtained, nothing has come to our attention that causes us to believe that the non-financial report of the Company for the period January 1 to December 31, 2024, has not been prepared, in all material respects, in accordance with the relevant GRI-Criteria.

Intended use of the Assurance Report

We issue this report on the basis of the engagement agreed with JOST Werke SE, Neulsenburg. The assurance engagement has been performed for the purpose of the Company and the report is solely intended to inform the Company as to the results of the assurance engagement and must not be used for purposes other than those intended. The report is not intended to provide third parties with support in making (financial) decisions.

Engagement Terms and liability

The “General Engagement Terms for Wirtschaftsprüferinnen, Wirtschaftsprüfer and Wirtschaftsprüfungsgesellschaften (Allgemeine Auftragsbedingungen für Wirtschaftsprüferinnen, Wirtschaftsprüfer und Wirtschaftsprüfungsgesellschaften)” dated January 1, 2024 are applicable to this engagement and also govern our relations with third parties in the context of this engagement. In addition, please refer to the liability provisions contained in No. 9 and to the exclusion of liability towards third parties. We assume no responsibility, liability or other obligations towards third parties unless we have concluded a written agreement to the contrary with the respective third party or liability cannot effectively be precluded.

We make express reference to the fact that we do not update the assurance report to reflect events or circumstances arising after it was issued unless required to do so by law. It is the sole responsibility of anyone taking note of the result of our assurance engagement summarized in this assurance report to decide whether and in what way this result is useful or suitable for their purposes and to supplement, verify or update it by means of their own review procedures.

Kronberg, March 18, 2025

Spall & Kölsch GmbH

Wirtschaftsprüfungsgesellschaft (Auditing firm)

[Original German Version signed by:]

Christian Spall

Wirtschaftsprüfer

[German Public Auditor]

Daniel Lamonski

Wirtschaftsprüfer

[German Public Auditor]

Financial year		2024		Substantial Contribution Criteria						DNSH criteria ('Does No Significant Harm')							Proportion of Taxonomy aligned (a.1.) or eligible (A.2.) CapEx, year 2023	Category enabling activity	Category transitional activity
Economic Activities	Code	Turnover	Proportion of turnover, year 2024	Climate change Mitigation (CCM)	Climate change Adaptation (CCA)	Water (WTR)	Pollution (PPC)	Circular Economy (CE)	Biodiversity (BIO)	Climate change Mitigation (CCM)	Climate change Adaptation (CCA)	Water (WTR)	Pollution (PPC)	Circular Economy (CE)	Biodiversity (BIO)	Minimum Safeguards			
		€ thousands	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0 %	0 %	0 %	0 %	0 %	0 %	0 %										
Of which Enabling		0	0 %	0 %	0 %	0 %	0 %	0 %	0 %										
Of which Transitional		0	0 %	0 %															
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Manufacture of automotive and mobility component		CCM 3.18	882	0.1 %	EL	N/EL	N/EL	N/EL	N/EL										0 %
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)			882	0.1 %	0 %	0 %	0 %	0 %	0 %										0 %
A. Turnover of Taxonomy eligible activities (A.1 + A.2)			882	0.1 %	0 %	0 %	0 %	0 %	0 %										0 %
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Turnover of Taxonomy-non-eligible activities			1,068,518	99.9 %															
Total			1,069,400	100.0 %															

Y - Yes, Taxonomy eligible and Taxonomy-aligned activity with the relevant environmental objective
N - No, Taxonomy eligible but not Taxonomy-aligned activity with the relevant environmental objective
N/EL – not eligible, Taxonomy non-eligible activity for the relevant environmental objective
EL - Taxonomy eligible activity for the relevant objective

Financial year	2024		Substantial Contribution Criteria							DNSH criteria ('Does No Significant Harm')							Proportion of Taxonomy aligned (a.1.) or eligible (A.2.) CapEx, year 2023	Category enabling activity	Category transitional activity
	Economic Activities	Code	CapEx	Proportion of CapEx, year 2024	Climate change Mitigation (CCM)	Climate change Adaptation (CCA)	Water (WTR)	Pollution (PPC)	Circular Economy (CE)	Biodiversity (BIO)	Climate change Mitigation (CCM)	Climate change Adaptation (CCA)	Water (WTR)	Pollution (PPC)	Circular Economy (CE)	Biodiversity (BIO)			
		€ thousands	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0 %	0 %	0 %	0 %	0 %	0 %	0 %								0 %		
Of which Enabling		0	0 %	0 %	0 %	0 %	0 %	0 %	0 %								0 %	E	
Of which Transitional		0	0 %	0 %													0 %		T
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Manufacture of automotive and mobility component	CCM 3.18	43	0.1 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL										
Renovation of existing buildings	CCM 7.2	373	0.7 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL										
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	448	0.8 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL										
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	CCM 7,5	52	0.1 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL										
Installation, maintenance and repair of renewable energy technologies	CCM 7.6	1,010	1.9 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL										
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		1,926	3.5 %	3.5 %	0 %	0 %	0 %	0 %	0 %								— %		
A. CapEx of Taxonomy eligible activities (A.1 + A.2)		1,926	3.5 %	3.5 %	0 %	0 %	0 %	0 %	0 %								— %		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
CapEx of Taxonomy-non-eligible activities		52,577	96.5 %																
Total		54,503	100.0 %																

Y - Yes, Taxonomy eligible and Taxonomy-aligned activity with the relevant environmental objective
N - No, Taxonomy eligible but not Taxonomy-aligned activity with the relevant environmental objective
N/EL – not eligible, Taxonomy non-eligible activity for the relevant environmental objective
EL - Taxonomy eligible activity for the relevant objective

Financial year	2024		Substantial Contribution Criteria							DNSH criteria ('Does No Significant Harm')							Proportion of Taxonomy aligned (a.1.) or eligible (A.2.) CapEx, year 2023	Category enabling activity	Category transitional activity
	Code	OpEx	Proportion OpEx, year 2024	Climate change Mitigation (CCM)	Climate change Adaptation (CCA)	Water (WTR)	Pollution (PPC)	Circular Economy (CE)	Biodiversity (BIO)	Climate change Mitigation (CCM)	Climate change Adaptation (CCA)	Water (WTR)	Pollution (PPC)	Circular Economy (CE)	Biodiversity (BIO)	Minimum Safeguards			
Economic Activities				Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
		€ thousands	%																
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0 %	0 %	0 %	0 %	0 %	0 %	0 %										
Of which Enabling		0	0 %	0 %	0 %	0 %	0 %	0 %	0 %										
Of which Transitional		0	0 %	0 %															
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Manufacture of automotive and mobility component	CCM 3.18	18	— %	EL	N/EL	N/EL	N/EL	N/EL	N/EL										0 %
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	20	0.1 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL										0 %
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	CCM 7,5	70	0.2 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL										0 %
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		128	0.3 %	0.3 %	0 %	0 %	0 %	0 %	0 %										0 %
A. OpEx of Taxonomy eligible activities (A.1 + A.2)		128	0.3 %	0.3 %	0 %	0 %	0 %	0 %	0 %										0 %
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
OpEx of Taxonomy-non-eligible activities		56,734	99.8 %																
Total		56,862	100.1 %																

Y - Yes, Taxonomy eligible and Taxonomy-aligned activity with the relevant environmental objective
N - No, Taxonomy eligible but not Taxonomy-aligned activity with the relevant environmental objective
N/EL – not eligible, Taxonomy non-eligible activity for the relevant environmental objective
EL - Taxonomy eligible activity for the relevant objective

Proportion of turnover/Total turnover

	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	— %	0.1 %
CCA	— %	— %
WTR	— %	— %
CE	— %	— %
PPC	— %	— %
BIO	— %	— %

Proportion of CapEx/Total CapEx

	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	— %	3.5 %
CCA	— %	— %
WTR	— %	— %
CE	— %	— %
PPC	— %	— %
BIO	— %	— %

Proportion of OpEx/Total OpEx

	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	— %	0.3 %
CCA	— %	— %
WTR	— %	— %
CE	— %	— %
PPC	— %	— %
BIO	— %	— %

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Financial calendar

March 26, 2025	Annual Group Report 2024
May 8, 2025	Annual General Meeting
May 15, 2025	Interim Report Q1 2025
August 14, 2025	Interim Report Q2 2025
November 13, 2025	Interim Report Q3 2025

Legal disclaimer

This document contains forward-looking statements. These statements reflect the current views, expectations and assumptions of the management, and are based on information currently available to the management. Forward-looking statements do not guarantee the occurrence of future results and developments and are subject to known and unknown risks and uncertainties. Therefore, actual future results and developments may deviate materially from the expectations and assumptions expressed in this document due to various factors. These factors primarily include changes in the general economic and competitive environment. Furthermore, developments on financial markets and changes in currency exchange rates as well as changes in national and international laws, in particular in respect of fiscal regulation, and other factors influence the company's future results and developments. Neither the company nor any of its affiliates undertakes to update the statements contained in this notification. For better readability, this annual report uses the masculine form only (e.g., "customers" instead of "female and male customers"). All gendered terms apply equally to all genders.

This annual report has also been translated into English. Both the German original version and the English translation are available for download online <http://ir.jost-world.com/>. In case of discrepancies, the German version of the annual report takes precedence over the English translation.

Publishing Information

Contact

GRI 2-3

JOST Werke SE
Siemensstraße 2
63263 Neu-Isenburg
Germany
Phone: +49-6102-295-0
Fax: +49-6102-295-661
www.jost-world.com

Investor Relations

Romy Acosta
Investor Relations
Phone: +49-6102-295-379
Fax: +49-6102-295-661
romy.acosta@jost-world.com

Consulting, concept & design

Silvester Group
www.silvestergroup.com