SUSTAINABILITY REPORT AND ENVIRONMENTAL DECLARATION 2025

Magna PT B.V. & CO. KG | Magna PT S.p.A | Magna s.r.o.

MAGNA

CONTENTS

A LETTER TO OUR STAKEHOLDERS

Dear **Associates, Business Partners and Stakeholders**

It is with great enthusiasm that we present the Magna Powertrain EMAS Sites Sustainability Report for 2025. This report not only highlights our progress in sustainability but also reaffirms our commitment to continuous improvement in an evolving industry landscape.

The automotive sector is undergoing a transformation driven by innovation, regulatory shifts, and an increasing focus on sustainability. As part of Magna, we recognize our responsibility to lead in sustainable solutions, ensuring that we contribute meaningfully to the industry's future. Over the past year, our efforts have been centered on reinforcing our environmental, social, and governance (ESG) strategies while advancing sustainable practices across our operations and supply chain.

A key milestone this year is the introduction of Magna's **S-ESG rating**, a holistic ESG scheme designed to align market expectations with our core values. This framework enhances supplier transparency by assessing environmental impact, labor practices, corporate governance, and regulatory compliance. Supported by third-party expertise from Prewave, NQC, and M2030, our S-ESG initiative strengthens supplier relationships and reinforces our commitment to responsible sourcing.

Furthermore, we have implemented a **risk model for supplier assessment**, ensuring that suppliers receiving low ratings or providing insufficient data through the Self-Assessment Questionnaire (SAQ) undergo additional scrutiny. Our responsible department engages in direct discussions with such suppliers and may request an **RSCI assessment** to validate compliance and reliability.

In line with our sustainability strategy, we have rolled out **the Global Magna Powertrain Sustainability Policy**, effective February 3, 2025. Additionally, our **Global Responsible Raw Material Policy & Sustainability/ESG Management Requirements** have been revised and published, emphasizing compliance, continuous improvement, and robust supplier management systems. These updates ensure we meet the highest standards while addressing customer expectations.

We remain steadfast in our commitment to **reducing CO_2 emissions** and improving energy efficiency. Our **Energy Project List Tracker**, implemented across all divisions, helps us monitor and advance energy-saving initiatives. This focus on emissions reduction aligns with our long-term environmental goals and reinforces our dedication to sustainability.

Another significant development is our introduction of the **Aluminium Stewardship Initiative (ASI) Chain of Custody**, demonstrating our leadership in responsible material sourcing. Magna Powertrain is the first group within Magna to implement this initiative, with our Modugno division leading the way in Spring 2025.

Occupational health and safety continue to be a top priority across our Magna Powertrain sites. We have strengthened our initiatives to safeguard our employees' well-being, reinforcing our commitment to a safe and healthful work environment.

Transparency remains a core principle in our sustainability reporting. We continue to **track and report environmental performance indicators**, including material use, land consumption, energy consumption, and the share of energy from renewable sources. By maintaining this level of detail and accountability, we ensure progress toward our environmental objectives.

This report serves as a testament to our achievements and the challenges we must continue to address. We extend our sincere appreciation to our dedicated employees, valued business partners, and stakeholders for their unwavering support. Together, we will drive forward our sustainability goals and create lasting, positive change within our industry.

We hope you find this report insightful and inspiring.

With best regards,

Volker Ludwig

Volker Ludwig

Director Sustainability and EHS

ABOUT THE REPORTING

This document was compiled to update all stakeholders on the performance of Magna Powertrain EMAS sites in various sustainability issues. It describes the guidelines, strategies, aims, measures, and indicators in 2024, that is from January 1st to December 31st.

Since the first series of European Sustainability Report Standards (ESRS) was published on 31st July 2023, it was decided with this sustainability report to begin with the incremental implementation of the new structure and the new requirements.

The report also contains the entire environmental declaration on the basis of European Directive EC 1221/2009, also known as the EMAS Directive. EMAS-validated Magna Powertrain sites are listed, with the closure of Magna PT B.V. & Co. KG in Cologne, which reported last year.

All EMAS-relevant chapters are marked with the green leaf symbol next to the page number.

Illustration 1: Magna Powertrain EMAS sites

The scope of EMAS registration is:

Magna PT B.V. & Co. KG Hermann-Hagenmeyer-Straße 1 74199 Untergruppenbach	Design and Manufacturing of transmissions, powertrain systems and components
Magna PT B.V. & Co. KG Hermann-Hagenmeyer-Straße 1 74749 Rosenberg	Production
Magna PT B.V. & Co. KG Industriestraße 5 78112 St. Georgen	Software development
Magna PT B.V. & Co. KG Wilhelm-Maybach-Straße 10a 74196 Neuenstadt a.K.	Logistics
Magna PT B.V. & Co. KG Hermann-Hagenmeyer-Straße 1 74632 Neuenstein	Production
Magna PT S.p.A. Via die Ciclamini 4 70026 Modugno (BA) Italien	Production
Magna PT s.r.o. Perinska cesta 282 04458 Kechnec Slowakei	Production

Illustration 2: The extent of EMAS registration

In order to facilitate understanding, when we refer to:

1. Magna, we are talking about the parent company, Magna International
2. Magna Powertrain (MPT), we are talking about the entire business unit
3. Magna Powertrain EMAS sites, we are talking about the sites which are EMAS-validated and included in detail in this report

In order to differentiate between different information to be validated, a chapter was added to the Appendices which contains a table which lists each EMAS requirement and the corresponding page in the report.

We are well aware of how important the duty of care is in the value creation chain. For this reason, the sustainability report not only deals with the aspects and effects of products but also with the upstream and downstream value creation chain.

The definition of the scope of application of the convention on indigenous peoples and those living in tribes in independent countries (ILO Convention 169) is included as indigenous people.

Since the Magna Powertrain's EMAS sites are located not only in Germany but also in Italy and Slovakia the document was translated into German, Italian, Slovakian and English. The report was also published in accordance with the Magna guideline on barrier-free access for the disabled so that people with visual impairments can also access the contents of the document.

MAGNA POWERTRAIN

COMPANY PROFILE

Magna Powertrain is a long-term, leading supplier for the global automotive industry with extensive competence in the areas of design, development, testing and production of drive trains.

Magna Powertrain is present with its production, assembly, engineering, product development and sales locations in **13 countries on three continents** and employs more than **23,000+ employees** in total (as of Q1/2025).

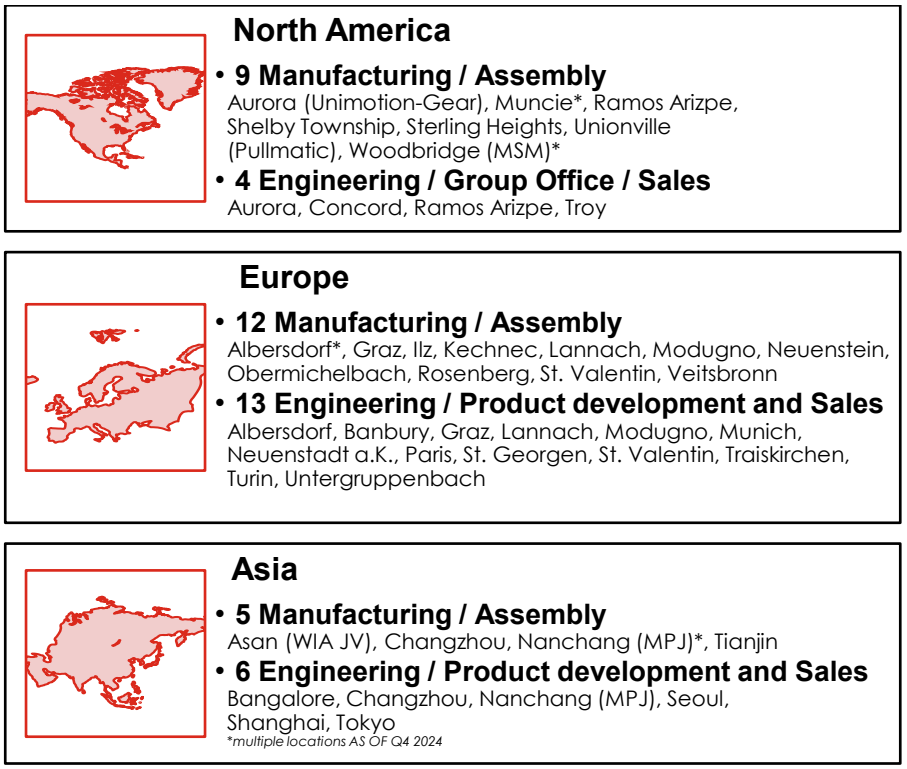
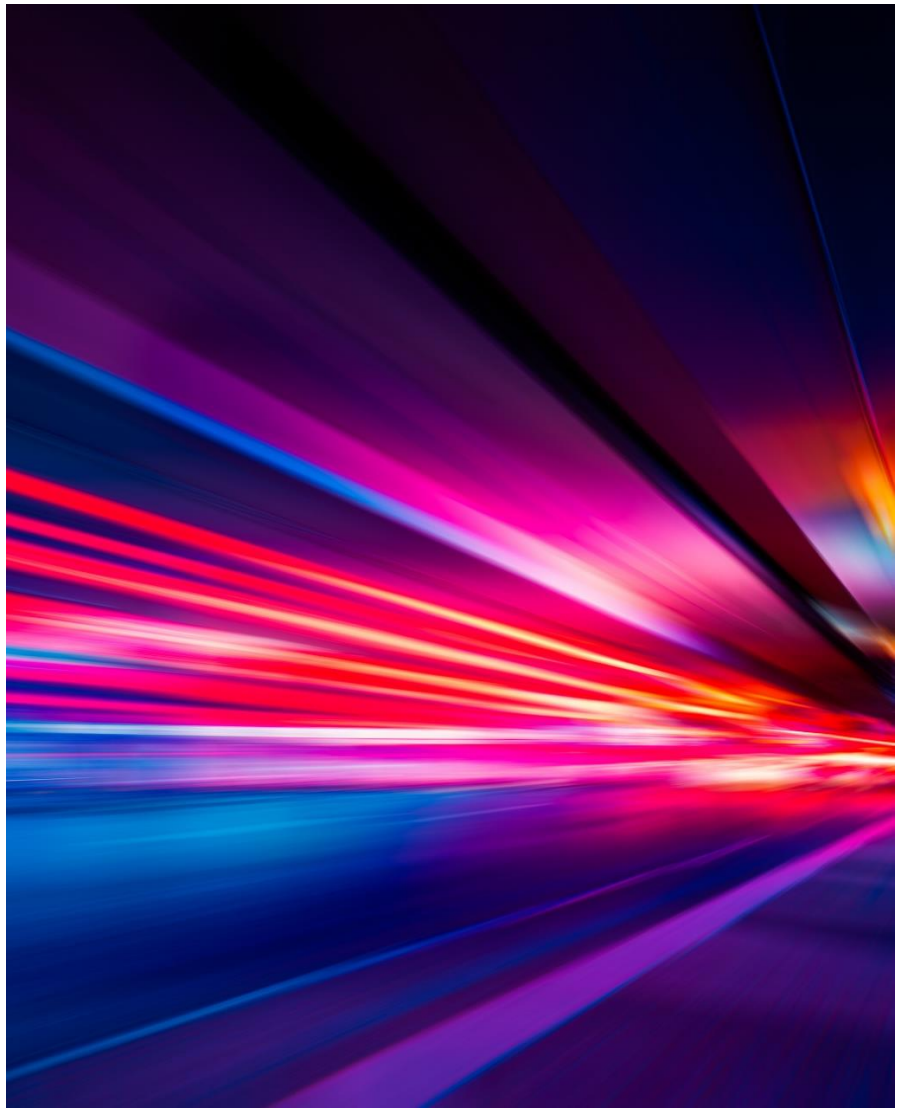


Illustration 3: Magna Powertrain's presence in the world



Magna Powertrain remains focused on the continuous changes in modern mobility, ensuring we are well-prepared to meet all our customers' propulsion needs, both for today and tomorrow.

With our broad and innovative electrification portfolio, we are setting new benchmarks in serving increasingly software-based vehicles. We have established strategic joint ventures with LG Electronics and Hasco to accelerate growth for both Magna and our partners in the electric powertrain market.

As one of the world's largest providers of powertrain solutions for passenger cars and light commercial vehicles, we hold a unique position in the global market.

Our expertise spans hardware and software innovations that contribute to overall vehicle performance. This includes advancing CO_2 emissions reductions, delivering best-in-class efficiency, and enhancing vehicle safety, comfort, and driving pleasure. As an operating unit of Magna International, we bring game-changing capabilities in powertrain design, development, testing, and manufacturing to the global automotive industry

Magna Powertrain is a business unit of **Magna International,** a leading global automotive supplier with **343 manufacturing operations and 107 product development, engineering and sales centers in 28 countries. We have over 175,000 employees focused on delivering superior value to our customers through innovative processes and World Class Manufacturing.**

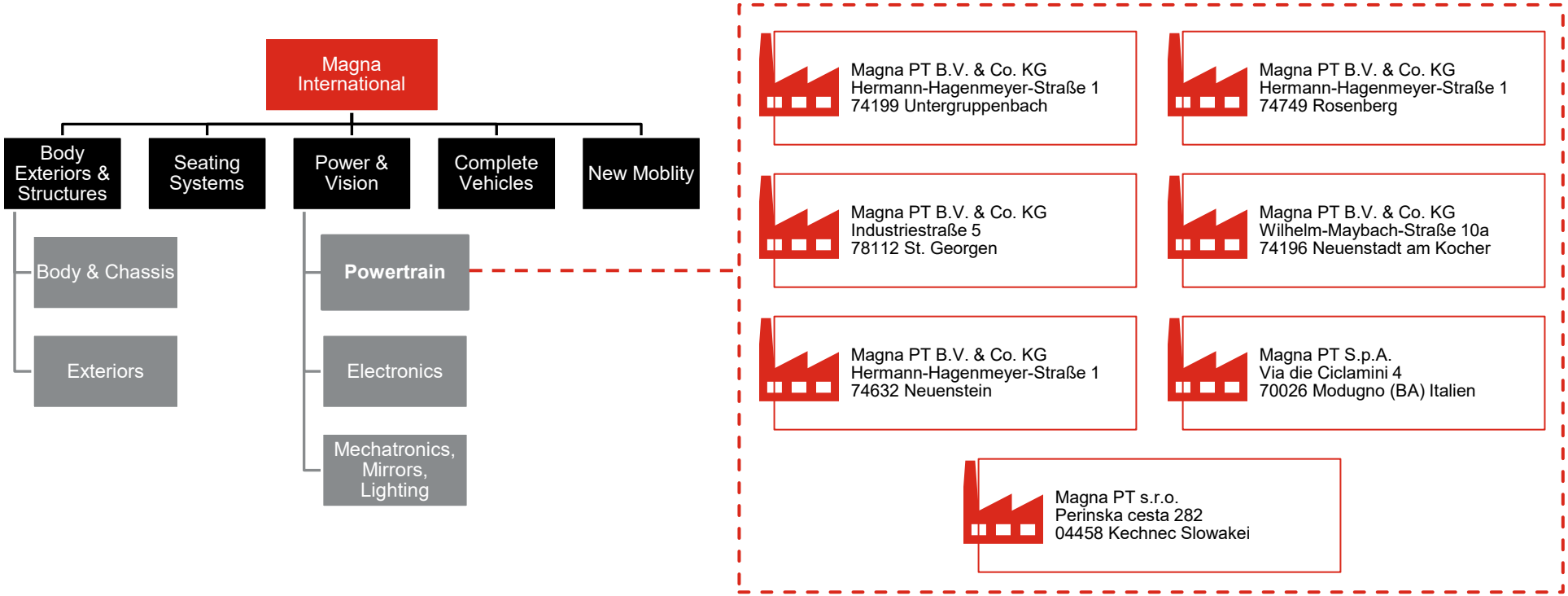


Illustration 4: Relationship between Magna Powertrain and Magna International

VISION, MISSION AND CORE VALUES

Magna's vision, mission and fundamental values, which the EMAS sites also uphold, are as follows:

VISION

Advancing mobility for everyone and everything.

MISSION

Our mission is to use our expertise to create a better world of mobility, responsibly. We do that by developing technologies, systems and concepts that make vehicles safer and cleaner for everyone.

CORE VALUES

Think big

Empowering each to act with confidence.

Take responsibility

Taking accountability for ourselves and others in our actions and commitments.

Never Settle

Constantly innovating, improving and asking the right questions

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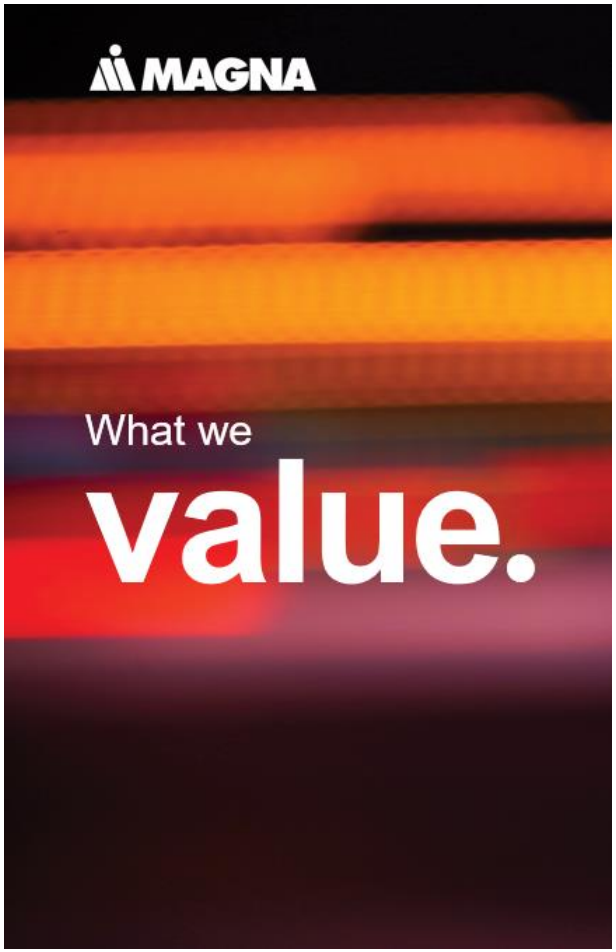
Be Collaborative

We do our best when we do it together, with respect and humility.



PRODUCT PORTFOLIO

The Magna Powertrain product portfolio is divided into conventional and mild hybrid products, high voltage electrified products and also modules and components engineering services.

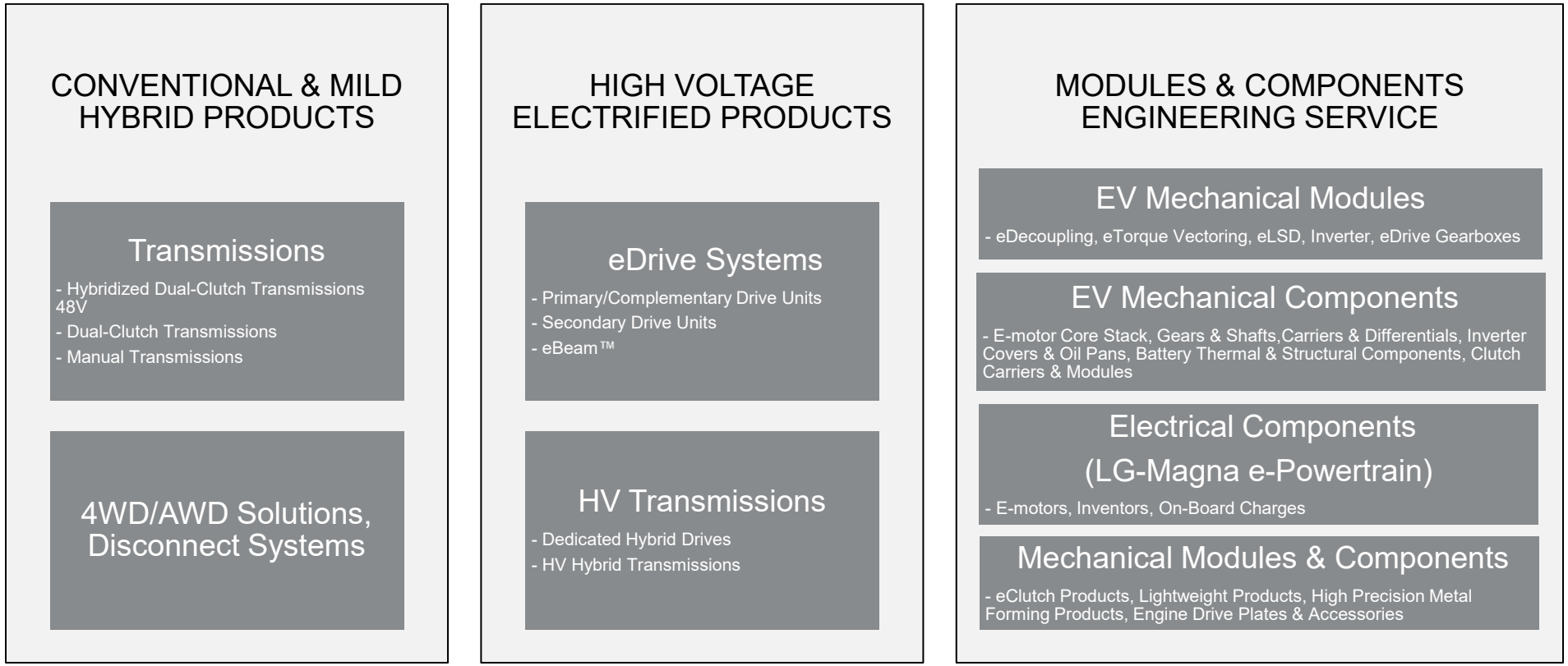


Illustration 5: Magna Powertrain product portfolio

MANUAL TRANSMISSION: MODULAR MANUAL TRANSMISSION

Magna's manual transmissions are based on a modular concept.

We can use one design for several engines by varying the rotational speed and the maximum torque density. We also continuously optimise all elements of the transmission design from bearings and seals to power density and fuel efficiency. Consistent weight reduction rounds off our efforts to make our transmissions as efficient as possible. We build inline transmissions for rear and four-wheel drives for passenger and light commercial vehicles, transaxial longitudinal transmissions for front, rear and four-wheel drives and transaxial transmissions for front and four-wheel drives.

Illustration 6: The compact 5-gear transmission with best-in-class torque density

DUAL CLUTCH TRANSMISSION: TWO TRANSMISSIONS IN ONE

Magna dual clutch transmissions offer the best driving comfort, the greatest efficiency, and the driving dynamics of a sports car.

Intelligent software ensures that the next gear is already preselected whilst a gear is active. Two clutches are activated alternately when the gear is changed. This permits seamless gear changes without interrupting torque and also accelerated gear changes and avoids the jerking associated with conventional automatic transmissions.

Dual clutch transmissions are more than 20 percent more economical in some driving cycles and vehicles compared to conventional automatic transmissions.

Illustration 7: The DCT Eco six-speed dual clutch transmission

The scalable mild hybrid transmission solutions range from different hybridised dual clutch transmissions to cost-efficient hybridised manual transmission solutions.

Such systems support the large-scale deployment of electrified drive trains and the achievement of average fleet targets at reasonable cost.

Mild hybrid systems also achieve improved driving dynamics through electrified torque management and traction support. Magna's 7HDT300 and 7HDT400 hybrid transmissions are based on proven dual clutch transmissions and are conceived in such a manner that they permit optimum CO_2 reduction in as platform-compatible and cost-effective a manner as possible.

Illustration 8: 7HDT300 48V hybrid dual clutch transmission

ELECTRIFIED HIGH-VOLTAGE PRODUCTS

Magna accepts the challenge and works continuously on further developing electric transmissions.

The aim: best in class, efficiency, safety, dynamics and comfort.

Electrification is in full swing, and range and efficiency still count as the most important criteria for drivers.

Magna's high voltage portfolio covers the entire product spectrum for electric vehicles and full and plug-in hybrid vehicles from individual components to complete systems - from e-axles, eDrive transmissions and highly integrated eDrives up to solutions for full and plug-in hybrid vehicles. The eDrive platform approach offers the greatest of flexibility through cross-project synergies with maximum scalability from 50 to 250 kW whilst the eDrive portfolio has systems available with 400 V to 800 V operating voltage.

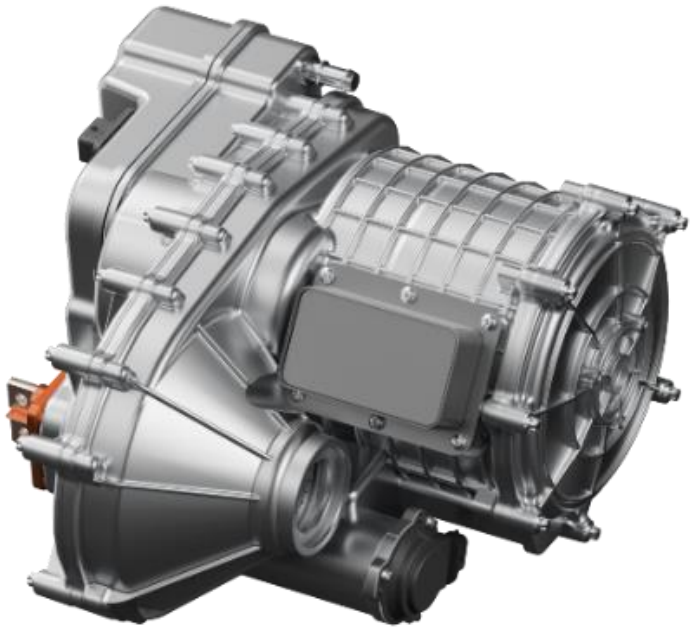


Illustration 9: Magna High HE eDrive system

MODULES AND COMPONENTS

Magna Powertrain is an expert on the design, development, and manufacture of electrified powertrain modules ad sub-systems to support the hybrid and electric vehicle applications of all customers.

Magna offers advanced processes for a large variety of highly modern mechanical modules and components, from eClutch and lightweight products to high precision forming and machining products as well as various driving plates.

Magna is the top supplier of a broad range of mechanical modules and components for electric vehicles including eDecoupling products and eDrive transmissions for electric vehicle applications in primary and secondary systems.

In addition, the LG Magna e-Powertrain joint venture extends this expertise and offers key components such as motors for electric vehicles, inverters and more from one source.

OVERVIEW OF THE MAGNA POWERTRAIN PRODUCT PORTFOLIO

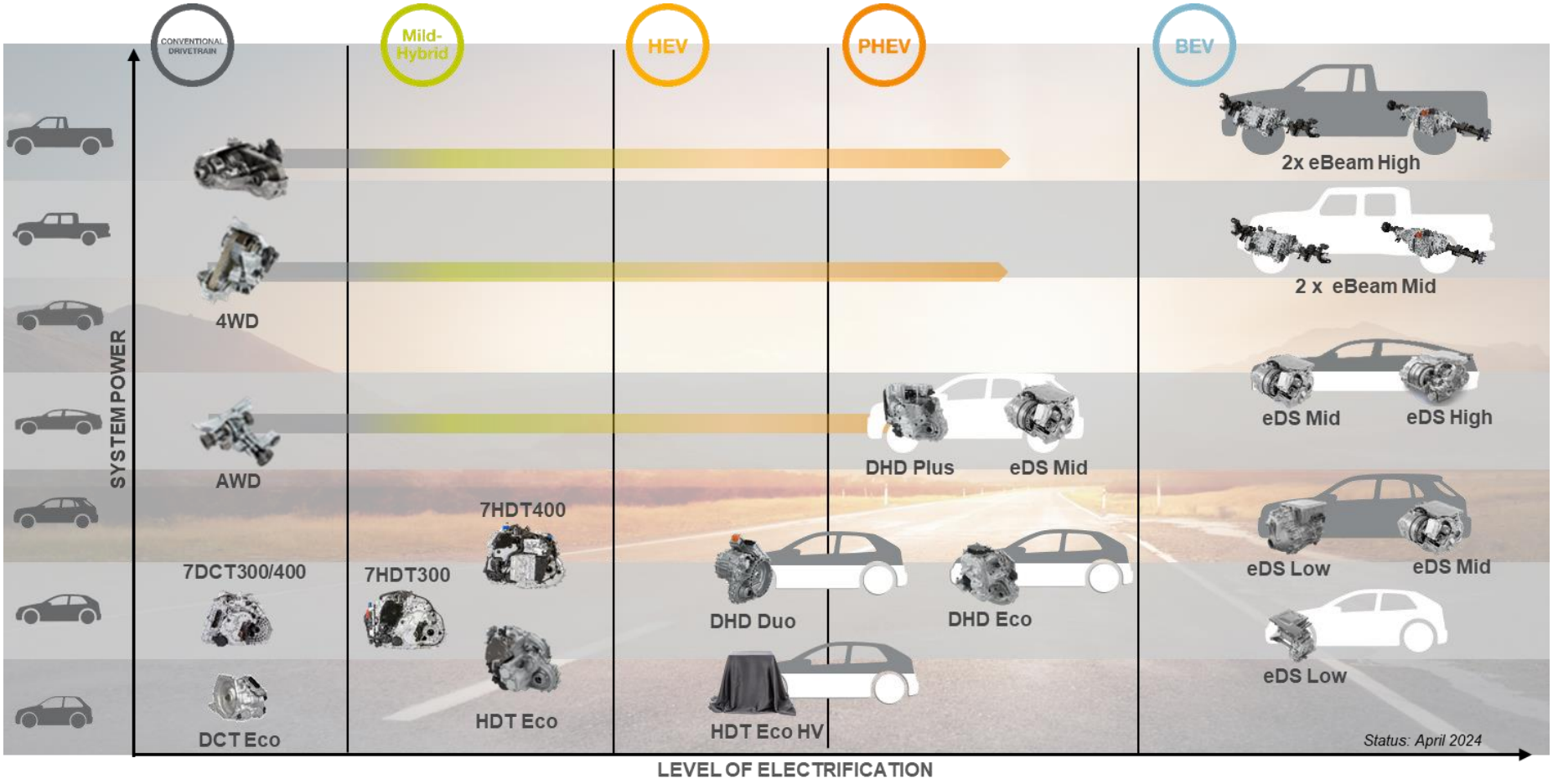


Illustration 10: Overview of the Magna Powertrain product portfolio

More information on the Magna product portfolio is available from our website at: Magna Website.

SUSTAINABILITY

VISION

Magna's vision of sustainability, which is also followed by the Magna Powertrain EMAS sites, concentrates on three elements:

PRODUCT, PROCESS and PEOPLE.

At Magna we are committed to making a difference through our products and processes, as well as continuing to demonstrate care and concern for our people and the communities in which they live.

Magna encourages its people to think entrepreneurially and visionary to continuously develop more sustainable solutions. In everything Magna does, it aspires to make a positive contribution to society and the environment.

As we continue to move forward in our efforts to protect and preserve the planet, we are targeting 100% renewable electricity in our European operations by 2050 and global operations by 2030 as part of our 2050 net-zero commitment.

The technologies, systems and concepts we are developing will continue to enable cleaner and safer mobility for everyone and everything.

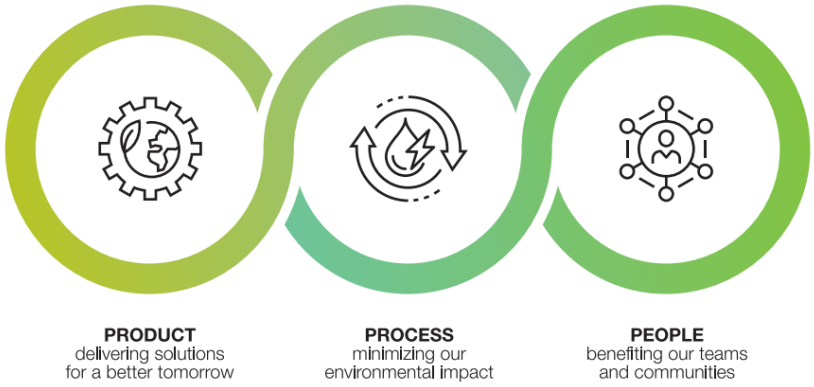


Illustration 11: Magna's vision for sustainability

Our approach to sustainable value creation involves:

Illustration 12: Our approach to the sustainable value creation

SUSTAINABILITY POLICY

The Magna Powertrain EMAS sites' sustainability policy, which also contains our environmental policy, contains company policy guidelines for the areas of environment and, occupational and health protection and social responsibility.

Magna is committed not only to improve its environmental performance to avoid environmental pollution and to comply with environmental protection regulations but also to improve its performance in every aspect of sustainability.

Magna Powertrain EMAS sites aspire to sustainability in all activities in order to achieve a balanced ratio of the aspects of economics, social responsibility, environmental protection, energy efficiency and occupational and health protection.

The accountability and transparency of this guideline are guaranteed by regular checks, state control measures, management assessments and sustainability reports.

As part of our ongoing commitment to creating a safe and inclusive work environment, we have added a new section on **protection against violence and harassment**, **lift scope up to Magna Powertrain** addressing these critical issues to ensure a respectful workplace for all employees. This updated sustainability policy is effective as of **February 3, 2025**.

The content of the Sustainability Policy is outlined below:

PREAMBLE

With reference to the Code of Conduct, the Magna Powertrain Sustainability Policy provides guidelines on the policies of environment and energy, occupational health and safety and social responsibility. We expect every employee to accept and follow the principles of this policy. It supports the fulfillment of the relevant audit standards.

Magna Powertrain is committed to aim for sustainability with all our activities to achieve a well-balanced relation of economy, social responsibility, environmental protection, energy efficiency and occupational health and safety.

HEALTH AND SAFETY

Magna Powertrain's first priority is the physical integrity of all our stakeholders (e.g., employees, suppliers, visitors), and we are therefore committed to apply zero tolerance to occupational health and safety hazards in order to secure the health and safety of individuals. We create and maintain an excellent, safe, and ergonomic working environment.

ENVIRONMENTAL PROTECTION

All Magna Powertrain EMAS sites are committed to ensure the responsible use of natural resources and the prevention and reduction of negative environmental impacts like emissions, energy and water consumption, or waste generation, and not to endanger the environment.

FOCUS ON SUSTAINABILITY

Magna Powertrain designs and manufactures its products and purchases its materials, services and energies with a strong focus on sustainability.

CONTINUOUS IMPROVEMENT

All Magna Powertrain EMAS sites have undertaken to continuously improve environmental protection, occupational and health protection and social responsibility. We have undertaken to implement, maintain and continuously improve our certified management system at all sites, taking special account of social responsibility, the environment, energy and occupational and health protection.

COMPLIANCE AND TRANSPARENCY

All Magna Powertrain EMAS sites are committed to comply with legal or similar other requirements in the respective countries and to be fully transparent in this regard as a minimum standard, although the company will always seek to exceed the standard.

We respect and endorse – besides others - the following frameworks and charters:

- UN Universal Declaration of Human Rights
- ILO Fundamental Conventions
- ILO Declaration on Fundamental Principles and Rights at work
- OECD Guidelines for Multinational Enterprises
- UN Guiding Principles on Business and Human Rights

Accountability and Transparency of this policy are ensured through regular audits, governmental controls, management reviews and sustainability reports.

CONTINUOUS IMPROVEMENT

All Magna Powertrain EMAS sites are committed to continuously improve the environmental performance, energy efficiency, occupational health and safety, and social responsibility.

We are committed to implement, maintain and continuously improve our certified Management System at all locations with special regards to social responsibility, environment, energy, and occupational health and safety.

TRAINING AND AWARENESS

All Magna Powertrain EMAS sites are committed to involve, inform and train our employees, our business partners and relevant service providers.

HUMAN RIGHTS

All Magna Powertrain EMAS sites respect the dignity of every human being and support the compliance with internationally recognized human rights. We reject all forms of physical, sexual, psychological or verbal abuse of our employees. We respect the freedom of opinion and expression.

RIGHTS OF CHILDREN

All Magna Powertrain EMAS sites condemn child labor and respect the rights of children. We comply with the applicable laws and regulations regarding the minimum age for admission to employment or work.

PROTECTION AGAINST DISCRIMINATION

Our conduct with each other is characterized by respect and tolerance and is free of discrimination or harassment due to gender, race, ethnic, national or social origin, age, religion, political or sexual orientation, physical or mental disability or other characteristics protected under law.

Tolerance and equal opportunity are prerequisites to a pleasant work environment. The opportunities of our employees depend exclusively on their performance, capabilities and competences depending on the requirements of their respective working place.

PROTECTION AGAINST VIOLENCE AND HARRASSMENT

All Magna Powertrain EMAS sites do not tolerate actual or threatened violence, harassment, attacks, intimidation, humiliation or sabotage. All people we come into contact within the course of our work will be treated with courtesy and respect.

FAIR WORKING CONDITIONS

Our remuneration and social benefits apply at least to international, national and local legal requirements or respective agreements (living wage). We comply with all applicable legal requirements regarding working hours and vacation.

FREE CHOICE OF WORKPLACE

All Magna Powertrain EMAS sites reject any kind of forced labor and do not tolerate physical abuse as a disciplinary measure. We respect the principle of freely chosen employment.

FREEDOM OF ASSOCIATION AND COLLECTIVE NEGOTIATIONS

All Magna Powertrain EMAS sites recognize and respect our employees' right to associate freely. We will work constructively with recognized representatives to facilitate the interests of our employees.

Within the framework of respective legal regulations, we respect the right to collective bargaining for disputes settlement regarding working conditions and work together in a constructive manner with mutual confidence and respect.

We are committed to the appropriate consultation and participation of our employees or their representatives.

RELATIONSHIP WITH OUR STAKEHOLDERS

All Magna Powertrain EMAS sites respect, consider and respond to the interests of our stakeholders.

We are committed to involve and inform our stakeholders in striving towards better social responsibility, environmental protection, energy efficiency and occupational health and safety.

IMPLEMENTATION AND RESPONSIBILITY

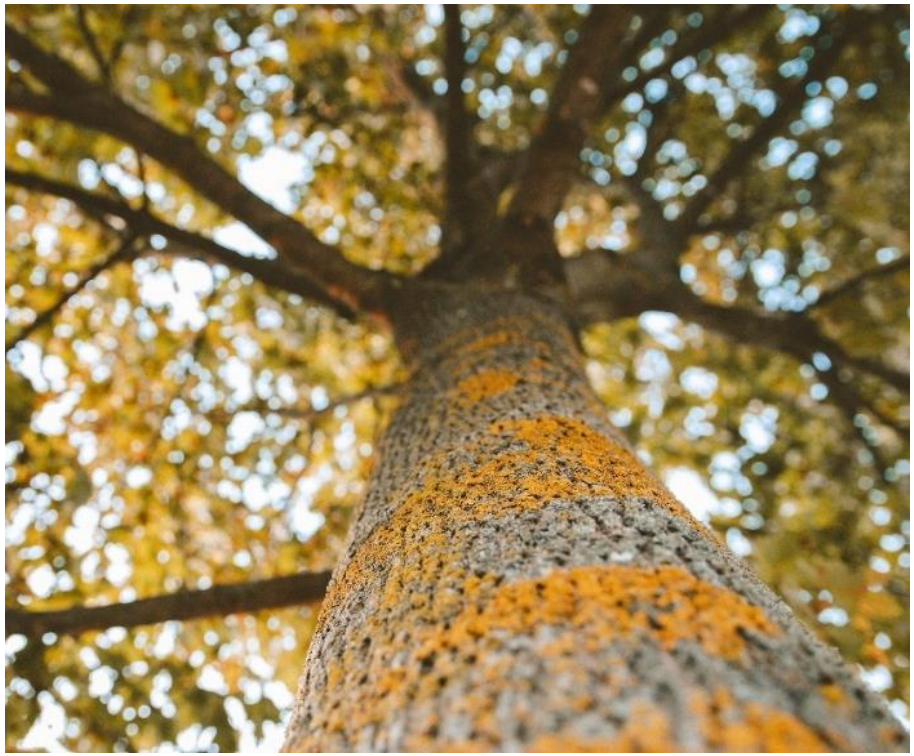
Responsibility for the implementation of the Sustainability Policy lies with the senior management of the company's divisions and locations. Every employee is responsible to follow this policy and actively contribute to its success.

We track the adoption and enforcement of these requirements and policies within the supply chain according to contractual provisions. We seek to identify and utilize business partners who aspire in the conduct of their business to standards that are consistent with these principles.

Employees who believe that there may have been a violation of this policy should report it through established channels which vary by region. We will take appropriate actions to follow up on these reports. No retaliatory actions will be taken against any employee who makes such a report or cooperates in an investigation of such a violation reported by someone else.

In addition, Magna Powertrain EMAS sites undertake not to implement any new projects within or in the vicinity of World Heritage sites.

The original text can be viewed on the Magna website.



SUSTAINABILITY MANAGEMENT SYSTEM

STANDARDS

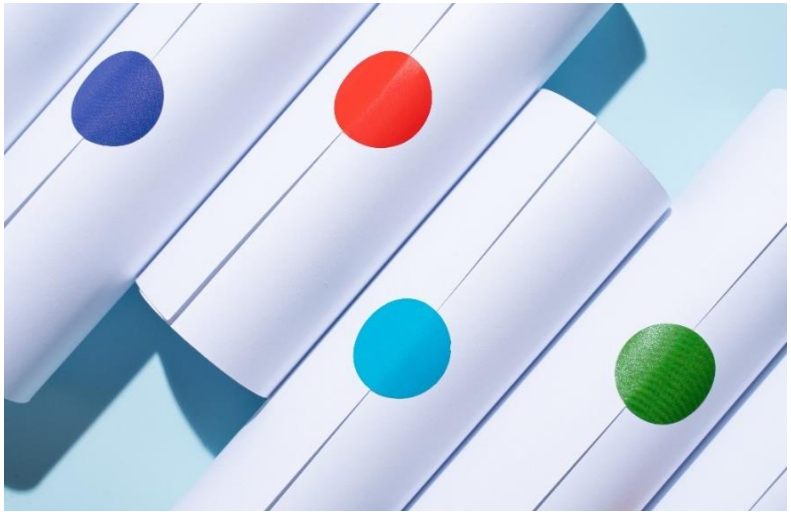
In order to implement Magna's sustainability policy and achieve targets, Magna has introduced a management system for sustainability, the environment, occupational safety, the duty of care in the supply chain, and quality and information security. The standards in this management system are set out in the following:

IQNET SR 10

IQNet SR 10 is an international standard which defined requirements of management system for the social responsibility of organisations. IQNet SR 10 is based on ISO 26000 which is an instruction manual describing fundamental principles of social responsibility in detail.

EMAS

The Eco-Management and Audit Schema is an environmental management and environmental auditing system developed by the European Union. It is used by organisations which wish to improve their environmental performance, and within which open environmental communication is to be practised.



ISO 14001

The ISO 14001 international environmental management standard defines globally recognised requirements of an environmental management system. The standard focuses mainly on a continuous improvement process as a means of achieving the respective defined target in relation to the environmental performance of an organisation.

ISO 45001

The ISO 45001 standard was published by ISO in March 2018 and describes the requirements of an occupational health and safety management system and guidance on implementation. ISO 45001 replaces OHSAS 18001.

ASI

ASI (Aluminium Stewardship Initiative) is an aluminium industry certification standard which serves to ensure the responsible procurement of aluminium along the supply chain and is thus intended to prevent human rights violations and environmental destruction. ASI encompasses two key standards: the **Performance Standard**, which addresses environmental, social, and governance (ESG) principles such as greenhouse gas emissions, biodiversity, and labor rights, and the **Chain of Custody (CoC) Standard**, which ensures the traceability and responsible handling of aluminum through the supply chain.

IATF 16949

The IATF 16949 (International Automotive Task Force) standard brings together existing requirements of quality management systems of the (mostly North American and European) automotive industry. It was developed jointly by IATF members and published based on EN ISO 9001.

TISAX

TISAX (Trusted Information Security Assessment Exchange) is a standard defined by the automotive industry for information security which has been required of many OEMs and suppliers since 2017. The German Association of the Automotive Industry (Verband der Automobilindustrie, VDA) has defined TISAX as a binding test standard for all TISAX-registered companies.

CERTIFICATE

The following is an overview of the Magna Powertrain EMAS sites' certifications:

STANDARD	IQNET SR 10	EMAS	ISO 14001	ISO 45001	ASI		IATF 16949	TISAX
				BS OHSAS 18001	PS	CoC		
Untergruppenbach	since 2015	since 2003	since 2003	since 2020 since 2004	V2 since 2021 V3 since 2024	not relevant	since 2018	since 2020
Neuenstein	since 2018	since 1997	since 1997	since 2020 since 2004	V2 since 2021 V3 since 2024	not relevant	since 2018	since 2020
Rosenberg	since 2020	since 1996	since 1997	since 2020 since 2004	V2 since 2022 V3 since 2024	not relevant	since 2018	since 2021
Neuenstadt a. K.	since 2017	since 2006	since 2006	since 2020 since 2006	not relevant	not relevant	since 2018	since 2023
St. Georgen	since 2015	since 2003	since 2000	since 2020 since 2004	not relevant	not relevant	since 2018	since 2020
Modugno	since 2016	since 2004	since 1999	since 2020 since 2006	V2 since 2022 V3 since 2025	since 2025	since 2018	since 2021
Kechnec	since 2016	since 2022	since 2006	since 2020 since 2006	V3 since 2023	not relevant	since 2018	since 2020

Table 1: Overview of certifications at Magna Powertrain EMAS sites

EHS/SR MANAGEMENT STRUCTURE

The various aspects of the environmental, occupational safety and health management system (EHS) and the social responsibility (SR) are managed by the **EHS Department** at each Magna Powertrain EMAS site. In addition, the EHS site departments are supported with the introduction of environmental, occupational safety or sustainability standards, with certifications and with the maintenance of the integrated management system by the **Group Office Sustainability & EHS**. There are **EHS team managers** and **EHS/SR teams** and also various statutorily and voluntarily appointed authorised representatives at every site. The management at each site has overall responsibility for the EHS/SR management system.

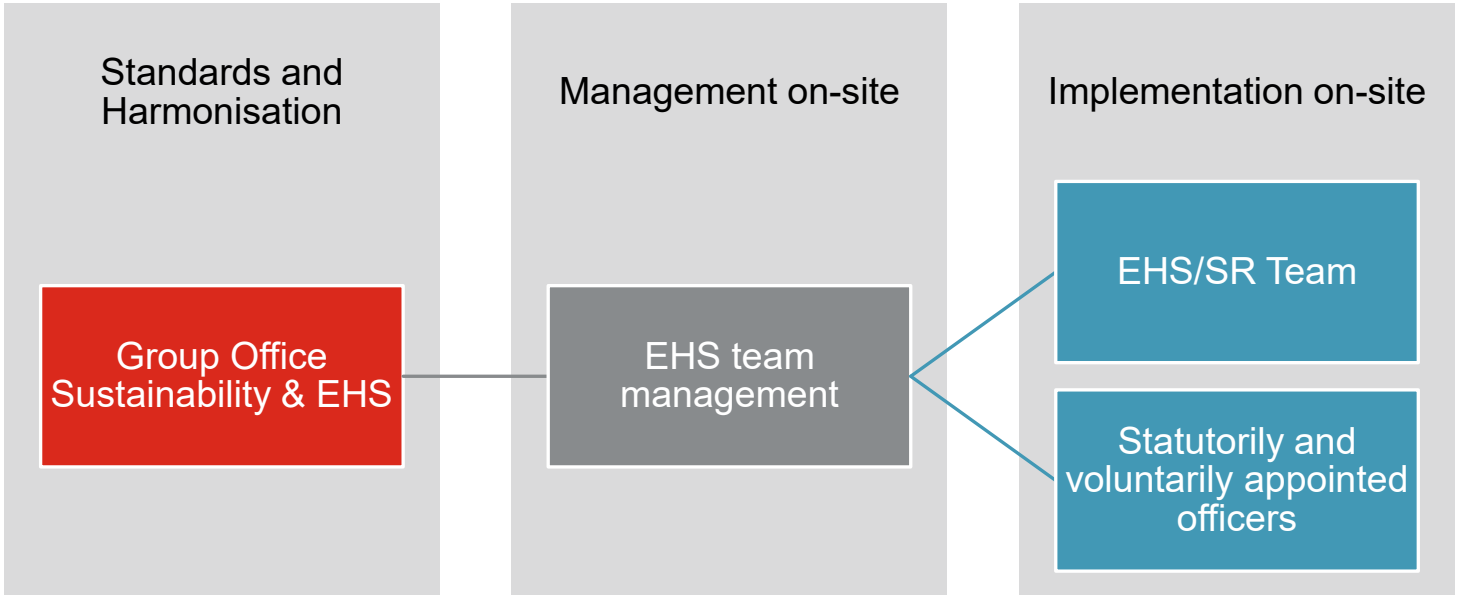


Illustration 13: Structure which supports EHS/SR sustainability management

MATERIALITY ANALYSIS

The materiality analysis is a decisive instrument for determining the relevant sustainability issues which are significant for Magna Powertrain EMAS sites and their stakeholders.

In 2018, the materiality analysis identified relevant SDG's for Magna Powertrain EMAS sites. Following the results of Magna International's materiality analysis in 2020, the focus was aligned with seven SDGs, and these **seven** key sustainability issues became the central focus for all Magna Powertrain EMAS sites.

In 2024, Magna completed a comprehensive Double Materiality Assessment (DMA) to assess its impact and risks beyond climate, considering communities and ecosystems. Aligned with the Corporate Sustainability Reporting Directive (CSRD), the findings support Magna's broader sustainability strategy.

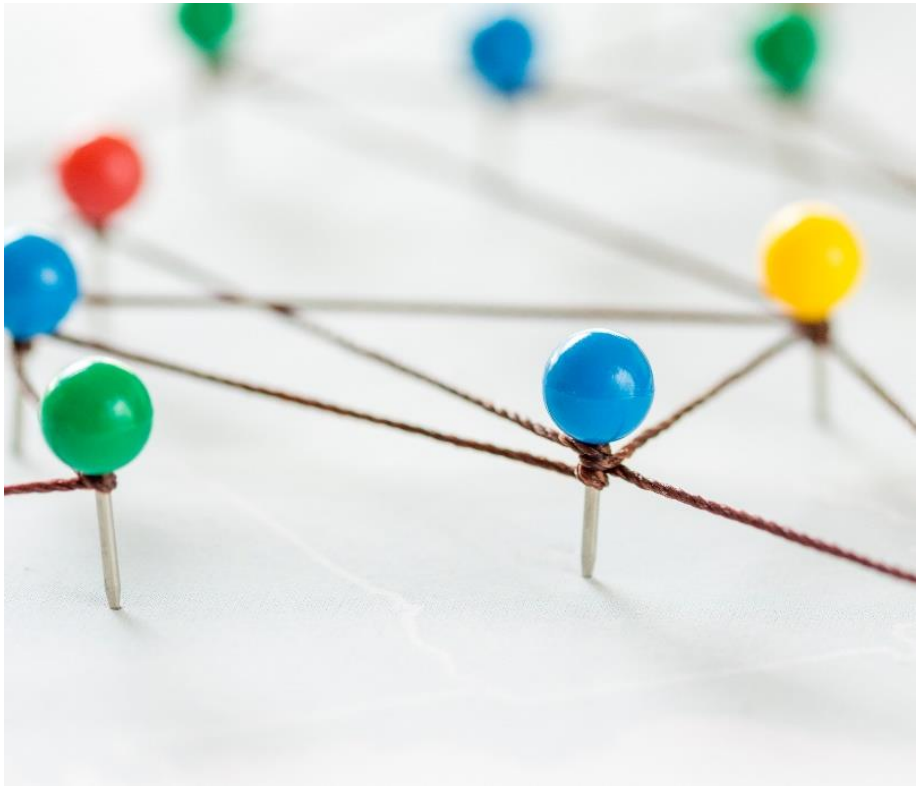
For further details, refer to Magna International's Sustainability Report.

Illustration 14: Magna focuses on 7 of the 17 SDGs

STAKEHOLDER ANALYSIS

Magna Powertrain EMAS sites carry out a local stakeholder analysis annually to give us a precise picture of our stakeholder groups.

This also includes population groups and organisations affected. As part of this analysis the stakeholders are identified and prioritised, mutual influences and expectations in relation to sustainability-relevant issues identified and the risks and opportunities which emanate from the (non-)fulfilment of these expectations are recorded and assessed. This means sites and organisation can react better to changes.



ENVIRONMENTAL INFORMATION

ASSESSMENT OF ENVIRONMENTAL ASPECTS

In order to determine environmental aspects which, have an effect on the environment, a risk assessment on the basis of EMAS ordinance 1221/2009 is carried out for each Magna Powertrain EMAS site. Changes, including planned or new developments and new or changed activities, products and services and also intended and reasonably foreseeable emergency situations are proved for.

The environmental aspects are assessed, binding obligations which are connected to environmental aspects and measures and targets for handling significant environmental aspects are determined.

For each activity/product/service, a separate EHS form is prepared to assess direct environmental aspects. This includes recording environmental aspects, identifying impacts, and evaluating risks and opportunities. The significance of the respective environmental aspect is determined by assessing the risks and opportunity. The assessment considers normal operations, emergencies, and planned activities. Completed forms are added to the list of “significant environmental aspects” by the EHS Team Leader.

The deployment of suitable means to reduce the different environmental impacts is examined. If necessary, our action plans such as the EHS/SR programme and the competence and awareness of staff in dealing with environmental aspects in their sphere of activity is trained. The environmental aspects are

communicated between the EHS area, and the relevant persons and changes are reported in the management review.

The following significant direct environmental aspects result from examining our main activities, products, and services.

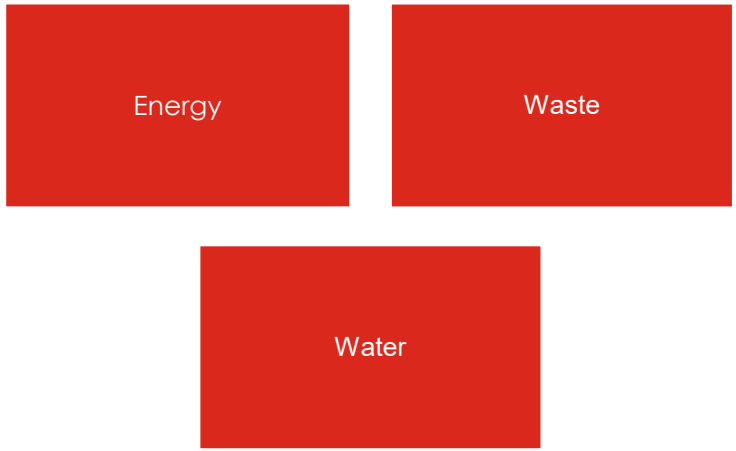


Illustration 15: Significant direct environmental aspects for EMAS sites

Magna implements several measures to minimize environmental impacts on air, water, resources, and the immediate surroundings of its sites. These measures include examining environmental aspects during **abnormal operations**, with the findings incorporated into system documents like work instructions, operating instructions, and alarm plans. In emergencies, a **business continuity** plan is in place, which coordinates the efforts of various teams, including a dedicated **business community management planning and control team** at each site. This team is responsible for executing predefined emergency plans and ensuring environmental emergencies are prevented through **regular maintenance** and both internal and external checks.

Maintenance and testing intervals are determined based on statutory requirements, with adjustments made for higher risks. These activities are supported by computer systems to monitor the testing of safety measures such as spill kits, storage tanks, and emergency water provisions. Additionally, all sites have emergency water provision plans, ensuring proper handling of harmful substances during storage and transport. Regular monitoring of drinking water, wastewater, rainwater, and industrial wastewater quality is also conducted.

In the event of an incident, such as a fire or substance leakage, the situation is managed to prevent any harm to the surrounding

area. The public is informed through authorities as required. Emergency plans are regularly reviewed and updated, with lessons learned from past incidents used to improve future responses. The 8D problem-solving method is applied to analyze environmental emergencies and optimize emergency planning.

Additionally, significant indirect environmental aspects, including raw material extraction, product development, purchasing, production, and end-of-use treatment, are assessed through lifecycle analyses. Indirect aspects regarding to product development are recyclability, weight of products, efficiency of the product, materials of the Magna Products and eco-social impact of the products over lifecycle. All other indirect aspects (see above) were discussed and evaluated in workshops between the global Sustainability & EHS team and all EMAS sites. The method and the considered env. impacts are the same as for the evaluation of direct env. aspects. The measures were taken either by the global Sustainability & EHS team or by the sites, depending on the responsibility.

Environmental impacts related to capital investments, loans, insurance, new market expansion, and the actions of contractors, suppliers, and sub-suppliers are also systematically evaluated, with measures taken to reduce impacts or increase environmental benefit. The nature of the impacts that relate to environmental aspects are emission to the atmosphere, inlet and discharge of water, production, recycling, reuse, transport and disposal of solid and waste, land consumption.

Neuenstein is a lower-class operating area according to the german 12th BImSchV. The information for the public can be found on Magna website.

GUIDELINE

CRITICAL RAW MATERIALS POLICY

The aim of this policy is **to make the procurement of critical raw materials more sustainable in the medium to long term**. This is to be achieved through measures such as increasing the proportion of recycled materials, the reduction of CO_2 emissions and certification by the Initiative for Responsible Mining Assurance (IRMA) or the Aluminium Stewardship Initiative (ASI).

Magna wishes to commit to gradually using only raw materials for extraction, production, transport, trading, processing and export of which neither directly nor indirectly contribute to violations of regulations, pollution, human rights violations or health and safety problems.

As part of our risk assessment, the following raw materials were identified as potentially high-risk materials relevant for Magna and included in our activities associated with human rights duty of care. The Drive Sustainability / Responsible Materials Initiative (RMI) Material Change Report served as the source for the assessment.

Illustration 16: Critical raw materials identified by Magna Powertrain

GLOBAL RESPONSIBILITY RAW MATERIALS POLICY & SUSTAINABILITY / ESG MANAGEMENT REQUIREMENTS OF THE MAGNA POWERTRAIN GROUP (MPT) TO BE MET BY (SUB-)SUPPLIERS

This standard defines the main requirements of sustainability management of the global Magna Powertrain Group Operations which must be fulfilled by suppliers. As part of our ongoing commitment to sustainability, we at Magna Powertrain updated our framework, effective **January 1, 2025**. This updated standard introduces enhanced requirements, including a sustainability management system, fair working conditions, due diligence in the supply chain, climate protection and CO_2e reduction, and eco-social life cycle assessment.

This standard covers requirements for the following topics:

Illustration 17: Overview of the standard's requirements

In 2024, Magna Powertrain implemented significant updates to its sustainability and responsible sourcing framework, emphasizing compliance, continuous improvement across all business areas, and the development of robust supplier management systems to enhance customer satisfaction and overall business success.

Key updates include:

Update Category	Key Changes (2024)
Fair Working Conditions in the Supply Chain	Compliance with ILO, UFLPA, FPIC, and Human Rights and Environmental Due Diligence (HREDD)
Due Diligence in Supply Chain	Transparency to the mine/extraction level, annual reporting, risk-based training
Climate Protection & CO_2e	Shift from CDP to M2030
Eco-Social Life Cycle Assessment	Stricter reporting on water use, CBAM, and sustainability data
Responsible Critical Raw Materials	Increased secondary material use, responsible sourcing of aluminium, copper, and gold
Additional Ecological Aspects	Prohibition of PFAS, freshwater resource protection, End-of-Life Vehicle compliance
Sub-Supplier Management	Use of Magna sustainability tools (S-ESG, CatenaX)
CAD Manual & AI	New AI chapter in CAD Manual
Information & Reporting	Digital, accurate due diligence reporting and a transparent reporting mechanism

Table 2: Global Policy Updates on Responsible Raw Materials and Sustainability/ESG Requirements for Magna Powertrain Sub-Supplier

NET-ZERO STRATEGY

Magna International, the parent company, also continues to advance the change to more sustainability.

Magna's commitment to **carbon neutrality in 2021** has evolved into a **net-zero commitment**, is proof that Magna advocates for fighting climate change incessantly and in a focussed manner. Our net-zero goals, aligned with the Science Based Targets initiative (SBTi), which requires a **90% reduction in emissions in Scopes 1 and 2, and Scope 3 by 2050 from a 2021 baseline.** This commitment reflects our commitment aligns with the sustainability ambitions of our peers and customers.

As we continue to move forward in our efforts to protect and preserve the planet, we are committing to **100% renewable electricity utilization at our European operations by 2025 and global operations by 2030**. Further, Magna is committing to have global **net-zero emissions by 2050.**The technologies, systems and concepts we are developing will continue to enable cleaner and safer mobility for everyone and everything.

Information for the public is available on the Magna website.

We are fighting climate change and reducing our global CO_2 footprint with innovative products, energy-conscious production, teamwork and tenacity.

Framework & Timeline as follows:

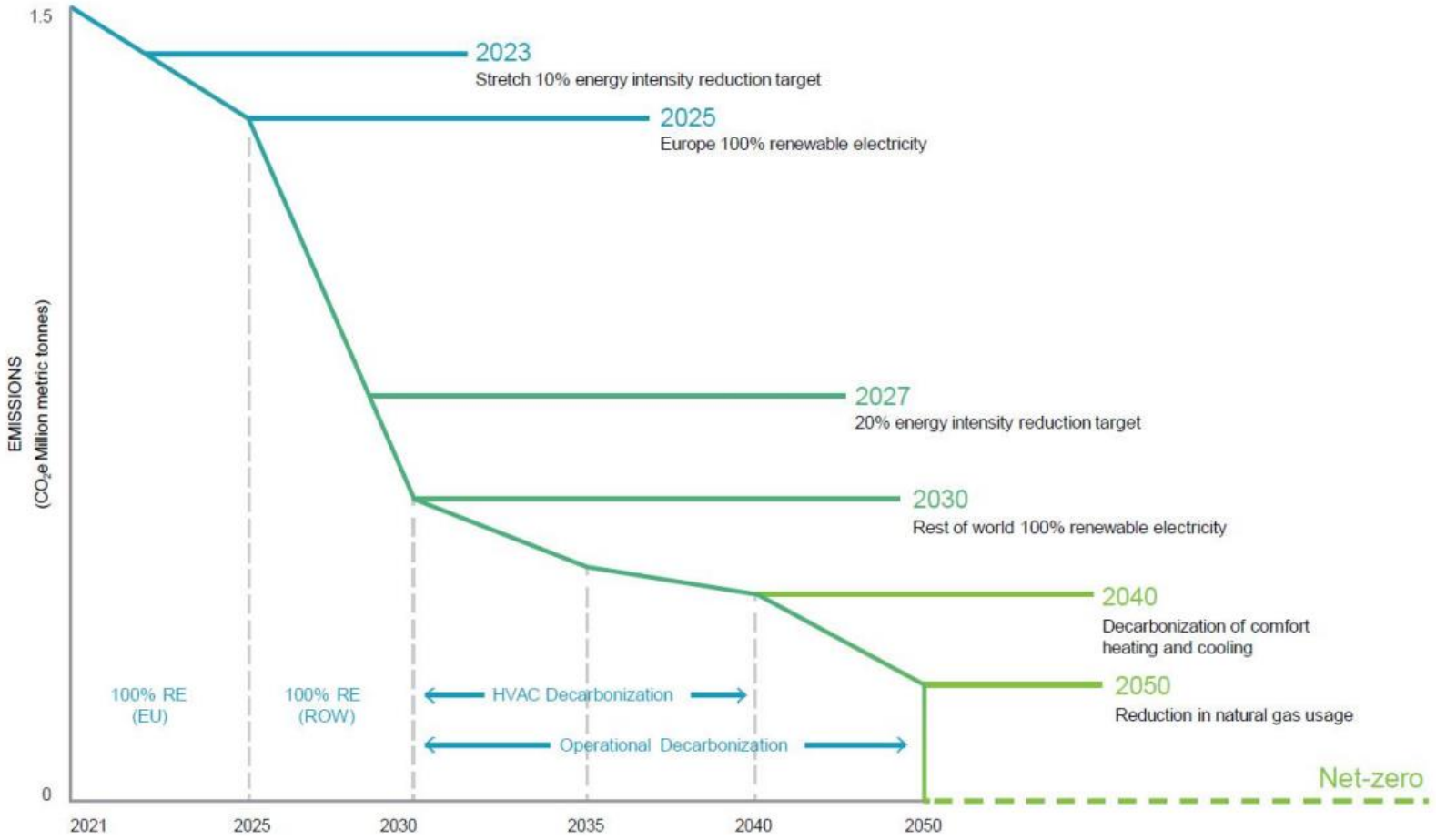


Illustration 18: Targets and route to net zero emission

In order to ensure that the strategy's climate goals are consistent, Magna International submitted its net zero emission targets for validation by the Science Based Targets Initiative (SBTi). This gives companies a clearly defined route to **reducing greenhouse gas emissions in harmony with the limitation of reducing global warming to 1.5°C.** They define by how much and how quickly a company must reduce its emissions to achieve the targets of the Paris Agreement.

Magna's carbon footprint is generally recorded and analysed in accordance with the guidelines of the **GHG (greenhouse gas) protocol**. In order to limit the sources of direct and indirect THG emissions, **three "Scopes" (Scope 1, Scope 2 and Scope 3**) were defined **for greenhouse gas balancing and reporting**.

Scope 1

- **Direct emissions** which are produced by stationary and mobile systems or in chemical processes (e.g. Operation of the company's own furnace or the vehicle fleet).

Scope 2

- **Indirect emissions** from using energy which is bought in externally (e.g. The company's own power consumption, heating, cooling, etc.).

Scope 3

- **All other upstream or downstream emissions with the value creation chain** (e.g. from business travel, waste management and product use.)

Illustration 19: Explanation of the designations Scope 1, 2 and 3

The sustainability areas which are the main focus of this policy are as follows:

Illustration 20: Relationship between net zero strategy and ESRS issues

SUPERORDINATE MEASURES

NET-ZERO CARBON PLAYBOOK

To achieve the targets of the net zero strategy, Magna International has compiled a document entitled The Net Zero Carbon Playbook. With the introduction of this document, the parent company has provided an extensive framework and resources for all business activities.

Through environmental awareness and energy saving, the introduction of renewable energy sources and the implementation of sustainable practices, Magna is on its way to decarbonisation and net zero.

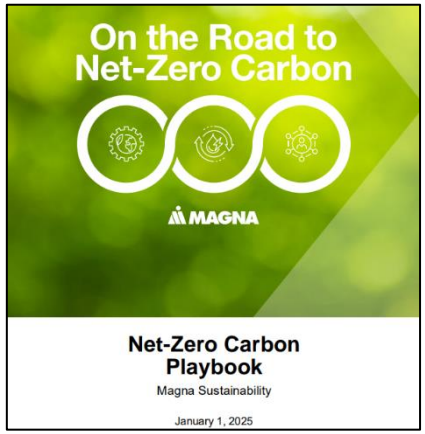


Illustration 21: The Net-Zero Carbon Playbook

FOUR STEPS TO DEVELOP RESILIENT PLAN

Achieving net-zero requires strategic planning and stakeholder collaboration. Magna's four-step strategy focuses on energy conservation and reduction, supported by global energy leads within corporate sustainability. Division Energy Champions play a key role in cutting emissions and driving cost savings.

Magna's Methodology will split into two series of **steps Operational Emissions (Scope 1 and 2)** and **Value Chain Emissions (Scope 3).** Each will have an associated pyramid showing the central stages required to move towards net-zero. This is intended to be a guideline for all locations.

GUIDING PRINCIPLE FOR OPERATIONAL EMISSIONS

REDUCE FIRST – COMPENSATE LATER

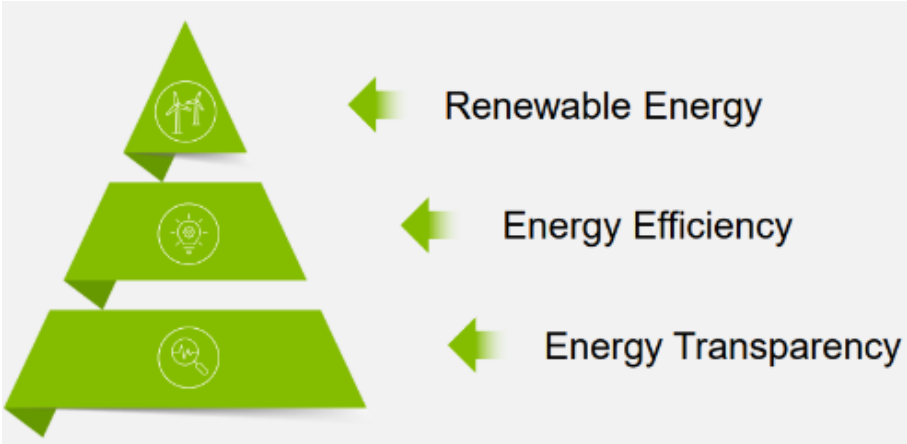


Illustration 22: Guiding principle for Operational Emissions

The measures to be carried out based on this guiding principle are as follows:

Energy Transparency

Energy transparency refers to the openness and accessibility of information and data regarding energy consumption at all levels of use within a division. This is critical to the development of strategies and projects that minimize energy use and is the foundation of Energy Management.

Energy Efficiency

Through energy efficiency measures, machinery and equipment are constantly optimized and specific energy consumption is continually improved. The aim is to reduce energy consumption to a necessary minimum.

Renewable Energy

The implementation of on-site renewable energy production systems reduces the need to purchase external energy and avoids CO_2 emissions. Another option is to purchase electricity from renewable sources external to the facility, through the spot market or long-term contracts.

MAGNA POWERTRAIN NET-ZERO IMPLEMENTATION AND PROGRESS FOR OPERATIONAL EMISSIONS

Energy management

Magna has set ambitious energy savings goals described on the next page and is working to achieve them through energy management. Energy management involves the systematic analysis of energy consumption and subsequent planning and implementation of measures to optimize energy use. Monitoring and continuous development of improvement measures are also part of this management area.

Energy champion

The Energy Champion is responsible for monitoring and analysing energy consumption, identifying areas with saving potential, implementing energy-saving measures, and ensuring that the department complies with energy regulations. The Energy Champion plays a significant role in achieving successful results in the area of value chain emissions. Magna has recommended an adequate allocation of time and resources for the Energy Champion to perform their duties efficiently and successfully.

Energy transformation program

The Energy Transformation Program at Magna is a process that helps to achieve Magna's net-zero goal. It aims to minimize consumption, maximize efficiency, and use renewable energy sources to reduce the carbon footprint. The Energy Transformation Program at Magna is divided into four phases. 1.Identification 2. Development 3. Implementation 4. Evidence

CO_2e compensation project

For the year 2024, Magna Powertrain supported four CO_2e compensation projects to contribute to global sustainability efforts. These projects included the Solar Energy Project(s) by SB Energy Private Limited, the African Improved Cookstoves and Clean Water Programme POA, the Heyuan Qizhai Landfill Gas Power Generation Project, and the Vichada Climate Reforestation Project (PAZ).

Through these initiatives, Magna Powertrain helped offset 3,904 tons of CO_2e in Germany, 11,471 tons in Italy, and 2,011 tons in Slovakia, reinforcing its commitment to reducing environmental impact and promoting sustainable energy solutions worldwide. For more information, see the Greenhouse Gas Emissions section.

GUIDING PRINCIPLE FOR VALUE CHAIN EMISSIONS

MONITOR– UNDERSTAND – MANAGE

Illustration 23: Guiding principle for Value Chain Emissions

The measures to be carried out based on this guiding principle are as follows:

Develop Plan

Developing a plan for scope 3 emissions reductions is important for identifying opportunities to reduce emissions across the value chain and for demonstrating a commitment to sustainability.

Monitor Sources

Monitoring scope 3 emissions sources is important for tracking progress towards reduction targets and improving transparency and accountability.

Manage Emissions

Managing scope 3 emissions sources is important for achieving emissions reductions across the value chain and demonstrating a commitment to sustainability. It can also result in cost savings, improved efficiency, and reduced environmental impacts.

SCOPE 3 EMISSIONS IN CATEGORIES.

1. Purchased goods and services	2. Capital goods
3. Fuel and energy related activities not included in Scope 1 or Scope 2	4. Upstream transportation and distribution
5. Waste generation in operations	6. Business travel
7. Employee commuting	8. Upstream leased assets
9. Downstream transportation and distribution	10. End-of-life treatment of sold products
11. Use of sold products	12. Processing of sold products
13.Downstream leased assets	14. Franchises
15. Investments	

Table 3: Break down Scope 3 emissions into 15 categories

MAGNA POWERTRAIN NET-ZERO IMPLEMENTATION AND PROGRESS FOR VALUE CHAIN EMISSIONS

Energy reduction Goals

Implementation of the measures recommended in the Net Zero Playbook is checked as part of the **Magna Factory Concept (MAFACT)**. The progress of individual sites is measured by means of a targets list and a points system.

In addition, Magna has introduced a global **Sustainability Dashboard** to monitor quantitative progress, for example in relation to reducing greenhouse gas emissions, energy consumption or the energy intensity at each site including the EMAS sites. The **Energy Project Tracker** is a global overview of efficiency measures or activities already implemented by divisions worldwide.

Roadmaps to Net Zero

In 2024, **Magna Powertrain EMAS sites** have finalized their **Net-Zero Roadmap**, developed based on the Net-Zero Playbook, to align with Magna's overarching net-zero strategy. This roadmap outlines both short-term and long-term targets, detailing actionable plans to achieve significant reductions in greenhouse gas emissions while adhering to the global goal of limiting warming to 1.5°C.

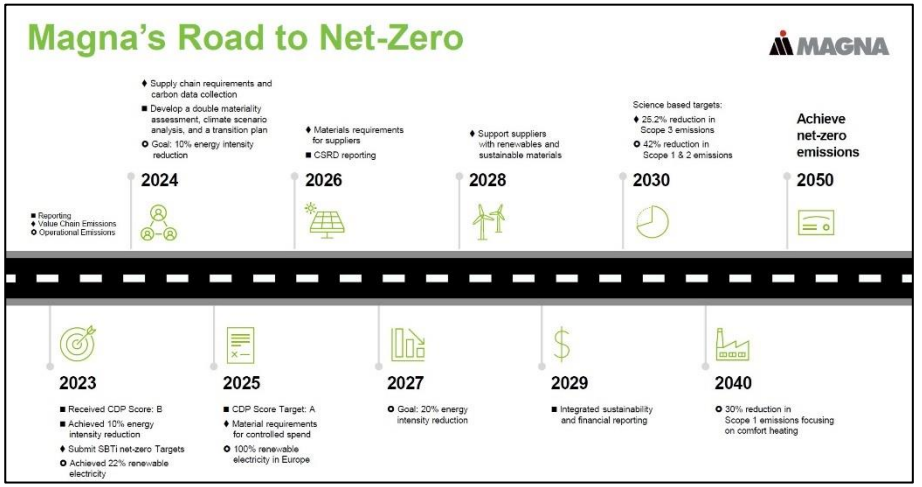


Illustration 24: Magna's Road to Net-Zero

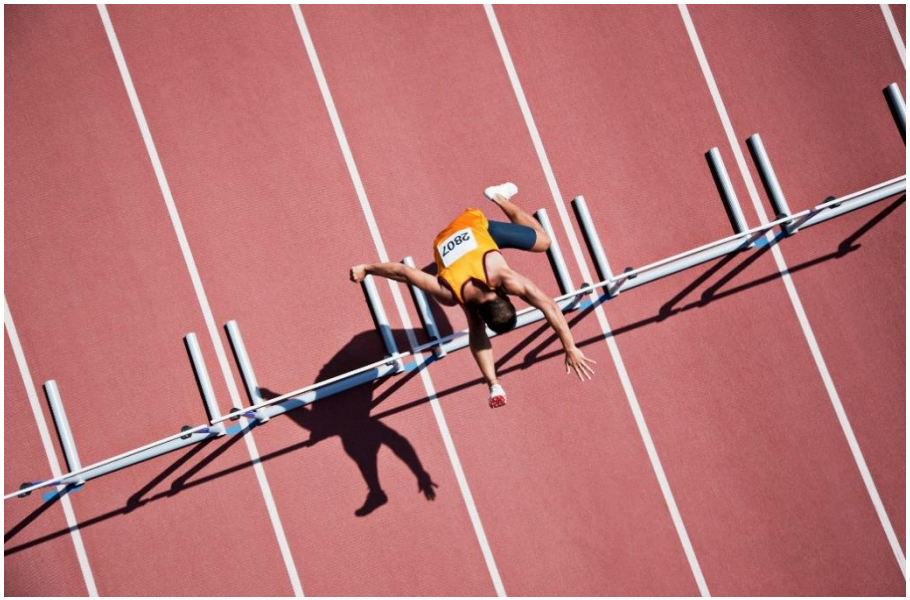
LCA CHAMPION

Life Cycle Assessment (LCA) or ecobalance, is a **systematic analysis of potential environmental impacts of products along their entire path of life**. In recent years Magna has occupied itself intensively with carrying out LCA analyses and has thus obtained fundamental knowledge about products and production processes. In order to anchor the issue sustainably, Magna Powertrain decided to integrate the post of **LCA champion** into the organisational structure.

The LCA champion's areas of responsibility are as follows:

- Preparing and procuring data for the LCA calculation
- Modelling the LCA including the carbon footprint for products and part products
- Contact person for LCA-relevant issues in Magna Powertrain.
- Support with communication with OEMs and suppliers on LCA-relevant topics

Illustration 25: LCA champion's field of activity



For the LCA, Magna Powertrain uses the **prescriptions of DIN EN ISO 14040 and 14044** and the **LCA for Expert** software (formerly GaBi).

The LCA for Magna Powertrain products concentrates on the CO_2 footprint for the materials used. In future, Magna plans to include further environmental aspects such as air pollution, water consumption and other impact categories in the analysis.

The targets which were set up in 2025 are:

- Foster communication channels within the organisation and suppliers to receive the necessary data for LCAs, also regarding the build-up of Catena-X.
- Implement “Circular Economy” approach in LCAs
- Improving communication with customers regarding requirements based on the LCA.

For 2025 Magna Powertrain has undertaken to further strengthen communication and to include further impact categories in the company’s LCA.

The sustainability areas which are the main focus of this champion’s work are as follows:

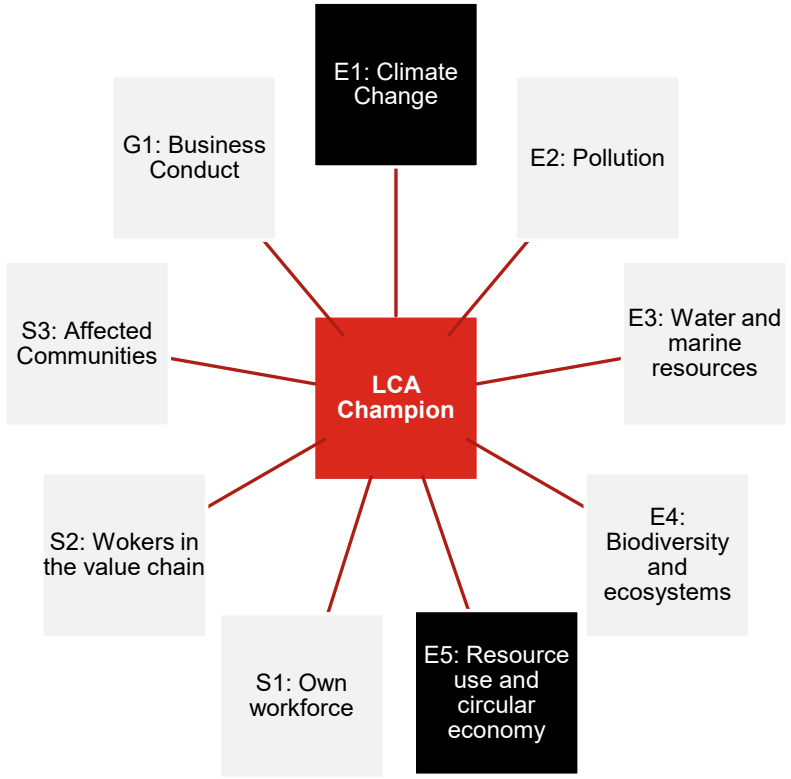


Illustration 26: Relationship between the LCA champion’s areas of work and ESRS issues

MATERIALITY ANALYSIS OF GHG EMISSION

In the Global Sustainability & EHS team, a master's thesis was done by a student who used the Sphere software Gabi to analyze the main Scope 3 emissions. The following categories have been analyzed: material production, energy production, waste, consumables and supplies and transport. The key results were that more than 90% of CO2 equivalents come from material production. This serves as the foundation for further assessments and emission reduction strategies, particularly for aluminum, iron and steel impacts.

Regarding the Use of sold products, we made specific assumptions based on an Excel model of transmission in a car from the OEM. Through the analysis, we found that scope 3 category 11 (Use of sold products) is also an important category that needs to be considered.

Energy, waste and transport were identified as less important categories and have been analysed by a method given by Magna International.

Next Steps:

- In addition to Category 1, each division evaluates at least three other Scope 3 categories to quantify their emissions and determine potential reduction activities. This process is integrated into Magna's global MAFACT system and is reviewed annually.
- A new Power BI tool for tracking Category 1 CO_2e emissions is currently being developed. This tool is based on the sales volumes of all products produced by MPT worldwide. The data is classified by region, plant, customer, project, part type, vehicle platform, and SOP/EOP. To map material slopes, the tool incorporates material composition and weights for each project, along with the CO_2e values for specific materials. This detailed breakdown enables the visualization of Scope 3 emissions over a specified time period, from 2021 to 2030. Power BI will provide detailed insights into the development of CO_2e emissions for both current and forecasted projects across all regional markets (EU/NA/CN).

MATERIAL-RELATED ROADMAP FOR ACHIEVING CO_2 NEUTRALITY (INC. SCOPE 3) FOR ALUMINIUM

In the course of publishing the Magna Powertrain Responsible Critical Raw Material Policy, **the first material-related roadmap for achieving CO_2 neutrality (including Scope 3) with regard to aluminium** was published by Magna Powertrain.

Magna Powertrain has committed itself to **specific Co_2e-emissions$_2$e-emissions factors for materials**. The specified CO_2e-maximum values are compliant with the aim of the Paris Agreement and are based on scientific findings in accordance with the latest IPCC and European Scientific Advisory Council recommendations on climate change.

The respective boundary values are calculated on the basis of the global CO_2e-budget for the aluminium industry and estimated future aluminium production. The values are based on the most extensive, detailed and current sector-wide International Aluminium Institute dataset and its material flow analyses and modelling so far.

Suppliers are expected to not exceed the defined Co_2e_2e maximum values depending on the type of production and extraction of the raw materials used. These cover the extent of raw material production (cradle to gate) without subsequent processes such as assembly or shaping.

material	material group	SOP/2030 [$kgCO_{2e}$/kg]	2035 [$kgCO_{2e}$/kg]	2040 [$kgCO_{2e}$/kg]	2045 [$kgCO_{2e}$/kg]	2050
Aluminum	cast alloys	*3*	*1,5*	*0,5*	*0,3*	CO2-Neutrality
	wrought alloys	*3,5*	*2*	*1*	*0,3*	
Steel & Iron		*1,5*	*1*	*0,4*	*0,3*	
Copper		*1,5*	*1*	*0,5*	*0,3*	
Plastics	Polyamide (PA6, PA 6.6)	*6*	*4,5*	*tbd*	*tbd*	
	Polyethylene terephthalate (PETP)	*3*	*2,5*	*tbd*	*tbd*	
	Polycarbonate (PC)	*2,5*	*2*	*tbd*	*tbd*	
	Acrylonitrile butadiene styrene (ABS)	*2*	*1,5*	*tbd*	*tbd*	
	Polyethylene, Polypropylene (PE, PP)	*1,1*	*1*	*tbd*	*tbd*	
	Nitrile rubber (NBR)	*1*	*0,5*	*tbd*	*tbd*	
	Ethylene-propylene-diene monomer (EPDM)	*2*	*1,5*	*tbd*	*tbd*	
	Polyurethane (PUR)	*2,5*	*2*	*tbd*	*tbd*	

tbd = to be defined

Illustration 27: Maximum CO_2e emissions by (raw) material

ALUMINUM PROCUREMENT IN SCOPE 3 – CATEGORY 1

Below is a comparison between the ASI GHG Pathways Calculation Tool and Magna Powertrain's CO_{2e} Reduction Path. The baseline year for these calculations is 2021.

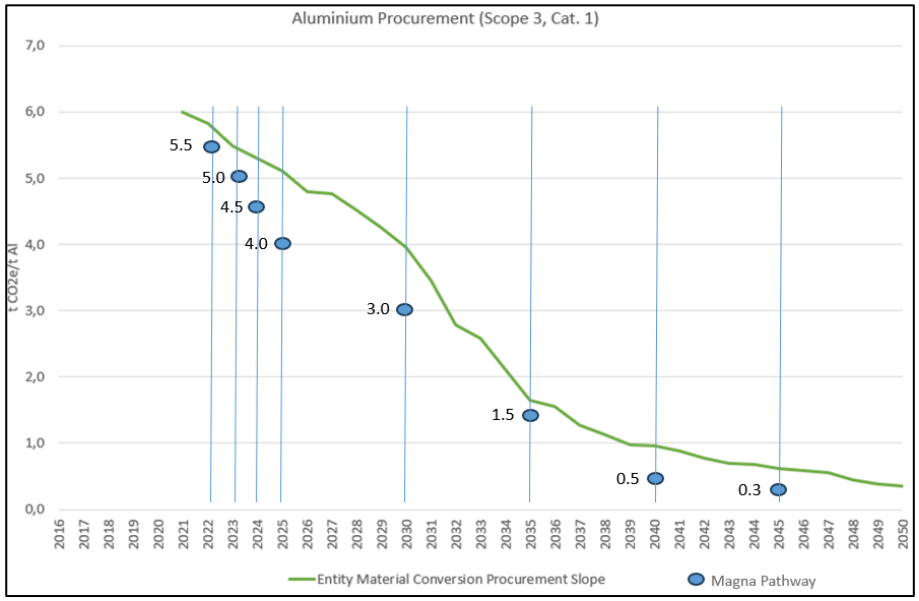


Illustration 27: Aluminium Procurement in Scope 3 category 1

Baseline & Current Emission Factors

- The average carbon footprint shown in 2021 was the most realistic-case scenario. This was based on the Life Cycle Assessment (LCA) study of the DCT300 transmission type and its aluminum emission factor since the primary data from purchasing is not available.
- The current value in 2025 of the emission factors is 3.5, reflecting data from International Material Data System (IMDS) statements provided by our AL component supply base.

Pathway and Plan to CO_2 Neutrality

- The Magna Powertrain steps to achieve the CO_2 neutrality are based on Magna Powertrain Global Procurement Standard MSD 006297. The requirements for the supplier are represented by the blue dots which show the maximum CO_2 footprint of purchased aluminum for new projects. The pathway is in line with ASI requirement and ASI Entity GHG Pathways Method and Calculation Tool.

DETERMINING THE GLOBAL CO_2 FOOTPRINT IN THE ALUMINIUM AND STEEL SUPPLY CHAIN

A master's thesis in relation to the CO_2 footprint in the aluminium and steel supply chain is currently being written.

The master's thesis is divided into three parts:

- A meta-analysis of the global CO_2 footprint for aluminium and steel is carried out whereby a historical trend analysis of the influencing factors of CO_2 footprint emissions is carried out.

- The supplier-specific CO_2 footprint of Magna's aluminium and steel suppliers is determined. Finally, an overview of the literature on practices which can reduce the CO_2 footprint in the aluminium and steel supply chain is compiled.

- Measures are derived which are intended to help reduce the CO_2 footprint in the aluminium and steel supply chain.

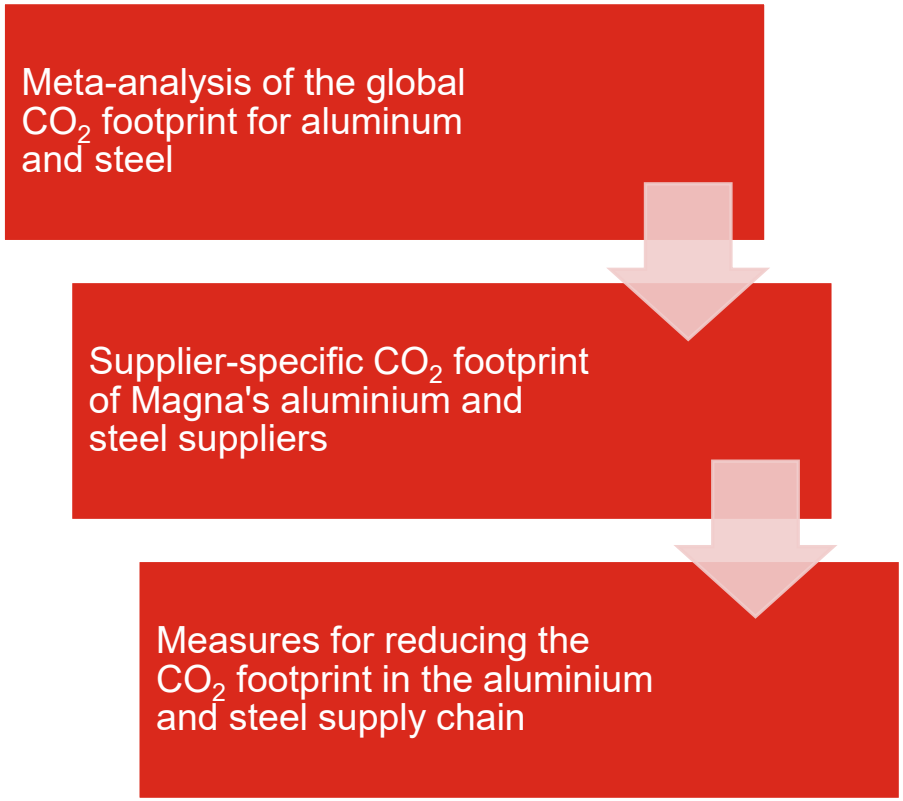


Illustration 28: Structure of the Master's thesis to determine the global CO_2 footprint in the aluminium and steel supply chain

GREEN ELECTRICITY AT MAGNA POWERTRAIN EMAS SITES

Magna Powertrain EMAS sites are obtaining 100% of their electricity from renewable energy sources this year.

The electricity was produced by hydro-electric power stations in Europe. Due to the combined heat and power (CHP) system in Modugno and the BHKW in Neuenstein, natural gas is used. These emissions are compensated through our CO_2e compensation projects.

Due to this measure, the Scope 2 at these Magna Powertrain EMAS sites is zero. This important step brings Magna ever closer to the ambitious goal of CO_2 neutrality.

ENERGY PERFORMANCE AT MAGNA POWERTRAIN EMAS SITES

Energy saving also ranks highly at Magna. Every production site must therefore define energy teams, identify main consumers, develop and track key figures and implement measures to save energy within the net zero carbon playbook and Magna factory concept (MAFACT). The measures are defined and tracked via energy project lists and energy plans.

These targets include:

- Continuation of conversion to LEDs at all sites
- Replacement of energy-intensive motors and pumps with more energy efficient machines
- Process optimisation in hardening plants
- Optimisation of ventilation, heating and cooling systems
- Energy savings through targeted switching off with the aid of energy lamps

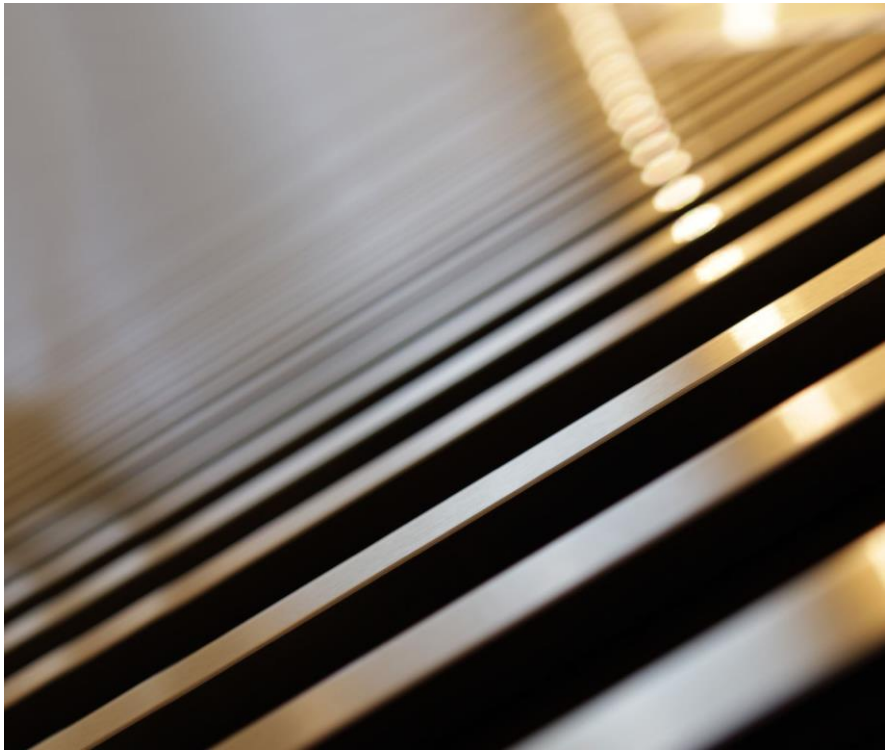
Illustration 29: Targets for improving energy performance at Magna Powertrain EMAS sites

ASI CERTIFICATION FOR ALUMINIUM STEWARDSHIP

The Aluminium Stewardship Initiative (ASI) is a global non-profit organisation which defines standards and carries out certifications. It brings together manufacturers, users and stakeholders along the aluminium value creation chain to maximise the contribution of aluminium to the sustainability of society**. The ASI's common goal is to promote responsible production, procurement and management of aluminium**. By focusing on material stewardship, ASI addresses items such as product design, life cycle assessments, management of process scrap, and recycling of products at end-of-life.

Due to the fact that **aluminium makes up 30 % of the weight of an average Magna Powertrain EMAS site transmission**, sustainability in the supply chain is at the same time a challenge and an opportunity.

Magna Powertrain EMAS sites aspire to maintain transparent und open communication with all suppliers in order to work together towards **constantly increasing the aluminium share of secondary material in transmissions**. Magna Powertrain assesses suppliers as being vital for sustainable company success. It is therefore important for us **to maintain and further develop long-term partnerships and to work together on a level playing field**. For this reason, there are regular conversations with strategic suppliers in order to bring on sustainability topics in the supply chain and to find co-operative solutions.



In order to improve sustainability in the aluminium supply chain, Magna Powertrain has decided to investigate this topic further. A Master's thesis was used to develop an **action plan to become certified in accordance with the ASI Performance Standard** Market developments and the results of the Master's thesis served as an aid in the management decision that Magna Powertrain EMAS sites should become members of the ASI and to arrange certification.

The **Untergruppenbach and Neuenstein** sites were successfully audited and certified according to the **ASI Version 2 ASI Performance Standard (material responsibility)** in 2021 as were the **Rosenberg and Modugno** sites in 2022.

The Magna Powertrain EMAS site at **Kechnec** was certified according to the new **ASI Performance Standard V3** in October 2023. Due to a change in applicability for members with material transformation plants, this version not only includes the issue of material responsibility but also includes issues such as **company integrity, guidelines and management, transparency, greenhouse gas emissions, emissions, wastewater and waste, responsible water management biodiversity and ecosystem services, human rights, labour rights and occupational safety.** The Magna Powertrain EMAS sites at **Untergruppenbach, Neuenstein and Rosenberg** were recertified according to the **ASI Performance Standard V3**, with the date of issue being August 11, 2024.

The Magna Powertrain EMAS sites at **Modugno** will be certified according to the ASI Performance Standard V3 and the Chain of Custody Standard in March 2025.

Illustration 30: ASI Performance Standard V2 Certification achieved at Magna PT sites

Illustration 31: ASI Performance Standard V3 Certification achieved at Magna PT sites

Overview of the certification process

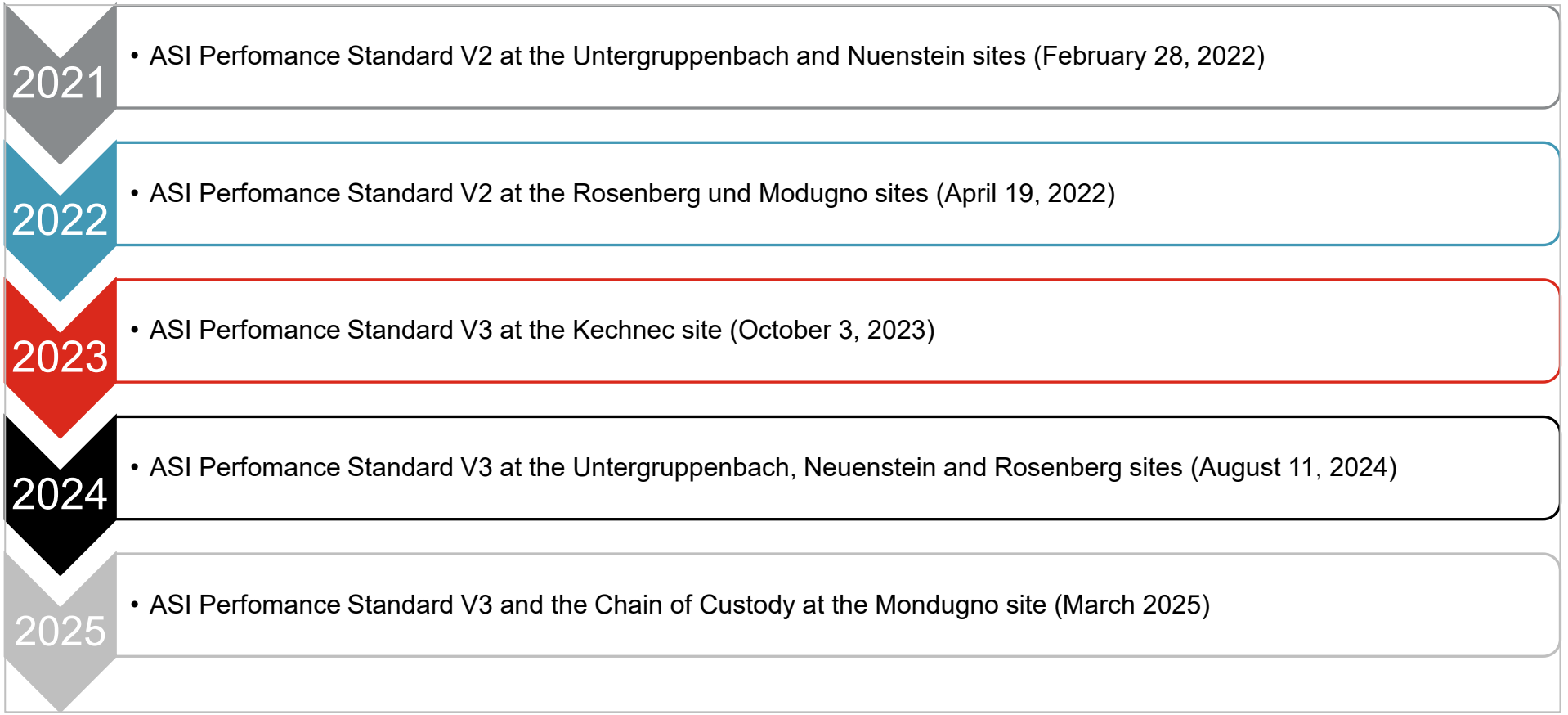


Illustration 32: Certification process according to the ASI Performance Standard at Magna PT sites

SUSTAINABLE MATERIAL CHAMPION

Magna Powertrain is aware that some materials which are used in production are regarded as critical due to the potential ecological or social effects of their extraction. In order to overcome this, it was decided that sustainability will play just as large a role in the initial definition of product characteristics by product management as it will in systematic development management and the search for new technical approaches.

In order to support the development team in implementing sustainable product specifications, Magna Powertrain created both a new functional unit called **Product Function Sustainability 090 (PFG-090)** and also the new post of **Sustainable Materials Champion** in 2023. The company is thus able to guarantee the definition of and compliance with sustainability standards and corresponding performance indicators along the entire product development process in close collaboration with the customer at the global Magna Powertrain level. The further consistent use of lifecycle analyses is of central importance.

The Sustainable Material Champion's fields of activity are:

- Technical assessment of materials which have lower ecological and social impacts
- Concentration of work on key material groups
- Improvement of recyclability and dismantleability of products
- Support for departments in understanding and fulfilling OEMs' material requirements

Illustration 33: Sustainable Material Champion's fields of activity

The guidelines followed by the Sustainable Material Champion are the net zero strategy, legal requirements such as the European Union's end-of-life vehicle directive and Magna's internal standards, for example in relation to substance of very high concern.

The targets which were set up in 2023 and 2024 are:

1. Integration of Sustainability in Product Development:
    - Target (2023): The implementation of sustainability as a criterion in product development
    - Result (2024): We implemented in our Advance engineering sustainability KPI as a requirement

2. Enhanced Cross-Departmental Communication:
    - Target (2023): The strengthening of communication between the product development, purchasing and sustainability departments within the organisation
    - Result (2024): First RASIC Version aligned between different departments to manage the new sustainability requirements within Magna Powertrain

3. Meeting Customer Sustainability Expectations
    - Target (2023): The fulfilment of customers' new sustainability requirements.
    - Result (2024): Continues work

The planned targets for 2025 are the further improvement of processes for introducing sustainability, improving the assessment of customer enquiries and requirements in relation to sustainability and strengthening of the recycling economy through improving the recyclability and reusability of products. The areas of sustainability which are the focus of this champion's work are as follows:

Illustration 34: Relationship between the Sustainable Material Champion's areas of work and ESRS issues

RECYCLING STRATEGY

Magna Powertrain EMAS sites are increasing resource efficiency, increasing raw material productivity and reducing the utilisation of natural resources. We aim to make processes and products more sustainable and thus reduce transmission weight, material requirements, resources, energy and emissions. This also includes the use of secondary aluminium.

In Europe, the recycling of old vehicles is guaranteed by the directive on end-of-life vehicles. Due to the laws of the European Union, vehicle recycling, the avoidance and environmentally friendly disposal of ancillary products, avoidance of air emissions, avoidance of negative influences on employee health and safety and human rights violations, the enforcement of employee rights and acceptable social conditions at disposal companies are guaranteed by state control.

The recyclability of our transmissions is currently around 98%.

Transmissions which are returned by our customers are generally cleaned, dismantled and examined. Wearing parts are replaced: the remaining parts are examined with the aid of a critical value catalogue and replaced as necessary. All refurbished transmissions are tested and returned to the market at a lower sale price. Through the knowledge gained we can further improve our products in series manufacturing and extend their useful life. We thus consistently apply the waste hierarchy by going far beyond recyclability and even re-use.

Illustration 35: The process of reconditioning a used transmission

The systematisation of environmentally appropriate disposal and recycling is supported by our reusable transport systems and packaging as well as by our waste collection points which have been developed into recycling centres

PROMOTION OF BIODIVERSITY AND ECOSYSTEM SERVICES

NEAR-NATURAL COMPANY SITES

“Near-Natural Company Sites” is a project which is being run jointly by the Heinz Sielmann Foundation and the Global Nature Fund. The project is being supported as part of the federal biological diversity programme and was developed within the Biological Diversity in Companies 2022 initiative group. In this group, representatives from industry, politics and nature conservation discuss how the German economy can contribute to implementing the national biodiversity strategy.

One major aim of the project is the exemplary ecological remodelling or redesign of company sites as an example for other companies**.**

To promote biodiversity and ecosystem services in the vicinity of the company site, the Magna Powertrain Untergruppenbach and Rosenberg sites have decided to take part in the Near-Natural Company Sites project.

The result of the project is a biodiversity plan with an analysis of the initial situation, the identification of potential areas for ecological design, measures to promote biodiversity and ecosystem services and a plan with the next steps.

ASSESSMENT OF THE POTENTIAL OF THE AREA FOR PROMOTING BIODIVERSITY IN KECHNEC

The project was produced as part of the BooGI-BOP EU-LIFE project with the aim of assessing the potential of Magna Powertrain s.r.o. in Kechnec for promoting biodiversity and proposing nature-friendly solutions for their changes and maintenance.

The result was that the site has great potential for supporting biological diversity through a broad range of measures including the creation of a favourable environment for employees.

The measures proposed were for example the creation of natural recreational areas by planting native trees and bushes and creating flower meadows, creating a quiet area, caring for the vegetation in other areas, the creation of a green roof, handling invasive plant species, the installation of birdhouses and other elements for small animals and also further measures.

The project was the basis for implementing several of these measures on an ongoing basis. As mentioned in the last sustainability report, three beehives for example were populated, 21 birdhouses set up and 40 trees planted in 2022. In 2023 further measures to promote biodiversity and ecosystem services were carried out as detailed in the chapter entitled “Developments on individual sites”.

RISK ANALYSIS OF BIODIVERSITY AND ECOSYSTEM SERVICES AND A BIODIVERSITY ACTION PLAN

The Magna Powertrain EMAS sites in Untergruppenbach, Rosenberg, Neuenstein and Kechnec have decided to run a new project in order to estimate the risk and possible impacts of business activities on biodiversity and ecosystem services. The impact which the sites in Untergruppenbach, Rosenberg and Neuenstein have on biodiversity, ecosystems and certain species will be determined in April 2024. For this, key areas in sourcing, production and land use and design on company sites will be assessed. A biodiversity action plan will be compiled based on the results in order to avert the risks and use the potential of the sites for promoting biodiversity. In Kechnec, a detailed report on the state of biodiversity and ecosystem services will be compiled in collaboration with a university and an institute for applied biology. Mapping is being carried out to identify wildlife habitats Monitoring began in January 2024 and the entire study completed in September 2024. It is important to mention that none of the sites is within a nature conservation area. This can be seen on the Protected Planet home page. The Kechnec site is located in the direct vicinity of conservation areas.

EMAS ENVIRONMENTAL INDICATORS AND BENCHMARKS

For the Magna Powertrain EMAS sites it is important to measure the environmental service by means of environment service indicators as this helps to understand, monitor and improve their own environmental impacts. Through the measuring and monitoring of environmental key data the company can determine where it could improve its environmental performance and act purposefully accordingly. Targeted measures can thus be taken to reduce environmental impacts. Monitoring makes it possible to make progress with improving environmental performance over time. Target achievement can thus be checked, and it can be ensured that the measures are on the right track.

Equivalence transmissions (ET) are used as a benchmark to form environmental performance indicators. This benchmark is necessary to make possible an orderly description and a comparison of the environmental performance of the organisation taking into account the peculiarities of the different transmissions and components (size, complexity and production time). For production sites the ET is calculated from the overall total of machine running times depending on production volume and the transmission/component types produced divided by a globally defined factor of 123.4 minutes per transmission. The ET was calculated via a factor from the work hours completed for non-production sites.

ENVIRONMENTAL PERFORMANCE INDICATORS 2024

Reporting Period 2024		Overview	Neuenstein	Rosenberg	Untergruppenbach	St. Georgen[1]	Neuenstadt	Kechnec	Modugno
Material Usage									
Steel	kg	**55,563,570**	Site-based data is not meaningful due to the partly existing inter-works component manufacturing						
Aluminium	kg	**26,631,469**							
Number of equivalent transmissions	ET	**2,434,252**	572,370	140,132	358,329	24,654	12,498	645,588	680,681
Land Consumption	**m²**	**709,184**	**142,166**	**74,287**	**104,000**	**-**	**9,753**	**268,978**	**110,000**
Sealed surface	m²	**387,457**	82,420	52,287	40,400	-	9,753	100,597	99,000
Near-natural area at the site	m²	**229,981**	59,746	22,000	33,200	-	0	104,035	11,000
Near-natural area away from the site	m²	**64,346**	0	0	0	-	0	64,346	0

Table 4: Environmental performance indicators regarding material use and land consumption of Magna Powertrain EMAS sites

Areas within buildings are rented [1] at the St. Georgen sites. Data on sealed surfaces, near-natural areas on and off the site therefore cannot be specified. In total, the rented space in St. Georgen including the workshop adds up to 2458 m^2.

Reporting Period 2024		Overview	Neuenstein	Rosenberg	Untergruppenbach	St. Georgen[1]	Neuenstadt	Kechnec	Modugno
Energy Consumption	**kWh**	**230,415,436**	**44,290,956**	**14,655,480**	**7,366,276**	**290,961**	**580,722**	**57,542,993**	**105,685,946**
Renewable electricity production on-site	kWh	**2,964,443**	148,160	0	0	0	0	0	2,816,283
Non-renewable electricity production on-site	kWh	**21,892,736**	1,731,461	0	0	0	0	0	20,161,275
Purchased electrical energy	kWh	**127,232,141**	31,789,062	13,674,216	4,800,788	141,691	455,765	47,846,160	28,524,459
Total electrical energy	kWh	**152,089,320**	33,668,683	13,674,216	4,800,788	141,691	455,765	47,846,160	51,502,017
Non-renewable heat generation on-site	kWh	**17,428,672**	1,774,020	0	0	0	0	0	15,654,652
Natural gas	kWh	**72,309,089**	6,450,920	0	2,302,773	149,270	124,957	9,554,812	53,726,357
Heating oil	kWh	**94,997**	72,233	22,764	0	0	0	0	0
Propane	kWh	**2,467,120**	2,325,100	0	0	0	0	142,021	0
District heating	kWh	**958,500**	0	958,500	0	0	0	0	0
Diesel (for transmission test bench)	kWh	**0**	0	0	0	0	0	0	0
Petrol (for transmission test bench)	kWh	**262,715**	0	0	262,715	0	0	0	0
Fuels (for company vehicles)	kWh	**3,837,051**	Site-based data is not meaningful due to the partly existing inter-works data collection					42,581	457,572
Percentage of energy from renewable sources									0
Electricity share	%		95	100	100	100	100	100	61
District heating share	%		0	97.70	0	0	0	0	0

Table 5: Environmental performance indicator regarding energy consumption & renewable energy share at Magna Powertrain EMAS sites

Reporting Period 2024		Overview	Neuenstein	Rosenberg	Untergruppenbach	St. Georgen[1]	Neuenstadt	Kechnec	Modugno
Greenhouse Gas Emissions	**t CO_2e**	**0.0**							
Total CO2e Emissions (Scope 1 + 2)			2,520	60	1,221	69	34	2,011	11,471
CO_2 emission factors[2]									
Electrical energy	g/kWh	**0**	0	0	0	0	0	0	0
Natural gas	g/kWh	**0**	202	202	202	202	202	201	209
Heating oil	g/kWh	**0**	264	264	264	264	264	264	260
Propane	g/kWh	**0**	227	227	227	227	227	227	227
District heating	g/kWh	**0**	237	0	237	237	237	236	245
Diesel (for transmission test bench)	g/kWh	**0**	266	266	266	266	266	266	266
Petrol (for transmission test bench)	g/kWh	**0**	261	261	261	261	261	261	261
CO_2 (Scope 1 & 2)	**t CO_2e**	**16,647**	**1,950**	**60**	**1,220**	**69**	**34**	**1,964**	**11,351**
Electrical energy	t CO_2e	**0**	0	0	0	0	0	0	0
Natural gas	t CO_2e	**14,973**	1,303	0	465	30	25	1,921	11,229
Heating oil	t CO_2e	**25**	19	6	0	0	0	0	0
Propane	t CO_2e	**560**	528	0	0	0	0	32	0
District heating	t CO_2e	**0**	0	0	0	0	0	0	0
Diesel (for transmission test bench)	t CO_2e	**0**	0	0	0	0	0	0	0
Petrol (for transmission test bench)	t CO_2e	**69**	0	0	69	0	0	0	0
Fuels (for company vehicles)	t CO_2e	**1,021**	100	54	686	39	8	11	122
CH_4									
Natural gas	t CO_2e	**31.43**	2.73	0.00	0.94	0.08	0.07	4.81	22.81
Heating oil	t CO_2e	**0.03**	0.00	0.03	0.00	0.00	0.00	0.00	0.00
Propane	t CO_2e	**0.92**	0.86	0.00	0.00	0.00	0.00	0.06	0.00
N_2O									
Natural gas	t CO_2e	**5.50**	0.54	0.00	0.18	0.01	0.01	0.91	3.85
Heating oil	t CO_2e	**0.01**	0.00	0.01	0.00	0.00	0.00	0.00	0.00
Propane	t CO_2e	**0.22**	0.20	0.00	0.00	0.00	0.00	0.01	0.00
Hydrofluorocarbon									
Renewed refrigerant after leakage	t CO_2e	**327.49**	193.05	0.00	0.00	0.00	0.00	40.77	93.67
Methanol	**t CO_2e**	**373**	**373**	**0**	**0**	**0**	**0**	**0**	**0**

Table 6: Environmental performance indicators regarding greenhouse emissions at Magna Powertrain EMAS sites

[2] VDA emissions factors for electricity, district heating and fuels (as of November 2022, reference year 2020).

Reporting Period 2024		Overview	Neuenstein	Rosenberg	Untergruppenbach	St. Georgen[1]	Neuenstadt	Kechnec	Modugno
Total Emissions to Air									
NO_x									
Natural gas	kg	**3,904.69**	348.35	0.00	124.35	8.06	6.75	515.96	2,901.22
Heating oil	kg	**11.29**	8.58	2.70	0.00	0.00	0.00	0.00	0.00
SO_2					0.00	0.00	0.00	0.00	0.00
Natural gas	kg	**130.16**	11.61	0.00	4.14	0.27	0.22	17.20	96.71
Heating oil	kg	**0.17**	0.13	0.04	0.00	0.00	0.00	0.00	0.00
Dust (PM10)					0.00	0.00	0.00	0.00	0.00
Natural gas	kg	**26.03**	2.32	0.00	0.83	0.05	0.04	3.44	19.34
Heating oil	kg	**0.03**	0.03	0.01	0.00	0.00	0.00	0.00	0.00
Water Consumption	**m^3**	**286,673.78**	**33,864.00**	**8,609.00**	**16,616.00**	**182.78**	**561.00**	**74,050.00**	**152,791.00**
Drinking water	m^3	**139,892.78**	33,864.00	8,609.00	14,366.00	182.78	561.00	70,772.00	11,538.00
Industrial water	m^3	**143,098.00**	0.00	0.00	2,250.00	0.00	0.00	3,278.00	137,570.00
Rainwater	m^3	**3,683.00**	0.00	0.00	0.00	0.00	0.00	0.00	3,683.00
Waste water	**m^3**	**269,537.00**	**33,864.00**	**8,609.00**	**16,616.00**	**0.00**	**0.00**	**74,050.00**	**136,398.00**
Production wastewater	m^3	**74,650.57**	8,291.00	339.57	0.00	0.00	0.00	3,012.00	63,008.00
Other wastewater (e.g. sanitary facilities)	m^3	**102,917.05**	7,489.62	4,703.43	16,616.00	0.00	0.00	70,798.00	3,310.00
Evaporation	m^3	**91,969.38**	18,083.38	3,566.00	0.00	0.00	0.00	240.00	70,080.00
Transmission Oil	**l**	**2,837,232.11**	**949,908.82**	**136,043.91**	**1,800.00**	**0.00**	**0.00**	**1,273,238.69**	**476,240.69**
Oil Consumption	**l**	**579,641.62**	**166,767.03**	**73,111.84**	**1,400.00**	**0.00**	**0.00**	**180,213.00**	**158,149.75**
Hydraulic oil	l	**37,270.75**	9,526.00	4,080.00	0.00	0.00	0.00	12,465.00	11,199.75
Hardening Oil	l	**63,624.13**	43,724.13	0.00	0.00	0.00	0.00	19,900.00	0.00
Cooling lubricant water mixable	l	**60,934.00**	18,151.00	4,600.00	1,400.00	0.00	0.00	16,283.00	20,500.00
Cooling lubricant not water-mixable	l	**417,812.74**	95,365.90	64,431.84	0.00	0.00	0.00	131,565.00	126,450.00
Methanol	**l**	**343,342.00**	**343,342.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Radioactive waste factor (electrical energy consumption)	**g/kWh**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Radioactive waste factor (based on electrical energy consumption)	**kg**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**

Table 7: Environmental performance indicators regarding emissions, water, wastewater, transmission oil, oil consumption, refrigerant, methanol and radioactive waste of Magna Powertrain EMAS sites

Reporting Period 2024		Overview	Neuenstein	Rosenberg	Untergruppenbach	St. Georgen[1]	Neuenstadt	Kechnec	Modugno
Waste	**kg**	**15,968,744**	2,464,353	1,093,424	358,901	4,399	277,438	6,126,894	5,643,335
Reuse (Non-Hazardous waste)	kg	**4,338,785**	0	2,000	0	0	0	0	4,336,785
Recycling (Non-Hazardous - Production Scrap Metal Only)	kg	**5,919,571**	1,504,869	571,219	151,695	0	122,332	3,480,250	89,206
Recycling (Non-Hazardous - Production Scrap Plastic Only)	kg	**489,887**	122,469	0	3,138	0	0	20,360	343,920
Recycling (Non-Hazardous - Other)	kg	**2,254,614**	359,551	35,350	75,071	3,685	109,970	1,305,622	365,365
Energy Recovery (Non-Hazardous)	kg	**737,836**	49,037	12,256	27,753	624	45,136	589,240	13,790
Landfill Equivalent (Non-Hazardous)	kg	**41,078**	0	7,000	0	0	0	0	34,078
Reuse (Hazardous)	kg	**117,968**	0	78,680	0	0	0	0	39,288
Recycling (Hazardous)	kg	**1,948,493**	424,546	373,095	99,930	90	0	706,662	344,170
Energy Recovery (Hazardous)	kg	**115,511**	0	13,824	1,314	0	0	24,760	75,613
Landfill Equivalent (Hazardous)	kg	**5,001**	3,881	0	0	0	0	0	1,120
Consumption Waste	**kg**	**5,405,082**	**3,620**	**0**	**0**	**0**	**0**	**5,395,472**	**5,990**
Non-hazardous waste (for recycling) *	kg	**8,730**	3,620	0	0	0	0	0	5,110
Hazardous waste (for recycling) **	kg	**340**	0	0	0	0	0	0	340
Non-hazardous waste (for disposal) *	kg	**540**	0	0	0	0	0	0	540
Hazardous waste (for disposal) **	kg	**0**	0	0	0	0	0	0	0

Table 8: Environmental performance indicators regarding the material reuse, recycling, energy recovery and equivalent to landfill of Magna Powertrain EMAS sites

Reporting Period 2024		Overview	Neuenstein	Rosenberg	Untergruppenbach	St. Georgen[1]	Neuenstadt	Kechnec	Modugno
Material Usage									
Steel	kg/ET	**23**	Site-based data is not meaningful due to the partly existing inter-works component manufacturing						
Aluminium	kg/ET	**11**							
Total energy consumption	**kWh/ET**	**95**	**77**	**105**	**21**	**12**	**46**	**89**	**155**
Electrical energy	kWh/ET	**62**	59	98	13	6	36	74	76
Natural gas	kWh/ET	**30**	11	0	6	6	10	15	79
Heating oil	kWh/ET	**0**	0	0	0	0	0	0	0
Propane	kWh/ET	**1**	4	0	0	0	0	0	0
District Heating	kWh/ET	**0**	0	7	0	0	0	0	0
Diesel (for transmission test bench)	kWh/ET	**0**	0	0	0	0	0	0	0
Petrol (for transmission test bench)	kWh/ET	**0**	0	0	1	0	0	0	0

Table 9: Environmental performance indicators regarding the material use and energy consumption per equivalence transmission of Magna Powertrain EMAS sites

Reporting Period 2024		Overview	Neuenstein	Rosenberg	Untergruppenbach	St. Georgen[1]	Neuenstadt	Kechnec	Modugno
CO_2 (from energy consumption)	**kgCO_2e/ET**	**6.84**	**3.23**	**0.04**	**1.49**	**1.22**	**2.02**	**3.04**	**16.68**
Electrical energy	kgCO_2e/ET	**0.00**	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Natural gas	kgCO_2e/ET	**6.15**	2.28	0.00	1.30	1.22	2.02	2.97	16.50
Heating oil	kgCO_2e/ET	**0.01**	0.03	0.04	0.00	0.00	0.00	0.00	0.00
Propane	kgCO_2e/ET	**0.23**	0.92	0.00	0.00	0.00	0.00	0.05	0.00
District heating	kgCO_2e/ET	**0.00**	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Diesel (for transmission test bench)	kgCO_2e/ET	**0.00**	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Petrol (for transmission test bench)	kgCO_2e/ET	**0.03**	0.00	0.00	0.19	0.00	0.00	0.00	0.00
Fuels (for company vehicles)	kgCO_2e/ET	**0.42**	0.17	0.39	1.92	1.56	0.68	0.02	0.18
GREENHOUSE GAS EMISSIONS (inc. CO_2, CH4, N2O, HFC)	**kgCO_2e/ET**	**7.14**							
Water consumption	**m³/ET**	**0.12**	**0.06**	**0.06**	**0.05**	**0.01**	**0.04**	**0.11**	**0.22**
Waste water	**m³/ET**	**0.11**	**0.06**	**0.06**	**0.05**	**0.00**	**0.00**	**0.11**	**0.20**
Transmission oil	**l/ET**	**1.17**	**1.66**	**0.97**	**0.01**	**0.00**	**0.00**	**1.97**	**0.70**
Oil consumption	**l/ET**	**0.24**	**0.29**	**0.52**	**0.00**	**0.00**	**0.00**	**0.28**	**0.23**
Refrigerant	**kg/ET**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Methanol	**l/ET**	**0.14**	**0.60**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Waste	**kg/ET**	**6.56**	**4.31**	**7.80**	**1.00**	**0.18**	**22.20**	**9.49**	**8.29**

Table 10: Environmental performance indicators regarding the CO_2 footprint of Magna Powertrain EMAS sites from energy consumption, greenhouse gas emissions, water consumption, wastewater, transmission oil, refrigerant, methanol and waste per equivalence transmission

SECTOR-SPECIFIC ENVIRONMENTAL INDICATORS AND BENCHMARKS

Best Environmental Management Practice	Environmental Performance Indicators and Benchmarks	Status at EMAS sites
3.1 BEMPs for environmental management 3.1.1 Implementing an advanced environmental management system	**i1** Sites with an advanced environmental management system (% of facilities/operations)	All Magna PT B.V. & Co. KG, Magna PT S.p.A, Magna PT s.r.o sites are certified according to ISO 14001 and validated according to EMAS
	i2 Number of environmental performance indicators that are in general use throughout the whole organisation and/or which are reported on in environmental statements	Environmental Performance Indicators: • Energy consumption, waste, water, emissions are tracked. • Detailed breakdowns are provided in the "Environmental Performance Indicators According to EMAS" section. • Includes auxiliary and operating materials.
	i3 Use of internal or external benchmarks to drive environmental performance (Y/N)	Yes. Targets for environmental performance indicators are set company-wide and regularly reviewed for compliance.
	b1 An advanced environmental management system is implemented across all production sites globally	Environmental Performance Indicators: • Energy consumption, waste, water, emissions are tracked. • Detailed breakdowns are provided in the "Environmental Performance Indicators According to EMAS" section. • Includes auxiliary and operating materials.

Table 11: Sector-specific environmental performance indicators and benchmarks proven practices for environmental management and their implementation status at the Magna Powertrain EMAS sites

Best Environmental Management Practice	Environmental Performance Indicators and Benchmarks	Status at EMAS sites
3.2 BEMPs for energy management 3.2.1 Implementing detailed energy monitoring and management systems	**i4** Number of facilities with detailed energy monitoring systems (# or % of facilities/operations)	Some plants have energy monitoring systems.
	i5 Number of facilities with an energy management system certified ISO 50001 or integrated in EMAS (# or % of facilities/operations)	All Magna PT B.V. & Co. KG, Magna PT S.p.A, Magna PT s.r.o sites are certified according to ISO 14001 and validated according to EMAS
	b2 Specific energy management plans are implemented across all sites (organisation level)	The Energy Roadmaps with energy targets and associated measures have been introduced on sites.
	b3 Detailed monitoring per process is implemented on-site (site level)	The Energy Roadmaps with energy targets and associated measures have been introduced on sites.
	b4 The plant implements energy management controls, e. g. to switch off areas of the plant during non-productive times for sites with detailed monitoring (site level)	The supply technology in the work is controlled via a central digital control system. The machines and systems are controlled via the energy-saving lights.
3.2 BEMPs for energy management 3.2.2 Increasing the efficiency of energy-using processes	**i6** Implementation of regular reviews of systems, automation, repair, maintenance and upgrades (% of sites)	System maintenance is regulated and documented by SAP. Regular inspections are made by the site inspection plan.
	i7 Overall energy use (kWh) per functional unit ([1])	The data is shown in the overview of environmental key data.

Table 12: Sector-specific environmental performance indicators and benchmarks related to environmental and energy management best practices and their implementation status at the Magna Powertrain EMAS sites

Best Environmental Management Practice	Environmental Performance Indicators and Benchmarks	Status at EMAS sites
3.2 BEMPs for energy management 3.2.3 Renewable and alternative energy use	**i8** Share of production sites assessed for potential and opportunities for use of renewable energy sources (%)	The data is given in the overview of environmental indicators.
	i9 Share of site energy use met by renewable sources (%)	The data is given in the overview of environmental indicators.
	i10 Energy consumption from fossil fuels (MWh or TJ) per functional unit	The data is given in the overview of environmental indicators.
	b5 All production sites are assessed for potential use of renewable energy sources	The data is given in the overview of environmental indicators.
	b6 Energy use is reported, declaring the share of fossil and non-fossil energy	The data is given in the overview of environmental indicators.
	b7 A policy is in place to drive an increase in renewable energy use	Magna PT B.V. & Co. KG Sustainability Policy
3.2 BEMPs for energy management 3.2.4 Optimisation of lighting in automotive manufacturing plants	**i11** Implementation of improved positioning, energy-efficient lighting (% of lighting areas within a site, % of total sites).	Hall lighting fully transitioned to LED in some plants; energy projects investigated and documented; ArbSt Directive requirements met.
	i12 Implementation of zonal strategies for lighting (% of lighting areas within a site, % of total sites).	Hall lighting fully transitioned to LED in some plants; energy projects investigated and documented; ArbSt Directive requirements met.
	i13 Energy use of lighting equipment (1) (kWh/year for a plant)	Hall lighting fully transitioned to LED in some plants; energy projects investigated and documented; ArbSt Directive requirements met.
	i14 Average efficacy of luminaires throughout plant (lm/W)	Hall lighting fully transitioned to LED in some plants; energy projects investigated and documented; ArbSt Directive requirements met.

Table 13: Industry-specific environmental performance indicators and benchmarks related to energy management best practices and their implementation status at Magna Powertrain EMAS sites

Best Environmental Management Practice	Environmental Performance Indicators and Benchmarks	Status at EMAS sites
3.2 BEMPs for energy management 3.2.4 Optimisation of lighting in automotive manufacturing plants	**b8** The most energy efficient lighting solutions appropriate to specific work place requirements are implemented at all sites	Reduce point workstation solutions to more efficient, holistic solutions with minimal energy consumption.
	b9 Zoning schemes are introduced in all sites	Lighting installed according to DIN specifications.
3.2 BEMPs for energy management 3.2.5 Rational and efficient use of compressed air	**i15** Electricity use of the compressed air system per unit of volume at the point of end use (kWh/m3 of delivered compressed air)	Intelligent control of compressors has been set up at the locations.
	b10 The energy use of the compressed air system is lower than 0,11 kWh/m3 of compressed air delivered, for large installations operating at a gauge pressure of 6,5 bar, with volume flow normalised at 1 013 mbar and 20°C, and pressure deviations not exceeding 0,2 bar.	Intelligent control of compressors has been set up at the locations.
	b11 After all air consumers are switched off, the network pressure remains stable and the compressors (on standby) do not switch to load condition.	Intelligent control of compressors has been set up at the locations.
3.2 BEMPs for energy management 3.2.6 Optimisation of electric motor usage	**i16** Share of electric motors with VSD installed (% of total installed power or of total number)	For new procurement: Standard sub-areas are converted. Part of the Energy Roadmap
	i17 Share of pumps with VSD installed (% of total installed power or of total number)	The machine procurement process describes the requirements.
	i18 Average pump efficiency (%)	The machine procurement process describes the requirements.

Table 14: Industry-specific environmental performance indicators and benchmarks related to energy management best practices and their implementation status at Magna Powertrain EMAS sites

Best Environmental Management Practice	Environmental Performance Indicators and Benchmarks	Status at EMAS sites
3.3. BEMPs for waste management 3.3.1 Waste prevention and management	**i19** Waste generation per functional unit (kg/functional unit)	The data is given in the overview of environmental indicators.
	i20 Hazardous waste generation per functional unit (kg/ functional unit)	The data is given in the overview of environmental indicators.
	i21 Waste sent to specific streams, including recycling, energy recovery and landfill (kg/functional unit, % total waste).	The data is given in the overview of environmental indicators.
	i22 Establishment and implementation of an overarching waste strategy with monitoring and targets for improvements (Y/N)	At the sites, the waste officers prepare detailed site-specific waste reports.
	i23 [For multi-site organisations] Number of sites with advanced waste management plans in place (#)	At the sites, the waste officers prepare detailed site-specific waste reports.
	i24 For multi-site organisations] Number of sites achieving zero waste to landfill (#)	At the sites, the waste officers prepare detailed site-specific waste reports.
	b12 Waste management plans introduced [in all sites]	Separate collection quota according to the Circular Economy Act is met.
	b13 Zero waste sent to landfill from all production and non-production activities/sites	At the sites, the waste officers prepare detailed site-specific waste reports.
3.4 BEMPs for water management 3.4.1 Water use strategy and management	**i25** Water use per functional unit (m3 /functional unit)	The data is given in the overview of environmental indicators.
	i26 Sites that have conducted a water strategy review (% of facilities/operations)	The data is given in the overview of environmental indicators.

Table 15: Sector-specific environmental performance indicators and benchmarks related to best practices for energy management and waste management, as well as their implementation status at the Magna Powertrain EMAS sites

Best Environmental Management Practice	Environmental Performance Indicators and Benchmarks	Status at EMAS sites
3.4 BEMPs for water management 3.4.1 Water use strategy and management	**i27** Sites that have monitoring for water use (%)	The data is given in the overview of environmental indicators.
	i28 Sites that have separate water monitoring for production processes and sanitary use (%)	The data is given in the overview of environmental indicators.
	b14 Introduction of a water strategy according to a recognised tool, such as the CEO Water Mandate, integrating an assessment of water scarcity	Conducted water scarcity assessment base on aqueduct tool and the action plan is in the implementation phase.
	b15 Water use on-site is measured per site and per process, if appropriate, using automated software	Water consumption is measured per location.
3.4 BEMPs for water management 3.4.2 Water-saving opportunities in automotive plants	**i25** Water use per functional unit (m3 /functional unit)	The data is given in the overview of environmental indicators.
	i29 Share of operations in existing sites retrofitted with water-saving sanitary devices and processes (%)	Stop buttons are installed at the locations. Some plants have water-free urinals
	i30 Share of new sites designed with water-saving devices and processes (%)	Measures at the sites: Installation of time-controlled/automated taps; Reduction by increasing the use of the central coolant supply
	b16 All new sites are designed with water-saving sanitary devices and retrofitting of water-saving devices is phased in across all existing sites	Stop buttons are installed at the locations. Some plants have water-free urinals.

Table 16: Sector-specific environmental performance indicators and benchmarks related to water management best practices and their implementation status at Magna Powertrain EMAS sites

Best Environmental Management Practice	Environmental Performance Indicators and Benchmarks	Status at EMAS sites
3.4 BEMPs for water management 3.4.3 Water recycling and rainwater collection	**i25** Water use per functional unit (m3 /functional unit)	The data is given in the overview of environmental indicators.
	i31 Installation of a wastewater recycling system (Y/N)	All plant-specific wastewater is treated by a wastewater treatment plant in a dischargeable manner.
	i32 Installation of a rainwater recycling system (Y/N)	Partial rainwater harvesting in the plants.
	i33 Yearly quantity of rainwater use and wastewater reuse (m3 /yr)	The data is given in the overview of environmental indicators.
	i34 Percentage of total water use met by recycled rain- or wastewater (%).	The data is given in the overview of environmental indicators.
	b17 'Closed loop' water recycling is implemented with recovery rate of at least 90 % where feasible	The data is given in the overview of environmental indicators.
	b18 30 % water needs are met by harvested water (in regions with sufficient rainfall)	Needs to be evaluated.
3.4 BEMPs for water management 3.4.4 Green roofs for storm water management	**i35** Percentage of sites that are suitable for green roofs with green roofs installed (%)	Needs to be evaluated.
	i36 Water holding capacity of the green roof: share of water retention (%), water run off (m3);	Needs to be evaluated.
	i37 Cooling effect: reduction in energy demand for HVAC (MJ);	Needs to be evaluated.
	i38 Qualitative biodiversity indicators (e.g. number of species living in the roof), depending on local conditions.	Needs to be evaluated.

Table 17: Sector-specific environmental performance indicators and benchmarks related to water management best practices and their implementation status at Magna Powertrain EMAS sites

Best Environmental Management Practice	Environmental Performance Indicators and Benchmarks	Status at EMAS sites
3.5 BEMPs for biodiversity management 3.5.1 Review and strategy of ecosystems and biodiversity management throughout the value chain	**i39** Application of methodologies to assess ecosystem services to the value chain (Y/N or % coverage);	Optimisation and preservation of green spaces to preserve biodiversity.
	i40 Coverage of relevant scope, as determined by prioritisation (Y/N or % coverage).	Optimisation and preservation of green spaces to preserve biodiversity.
	b19 A high-level ecosystem review is conducted across the value chain, followed by a more detailed ecosystem review in identified high risk areas	Optimisation and preservation of green spaces to preserve biodiversity.
	b20 Strategies to mitigate issues in the identified priority areas of the supply chain are developed, in collaboration with local stakeholders and external experts	Optimisation and preservation of green spaces to preserve biodiversity.
3.5 BEMPs for biodiversity management 3.5.2. Biodiversity management at site level	**i41** Number of collaboration projects with stakeholders to address biodiversity issues (#)	Nesting boxes/birdhouses, flower meadows, beehives, insect houses, wild bird perches.
	i42 Procedure/instruments are in place to analyse biodiversity related feedback from customers, stakeholder, suppliers (Y/N)	And stakeholder analyse.
	i43 Inventory of land or other areas, owned, leased or managed by the company in or adjacent to protected areas or areas of high biodiversity value (m2).	The data is given in the overview of environmental indicators.

Table 18: Sector-specific environmental performance indicators and benchmarks related to best practices for water management and biodiversity protection and their implementation status at the Magna Powertrain EMAS sites

Best Environmental Management Practice	Environmental Performance Indicators and Benchmarks	Status at EMAS sites
3.5 BEMPs for biodiversity management 3.5.2 Management of biodiversity at site level	**i44** Plan for biodiversity friendly gardening in place for premises or other areas, owned, leased, or managed by the company (Y/N).	There are projects regarding near-natural company premises in Untergruppenbach and Rosenberg as well as in Kechnec. In the locations, the meadows have been mowed less since 2019 and projects such as flower meadows, bee project, insect hotel, among others, have been carried out.
	i45 Biodiversity Index (to be developed according to local conditions)	In 2024, a risk analysis of biodiversity and ecosystem services and biodiversity action plan was carried out in Untergruppenbach, Rosenberg, Neuenstein, Kechnec and Modugno
	b21 A comprehensive biodiversity plan is in place to ensure systematic incorporation of biodiversity issues through measurement, monitoring, and reporting	In 2024, a risk analysis of biodiversity and ecosystem services and biodiversity action plan was carried out in Untergruppenbach, Rosenberg, Neuenstein, Kechnec and Modugno
	b22 Cooperation with experts and local stakeholders is in place	A stakeholder analysis is carried out regularly at all locations. communication with stakeholders.
3.6. BEMPs for value chain management and design 3.6.1. Promoting environmental improvements along the supply chain	**i46** Share of Tier 1 (direct) suppliers (by number or by purchasing budget/value) that comply with required standards according to internal or external audits (%)	Over 90%.
	i47 Self-assessment questionnaires sent to direct high risk suppliers (Y/N)	Yes, Supplier Assurance questionnaire.
	i48 Direct supplier development and training undertaken (Y/N)	Yes

Table 19: Sector-specific environmental performance indicators and benchmarks related to best practices for biodiversity conservation and value chain and design management, as well as their implementation status at the Magna Powertrain EMAS sites

Best Environmental Management Practice	Environmental Performance Indicators and Benchmarks	Status at EMAS sites
3.6. BEMPs for value chain management and design 3.6.1. Promoting environmental improvements along the supply chain	**b23** All major suppliers are required to have an environmental management system in order to qualify for purchasing agreements	The requirements for environmental management are defined in the purchasing agreements.
	b24 Environmental criteria are set across all environmental impact areas for purchasing agreements	The environmental criteria are defined in the purchasing agreements.
	b25 All direct suppliers are sent self-assessment questionnaires and high risk suppliers are audited by customers or third parties	The self-assessment questionnaires were communicated to all suppliers.
	b26 Direct supplier development and training is undertake	Drive Sustainability offers training, and we aim to participate in sustainability training.
	b27 Enforcement procedures are defined for non-compliance	Is regulated in the contracts.
3.6. BEMPs for value chain management and design 3.6.2. Collaborate with suppliers and customers to reduce packaging	**i20** Waste generation per functional unit (kg/functional unit)	The data is given in the overview of environmental indicators.
	i49 Packaging waste generation per functional unit (kg/functional unit)	The data is given in the overview of environmental indicators.
	i50 Packaging waste generation per site or maintenance group (kg/site, kg/ maintenance group)	Some plants are recorded.

Table 20: Industry-specific environmental performance indicators and benchmarks of best practices for value chain and design management and their implementation status at Magna Powertrain EMAS sites

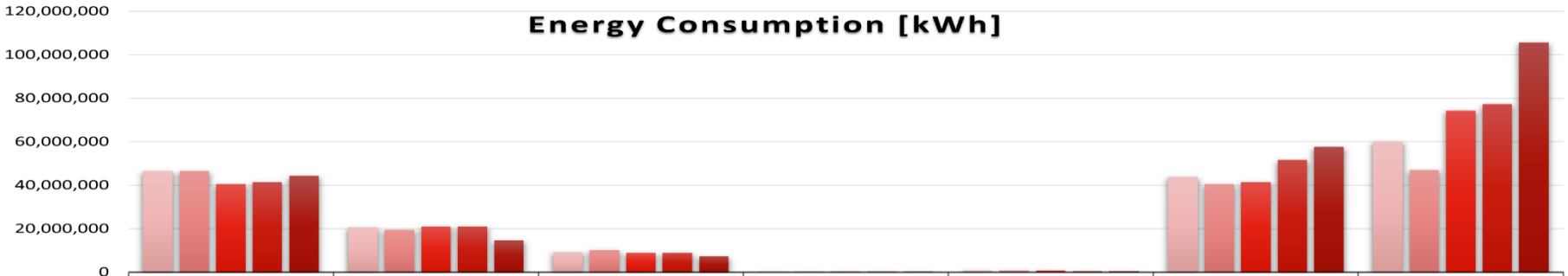
Best Environmental Management Practice	Environmental Performance Indicators and Benchmarks	Status at EMAS sites
3.6. BEMPs for value chain management and design 3.6.3 Design for sustainability using Life Cycle Assessment (LCA)	**i51** Conducting LCA of the main product lines to support design and development decisions (Y/N)	Described in the Sustainability Report.
	i52 Improvements in environmental indicators (CO_2, energy consumption, pollution etc.) for new model designs in the main product lines compared to previous model designs (%)	Described in the Sustainability Report.
	i53 Conduct comparisons among different kinds of mobility concepts (Y/N)	Described in the Sustainability Report.
	b28 LCA is conducted for main product lines according to ISO 14040:2006 standards or equivalent	Software for carrying out a life cycle analysis was procured.
	b29 Targets are set to ensure continuous improvements in the environmental impacts of new vehicle designs	Described in the Sustainability Report.
3.7 BEMPs for remanufacturing 3.7.1. General best practices for remanufacturing components	**i54** Level of remanufacturing (weight per component (%))	Described in the Sustainability Report.
	i55 Overall remanufacturing levels (% of recovered components).	Described in the Sustainability Report.

Table 21: Industry-specific environmental performance indicators and benchmarks of best practices for value chain and design management and their implementation status at Magna Powertrain EMAS sites

ENERGY, CO_2, WATER AND WASTE OVERVIEW

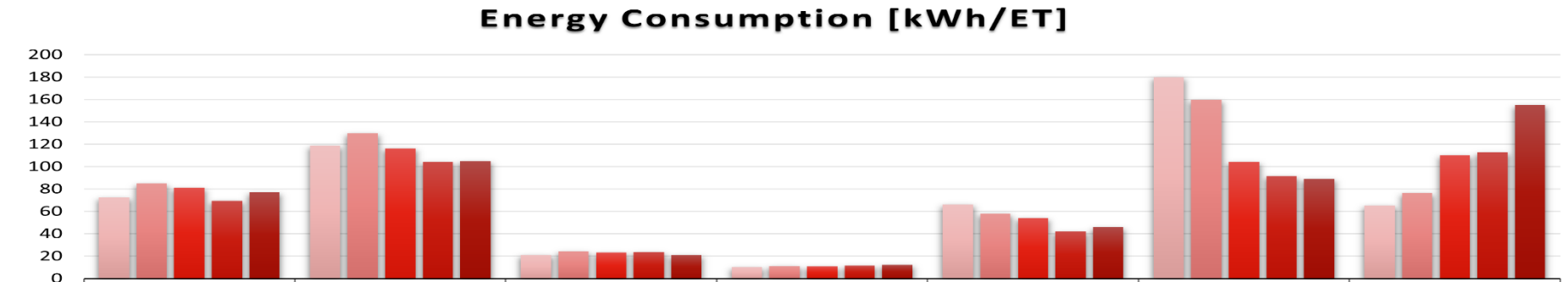
We at Magna undertake to handle natural resources consciously and to reduce environmentally polluting emissions and the accumulation of waste.

Nevertheless, the manufacture of Magna products requires an enormous amount of raw materials, energy, water and space and simultaneously causes waste products in addition to unwanted emissions. Awareness of our own consumption data is therefore of great significance in order to be able to assess and thus control the development of the data. The graph below shows developments in the last three years.



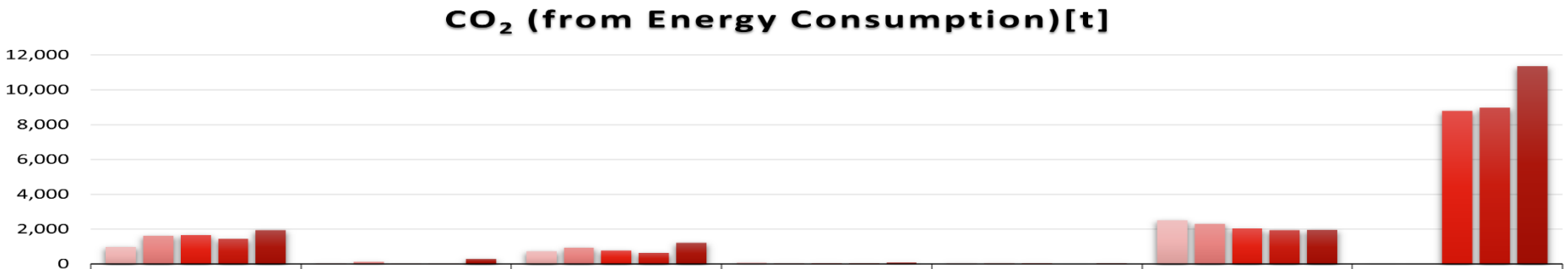
	Neuenstein	Rosenberg	Untergruppenbach	St.Georgen	Neuenstadt	Kechnec	Modugno
2020	46,591,028	20,570,389	9,228,029	326,450	887,923	43,772,123	60,155,280
2021	46,527,101	19,539,827	10,172,887	345,227	874,190	40,544,708	46,944,072
2022	40,482,899	21,001,841	8,881,876	310,061	761,382	41,469,927	74,376,738
2023	41,478,912	21,013,434	8,832,679	310,179	541,622	51,658,755	77,294,022
2024	44,290,956	14,655,480	7,366,276	290,961	580,722	57,542,993	105,685,946

Illustration 36: Energy Consumption [kWh] Across Divisions (2020-2024)



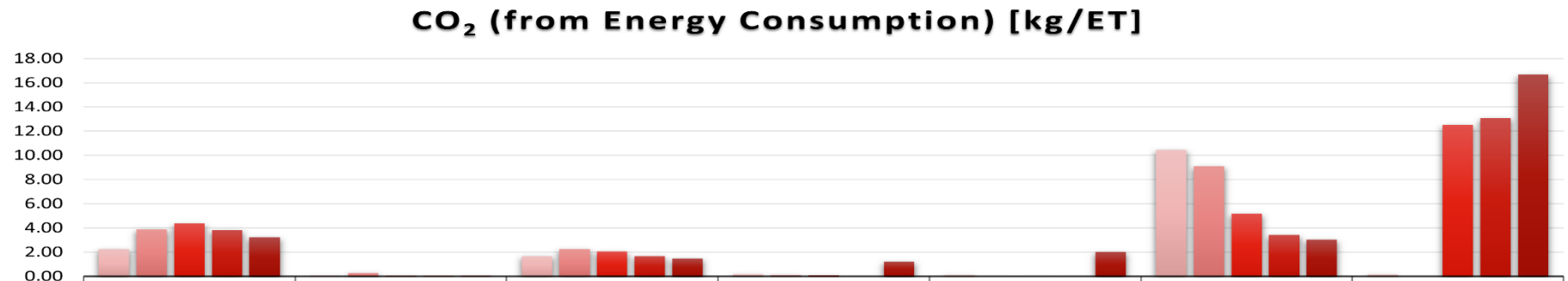
	Neuenstein	Rosenberg	Untergruppenbach	St.Georgen	Neuenstadt	Kechnec	Modugno
2020	72	119	21	10	66	180	65
2021	85	130	24	11	58	160	76
2022	81	116	23	11	54	104	110
2023	69	104	24	12	42	91	113
2024	77	105	21	12	46	89	155

Illustration 37: Energy Consumption [kWh/ET] Across Divisions (2020-2024)



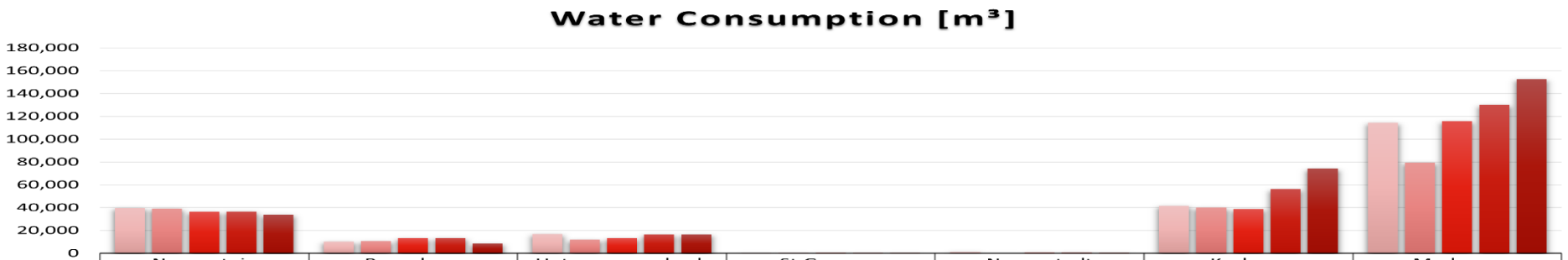
	Neuenstein	Rosenberg	Untergruppenbach	St.Georgen	Neuenstadt	Kechnec	Modugno
2020	982	29	739	82	56	2,526	0
2021	1,639	115	940	42	58	2,316	0
2022	1,666	17	782	31	45	2,053	8,788
2023	1,439	10	629	31	0	1,935	8,982
2024	1,950	288	1,220	69	34	1,964	11,351

Illustration 38: CO_2 from Energy Consumption [t] Across Divisions (2020-2024)



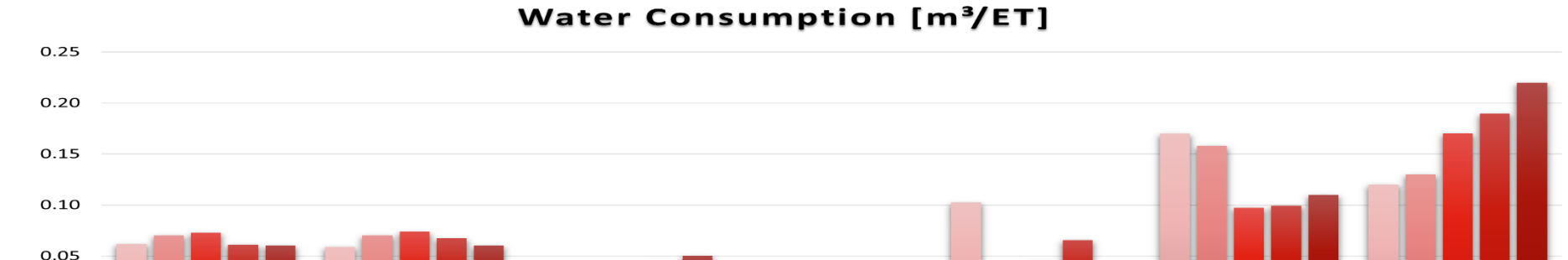
	Neuenstein	Rosenberg	Untergruppenbach	St.Georgen	Neuenstadt	Kechnec	Modugno
2020	2.23	0.06	1.68	0.19	0.13	10.43	0.13
2021	3.88	0.27	2.23	0.10	0.00	9.12	0.00
2022	4.36	0.05	2.05	0.08	0.00	5.18	12.51
2023	3.83	0.03	1.67	0.00	0.00	3.42	13.10
2024	3.23	0.04	1.49	1.22	2.02	3.04	16.68

Illustration 39: CO_2 from Energy Consumption [kg/ET] Across Divisions (2020-2024)



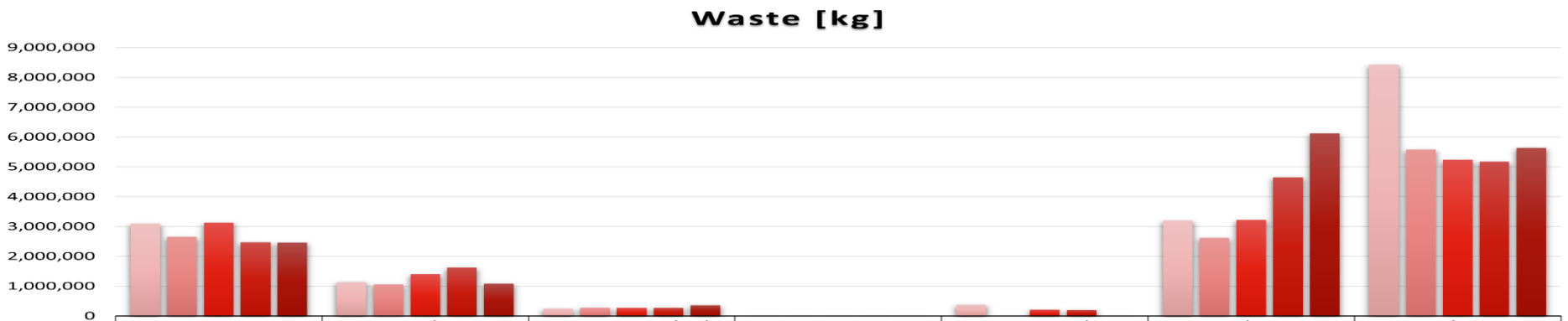
	Neuenstein	Rosenberg	Untergruppenbach	St.Georgen	Neuenstadt	Kechnec	Modugno
2020	39,865	10,278	16,900	242	1,375	41,460	114,508
2021	39,329	10,519	11,813	282	0	40,080	79,482
2022	36,380	13,300	13,315	397	628	38,809	115,734
2023	36,647	13,602	16,550	212	845	56,195	130,133
2024	33,864	8,609	16,616	182.78	561	74,050	152,791

Illustration 40: Water Consumption [m³] Across Divisions (2020-2024)



	Neuenstein	Rosenberg	Untergruppenbach	St.Georgen	Neuenstadt	Kechnec	Modugno
2020	0.06	0.06	0.04	0.01	0.10	0.17	0.12
2021	0.07	0.07	0.03	0.01	0.00	0.16	0.13
2022	0.07	0.07	0.03	0.01	0.04	0.10	0.17
2023	0.06	0.07	0.04	0.01	0.07	0.10	0.19
2024	0.06	0.06	0.05	0.01	0.04	0.11	0.22

Illustration 41: Water Consumption [m³/ET] Across Divisions (2020-2024)



	Neuenstein	Rosenberg	Untergruppenbach	St.Georgen	Neuenstadt	Kechnec	Modugno
2020	3,090,644	1,144,410	247,199	0	378,559	3,206,395	8,425,926
2021	2,650,078	1,057,893	278,006	0	0	2,616,064	5,579,896
2022	3,135,472	1,398,460	276,226	0	208,764	3,222,624	5,240,231
2023	2,477,500	1,625,174	282,320	4,779	202,716	4,649,841	5,171,640
2024	2,464,353	1,093,424	358,901	4,399	0	6,126,894	5,643,335

Illustration 42: Waste [kg] Across Divisions (2020-2024)

	Neuenstein	Rosenberg	Untergruppenbach	St.Georgen	Neuenstadt	Kechnec	Modugno
2020	4.80	6.59	0.56	0.00	28.24	13.17	9.13
2021	4.84	7.03	0.66	0.00	0.00	10.30	9.09
2022	6.30	7.75	0.72	0.00	14.80	8.09	7.72
2023	4.15	8.05	0.75	0.18	15.75	8.22	7.54
2024	4.31	7.8	1	0.18	22.2	9.49	8.29

Illustration 43: Waste [kg/ET] Across Divisions (2020-2024)

SOCIAL INFORMATION

ASSESSMENT OF SOCIAL ASPECTS

EMPLOYEE OPINION SURVEY

Due to its revision, the Employee Opinion Survey (EOS) was only carried out at a few sites up to mid-March in 2023. The result reflects various aspects of our employees' degree of satisfaction.

The EOS has been implemented at Magna since 1992 and is one of the most powerful tools as part of the open-door process.

The central question in the EOS is how employees perceive the fulfilment of the employee's charter. Since then, the employee's charter has been extended by further documents and sites.

The cornerstones of Magna culture are characterised by the contents of core documents – **employee's charter, core values, operational principles** and the **code of conduct and ethics**.

Feedback from various employee groups is to be gained with the aid of technology and targeted questions.

For this reason, Magna has set a target of introducing a new form of employee questionnaire which reflects all factors of today's Magna culture.

The programme is being continued in 2024 **with new questions and a greater focus on employee engagement**. The questionnaire is also set up globally for a common period. The sites will participate in the questionnaire at the same time

In addition to over 32 statements, employees have the opportunity to leave comments.

EOS comments and analyses on core topics are summarised and produce potential for improvement at the sites.

Action plans were generated from the findings of the questionnaire and focus groups consisting of employees involved to assess the quality and efficiency of the campaign.

FUNDRAISING CAMPAIGNS

METRIS DONATION CAMPAIGN: BIG HELP FOR LITTLE HEROES

MPT donated **9,500+ euros** to the Heilbronn-based **"Big Help for Little Heroes"** foundation, helping young hospital patients find comfort. The METRIS system allowed employees to donate reward points, with Magna matching contributions. A record **9,586 euros** was raised!

CHRISTMAS CAMPAIGN – DONATION INSTEAD OF PRESENTS

Employees voted to donate in place of corporate gifts. In **January 2025**, selected organizations received contributions and visited Magna sites, sharing their impactful work. Their gratitude reaffirmed the importance of our support.

6K FOR WATER

This year's **6K for Water** was held as an **"after-work run"** across multiple Magna

With **World Vision's Global 6K**, participants worldwide walk or run to bring clean water to children in need.

This campaign raises awareness and funds to provide clean water access to communities in need worldwide.

PLANTING TREES: BUILDING THE FUTURE CITIZEN FOREST

In mid-March, Magna actively supported a large-scale tree-planting initiative in the Untergruppenbach Forest.

Community members, representatives from local municipalities, associations, and companies joined forces to contribute to environmental protection and biodiversity. Magna employees, including trainees and students, played a vital role in this initiative.

RISK MODEL FOR ASSESSING SUPPLIERS

The Risk Tool implements the guidelines of the law on entrepreneurial duty of care in supply chains of July 16, 2021, in relation to Section 4 Risk Management and Section 5 Risk Analysis.

The requirements of this law relate on the one hand to **the identification and on the other to the assessment of supplier risks**. Selected Magna Powertrain supply chains were analysed and assessed according to pre-defined selection criteria. In accordance with the assessment, various departments (in particular Purchasing and Sustainability) will take further measures such as **Conversations with the supplier or the initiation of an RSCI assessment** at the supplier's. The result will be taken into account when selecting and nominating suppliers and in the regular supplier evaluations.

- **Countries risk:** An initial selection criterion for determining potentially risky suppliers is the allocation of the supplier or their production location to a country (local place of activity- not just the headquarters). Each country is allocated a **country-specific risk in accordance with the** 2021 **Corruption Perceptions Index**. This country-related risk is then included in the supplier evaluation.

- **Product risk:** A second selection criterion for determining potentially risky suppliers is the product or raw material which is sourced by the supplier. The model takes into account **37 conflict-laden minerals and raw materials** (Basis: "Material Change Report" and "Responsible Raw Material Outlook" by Drive Sustainability).

- **Self-Assessment Questionnaire (SAQ):** Further criteria which are vital for fulfilling duty of care are requested via the Self-Assessment Questionnaire (SAQ) from NQC **SUPPLIERASSURANCE**. The aspects of **company management, working conditions & human rights, health & safety, business ethics, the environment, supplier management and responsible sourcing of raw materials** are included here. If the rating is bad or data from the SAQ is not convincing or appears to be untrustworthy, the relevant department will hold conversations with the supplier and/or request an RSCI assessment from the supplier.

- **Environmental risk (focus on CO_2 balance):** In order to specifically include the environmental risk and here above all the CO_2 balance in the assessment, the tool records the **supplier's CDP (carbon disclosure projects) data**.

- **Other risks:** In order to increase the currentness of the risk assessment and to include further suppler-independent factors in the assessment, **data from PreWave** have been successively included since 2023. This platform uses artificial intelligence to monitor suppliers in social media and send highly relevant and specific warnings.

The aggregated rating of the individual selection criteria of 1 to 5 results in an overall score on the basis of which the risk management of potentially risky suppliers is determined and reported to departments.

Departments then take measures such as contacting suppliers (conversations) or initiating Responsible Supply Chain Initiative (RSCI) assessment to reduce the risk potential of the supplier determined in the broadest sense. Through frequent exchanges between departments and risk management the supplier is reassessed on the one hand and further measures are taken up to outsourcing the supplier on the other.

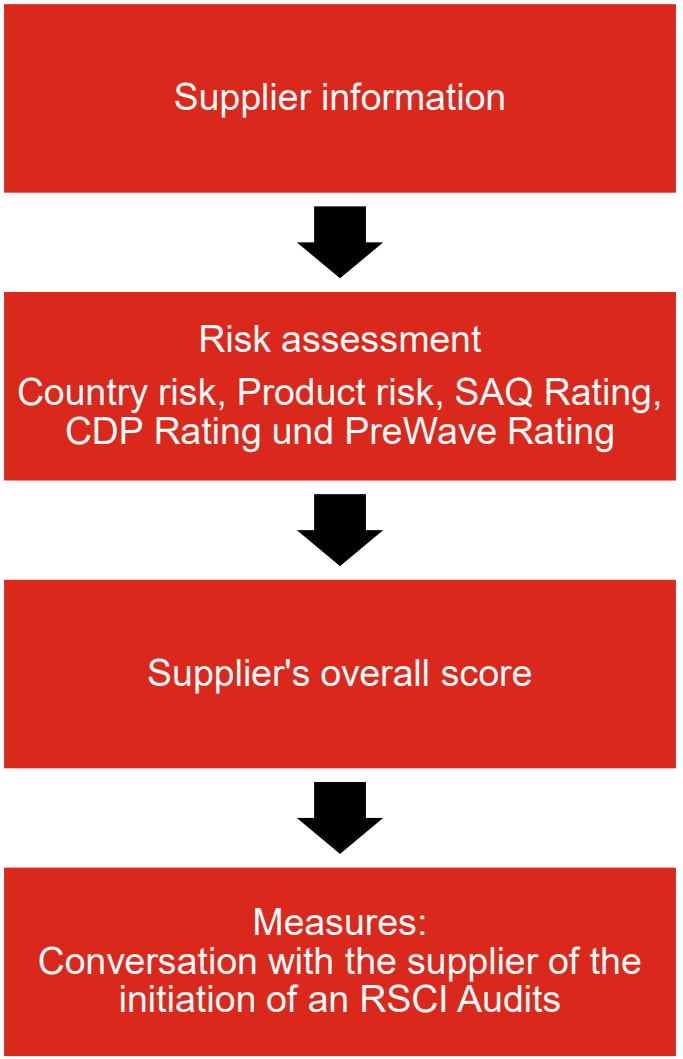


Illustration 44: Supplier risk assessment at Magna Powertrain

As of December 31, 2022, the following selection was made for the first time to determine risky suppliers:

1. **Countries risk:** Inclusion of all countries (in which suppliers currently have their registered office) with a score lower than 50 on a scale of 1-100: Mexico, Sri Lanka, Turkey, Morocco, India, Hungary, Romania, China and Poland.

2. **Product risk:** Inclusion of all materials with a score lower than 7 on a scale of 1-10: aluminium, cobalt, copper, glass, gold, graphite, leather, lithium, mica, nickel, palladium, rare earth metals, natural rubber, steel, tantalum, tin, tungsten and zinc.

3. **SAQ rating:** Suppliers with a rating lower than 70 % are counted as potentially risky suppliers. It should be mentioned here that suppliers which have not yet filled in an SAQ are not included in the assessment.

4. **CDP rating:** Suppliers with a rating lower than B- are classified as potentially risky suppliers.

5. **PreWave rating:** Suppliers with a rating below 70 points are classified as potentially risky suppliers. It should be mentioned here that suppliers which have not yet filled in a DUNS are not included in the analysis of the risk tool.

From a risk management point of view, this results in 411 critical suppliers out of a basic population of 1,384 suppliers as of December 31, 2023. Suppliers may appear more than once as the production site is included in the analysis and not the legal unit.

For 2024, 1,010 suppliers out of 1,931 were flagged for at least one risk category, with 337 flagged for two risk categories and 15 flagged for three risk categories.

6. **S-ESG rating:** Rolled out in January 2025, combines the SAQ rating and Magna Minimum Requirements (MMR) scores. A score below 40% in the SAQ will be marked red, and a score below 80% for MMR will also be red. No business will be conducted with suppliers who do not meet MMR. The ESG indicator will be introduced as part of a single system, with a **Prewave** phase and an automated flagging system serving as a preliminary ESG indicator.

GUIDELINES

OPERATIONAL PRINCIPLES

On our journey to world-class manufacturing, staff and management work together at Magna Powertrain EMAS sites in partnership with the aim of achieving operative peak performance based on the following principles.

The Fair-Enterprise culture at Magna Powertrain EMAS sites is founded on fairness and consideration for people, acknowledging that their commitment and dedication are essential to the success of the company.

Principles of operating activities

Illustration 45: Principles of operating activities

The sustainability areas which are the main focus of this policy are as follows:

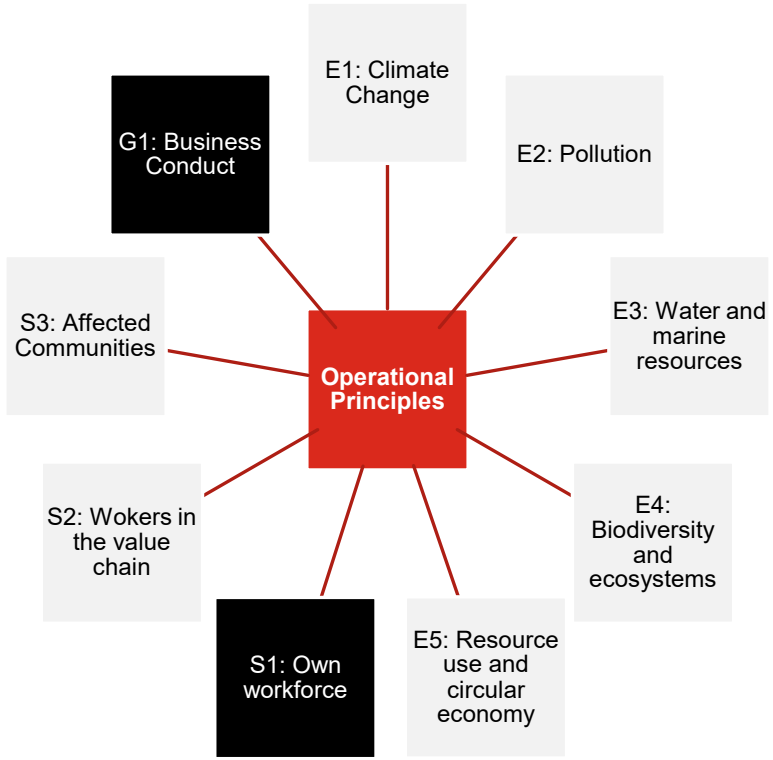


Illustration 46: Relationship between Operational principles and ESRS issues

The original text can be viewed on the Magna website.

EMPLOYEE CHARTER

The Employee's Charter provides a blueprint for fairness in the workplace. Through six simple, common-sense principles, it speaks to the most essential and universal employee needs across cultures and borders around the world.

We are committed to an operating philosophy based on fairness and concern for people. This philosophy is one in which employees and management share in the responsibility of ensuring our company's success. Our Employee's Charter, a foundational document in our business, sets out this philosophy through the following principles:

Job Security – Being competitive by making a better product for a better price is the best way to enhance job security. Magna is committed to working together with employees to help protect their job security. To assist employees Magna will provide job counselling and training, as well as employee and family assistance programs.

Safe & Healthful Workplace – Magna is committed to providing employees with a working environment which is safe and healthful.

Fair Treatment – Magna offers equal opportunities based on an individual's qualifications and performance, free from discrimination or favouritism.

Competitive Wages & Benefits – Magna provides employees with information which enables them to compare their total compensation, including wages and benefits, with those earned by employees of their direct competitors and local companies their Division competes with for people. If total compensation is found not to be competitive, it will be adjusted.

Employee Equity & Profit Participation – Magna believes that every employee should share in the financial success of the company.

Communication & Information – Through regular monthly meetings between management and employees, continuous improvement meetings and through various publications and videos, we keep our employees informed about company and industry developments. We also conduct regular employee opinion surveys to help facilitate employee engagement and to receive valuable feedback from employees to help drive continuous improvement.

The hotline – Should an employee have a problem, or feel the above principles are not being met, we encourage them to contact the Hotline to register their complaint(s). Those using the Hotline do not have to give their name, but if they choose to do so, it will be held in strict confidence. Hotline Investigators will respond to those using the Hotline. The Hotline is committed to investigating and resolving all concerns or complaints and must report the outcome to Magna's Global Human Resources Department. We also maintain a confidential and anonymous whistle-blower hotline for employees and other stakeholders that is overseen by our Audit Committee.

The sustainability areas which are the main focus of this policy are as follows:

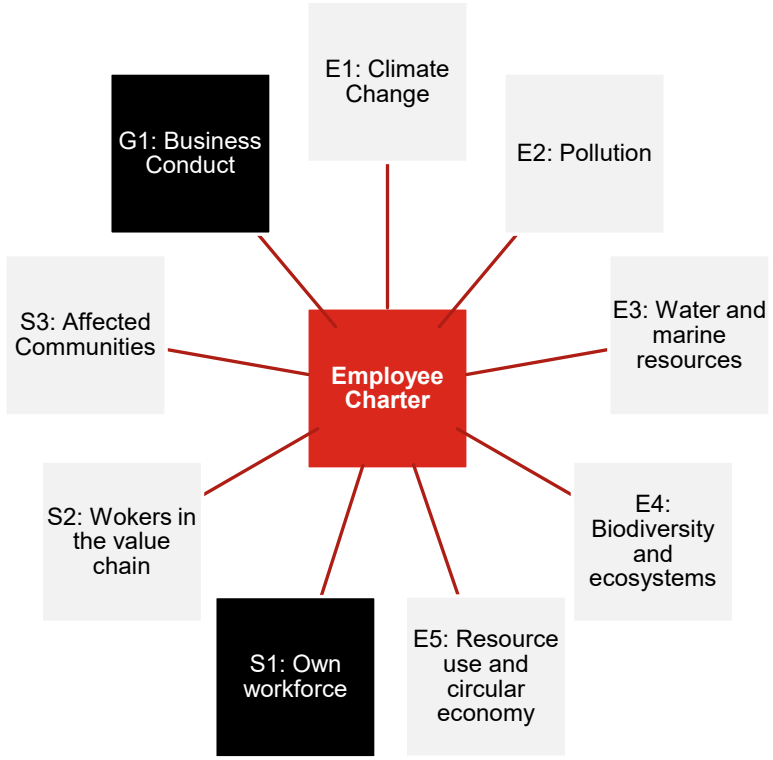


Illustration 47: Employee charter and its relationship to sustainability areas

The original text can be viewed on the Magna website.

This code serves as orientation when complying with ethical standards.

Magna expects and demands of all **employees** that they act in line with current legislation and in compliance with our basic values and business principles. Infringements of this code can entail disciplinary measures or even summary dismissal and can lead to us terminating business relations with third parties.

Magna also expects of **suppliers, advisors, independent contractors, sales and other representatives** that they comply with these standards.

The codex is made available as a guide which is intended to help Magna employees to comply with obligations and shows how compliance with local and international laws can be guaranteed.

Magna's success depends on employees assuming an active role and ensuring that all business is done ethically correctly.

Amongst other things, this standard covers association with colleagues, responsibilities with regard to the environment, competitive practices, contact with officialdom and protecting the confidential information of Magna and Magna's customers.

Magna employees are obliged:

Environment and Occupational Health and Safety – We are committed to complying, and ensuring that our suppliers comply, with all health, safety and environmental laws and regulations that apply to us by ensuring that a systematic review program is implemented and monitored at all times for each operation.

Protection of Personal Data – We respect the privacy of our employees and are committed to protecting their personal data. We process personal data lawfully, transparently and fairly. We will also take reasonable steps to protect the integrity and confidentiality of personal data.

Respect for Human Rights – We provide fair working conditions for our employees and do not tolerate the use of slavery, child or forced labour in our organization or supply chain.

Diversity and Inclusion – We aim to create a safe, respectful and inclusive workplace where our employees can bring their whole selves to work, live our core values, achieve sustainable results and improve our global brand.

Careful Communication – We must ensure that what we write and say while on the job, and outside of work, reflects the integrity and standards expected of us.

Reporting Violations – If we become aware of a violation of this Code, or any related policies, we are encouraged to report internally by either: speaking to a supervisor, Legal, or Compliance; or reporting the incident through the Magna Hotline.

The sustainability areas which are the main focus of this policy are as follows:

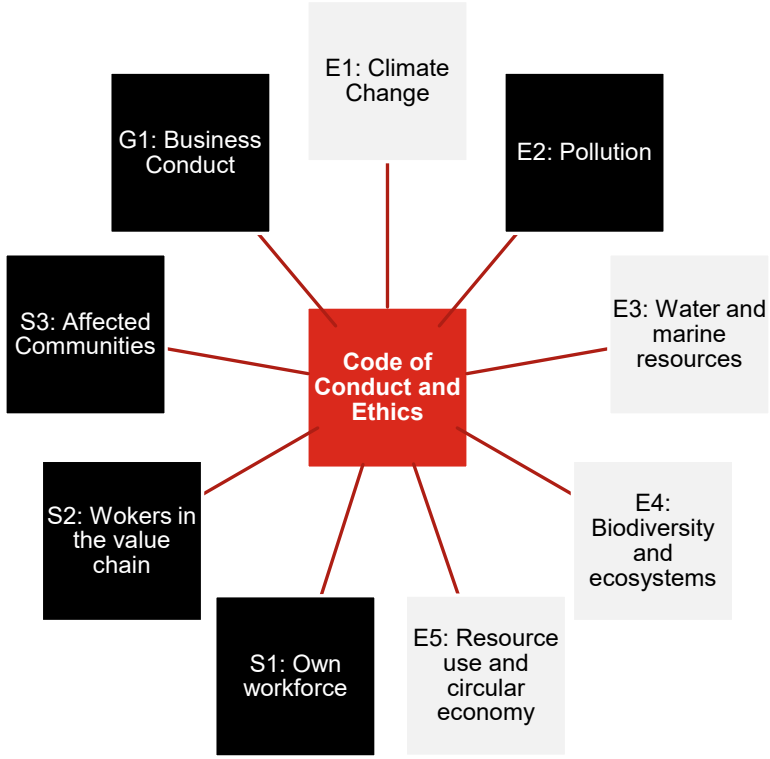


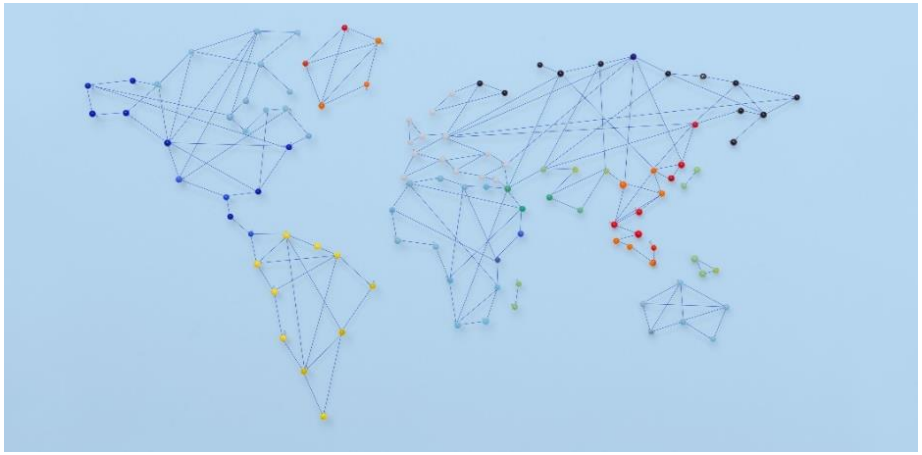
Illustration 48: Employee charter and its relationship to sustainability areas

The original text can be viewed on the Magna website.

GLOBAL WORKING STANDARDS

Magna recognizes the importance of balancing our social responsibilities with the pursuit of our business objectives.

We accept that our actions must accord with the expectations of various stakeholders, including shareholders, customers, employees, the communities in which we conduct business, governments and others, particularly those related to the fair and ethical treatment of our own employees.



This policy applies to all Magna operating Groups, Divisions, and other affiliated operations globally. This policy also applies to all persons who act on Magna's behalf, including employees, officers, directors, consultants and agents.

These Global Labour Standards are a further articulation of our Fair Enterprise culture while also serving as a general endorsement of the following frameworks and charters:

- UN Universal Declaration of Human Rights
- International Labour Organisation (ILO) Fundamental Conventions
- International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work

Our Company's policy framework is premised upon the basic principles established under various international, national and local laws, including country/state specific legislation, as well as various labour agreements, tariffs and contractual obligations of a local nature.

The core principles which are dealt with in this document are as follows:

Illustration 49: Core principles of global labour standards at Magna

The sustainability areas which are the main focus of this policy are as follows:

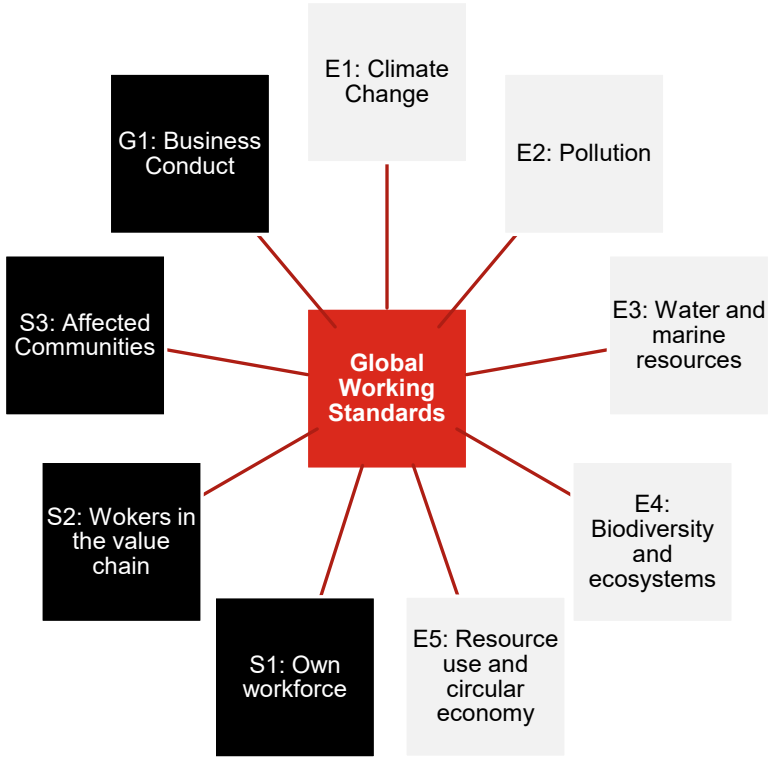


Illustration 50: Global working standards and their relationship to sustainability areas

The original text can be viewed on the Magna website.

STATEMENT ON MODERN SLAVERY AND HUMAN TRAFFICKING

Magna International Inc.'s declaration on modern slavery and human trafficking entitled Transparency in supply chains **was compiled in compliance with the California Transparency in Supply Chains Act and the United Kingdom's Modern Slavery Act 2015 "Transparency in Supply Chains" (the "Acts").**

This declaration set out the steps which Magna and its subsidiaries have undertaken in the respective business year to counteract the risk of slavery and human trafficking in its own companies and supply chain.

In this context a cross-functional working group was set up which meets regularly and monitors the following issues:

The original text can be viewed on the Magna website

SUPPLIER CODE OF CONDUCT AND ETHICS

Magna's code of conduct and ethics for suppliers provides the framework for success in dealing with Magna, or with any sub-supplier you do business with when serving Magna.

The code of conduct and ethics forms an integral part of our overall contractual relationship with you and it is important that you understand and abide by it.

The original text of the handbook can be viewed on the Magna website

This standard covers the following:

Illustration 51: Aspects of the code of conduct and ethics

GLOBAL SUPPLY CHAIN REQUIREMENTS HANDBOOK

Magna regards the supply chain as an important component of its business activities and is committed to further standardizing many Magna supply chain management processes and systems.

The specifications, requirements and standards listed in this handbook apply to all suppliers which provide Magna production sites with materials, products and services. These include suppliers of production material and possibly indirect material, packaging material and services (including securing, sorting and calibration services) which have an impact on product characteristics and can influence Magna customer requirements.

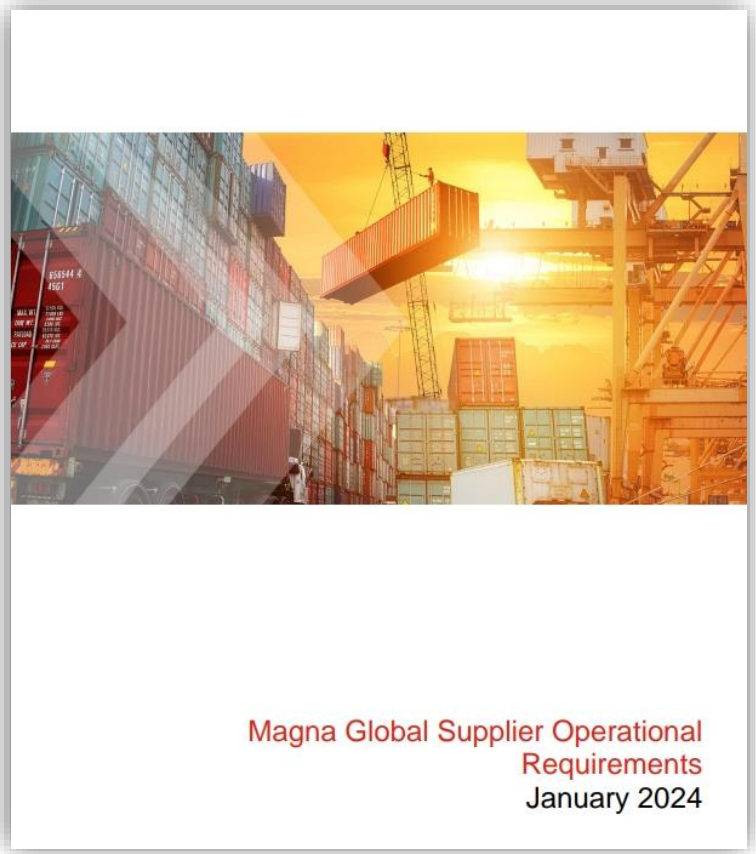
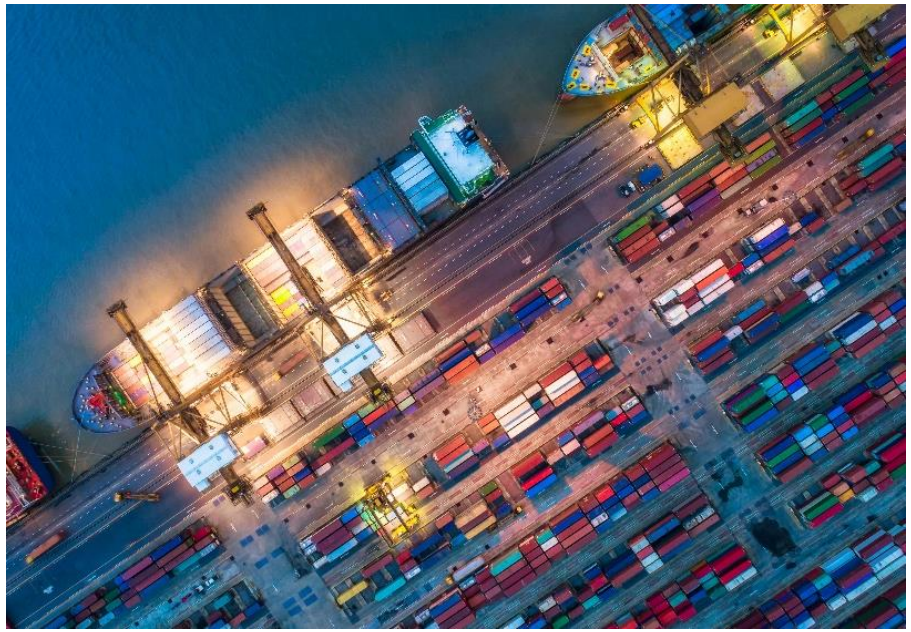


Illustration 52: Presentation of the handbook of operative requirements of global suppliers of Magna of January 2024

Suppliers must fulfil all operative supply chain requirements in relation to **Environmental, Social and Governance, ESG** according to Magna's specifications and in accordance with the definition in this handbook. They must support enquiries for ESG information which is communicated including but not limited to enquiries with regard to data on the **Carbon Disclosure Project (CDP)** and the **Self-assessment questionnaire for suppliers (SAQ)** amongst other requirements.



Magna operates a diversified and global supply chain that supports its operations and OEM customers, focusing on innovation and delivering superior value. The company prioritizes working with suppliers who are equally committed to quality and innovation. To enhance efficiency, Magna is standardizing its supply chain management processes and systems, with the Global Supplier Operational Requirements Manual (GSOR) defining key manufacturing, logistics, and quality standards for all global suppliers. ESG (Environmental, Social, and Governance) requirements will be communicated separately, and existing requirements are available through Magna's Supplier Code of Conduct & Ethics and Global Labor Standards. Suppliers are also expected to comply with any additional, Division-specific requirements, which may be more detailed or stringent than those in the GSOR. If conflicts arise between the GSOR and Division-level documents, suppliers should contact the local Division representative for resolution. Magna values its suppliers and strives to maintain relationships based on mutual respect and benefit.

The original text of the handbook can be viewed on the Magna website.

NATIONAL ACTION PLAN FOR THE ECONOMY AND HUMAN RIGHTS

The national action plan for the economy and human rights (NAP) is a political instrument which was developed in Germany by the Federal Government. It was adopted in 2016 and serves as a guideline for companies to ensure that their activities are in harmony with human rights.

Magna recognises the significance of preventing human rights violations in supply chains and ensuring that business partners also respect human rights. Magna has established mechanisms for monitoring the five core elements of the duty of care regarding human rights provided for by the NAP and ensuring that suppliers and partners also follow the same high standards.

At Magna Powertrain the NAP is integrated into company policy and is consistently implemented.

The following five core elements of the duty of care regarding human rights are therefore provided for in the NAP:

Illustration 53: Five core elements of the NAP

OECD DUTY OF CARE FOR CORPORATE RESPONSIBILITY

The OECD code of practice for fulfilling the duty of care for responsible corporate policy is an instrument which was developed by the Organisation for Economic Co-operation and Development (OECD). If offers companies practical instructions and recommendations to fulfil their duty of care in relation to human rights, labour standards and fighting corruption.

Magna Powertrain is committed to complying with the OECD code of practice for fulfilling the duty of care for responsible corporate policy. Magna implements the recommendations of the guidelines to ensure that its business activities are in harmony with human rights, environmental standards, labour standards and fighting corruption.

The guideline consists of five steps which support companies in implementing their duty of care:

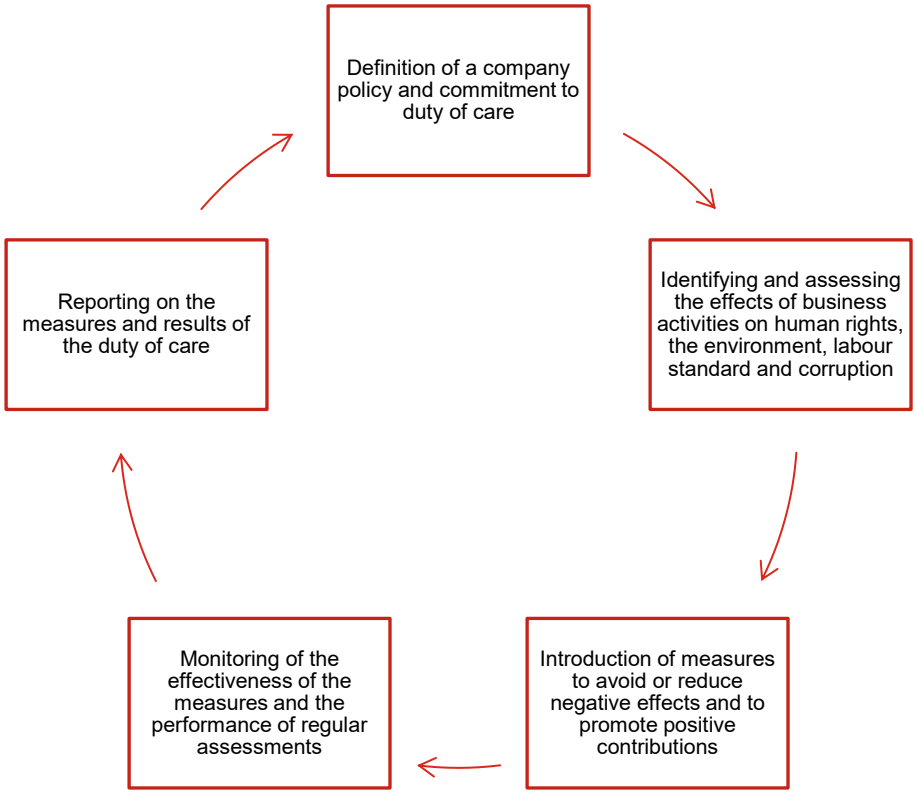


Illustration 54: OECD guidelines on fulfilling the duty of care for responsible corporate policy

SUPERORDINATE MEASURE

MANPOWER STAFFING AUDIT

An extensive global manpower staffing audit was set up and carried out at all Magna sites in order to ensure compliance with the supply chain regulations.

Temporary employment agencies and service providers were also checked in addition to Magna's own employees in collaboration with Purchasing and site management.

The focus was on the following topics:

- Identification of all employees by checking identify documents
- Checking of compliance witht the legal minimum age
- Checking of work permits for employees from non-EU countries

Illustration 55: Focus topics of the manpower staffing audit

Through auditing the temporary employment agencies, Magna was able to ensure that external employees are also treated fairly and remunerated in accordance with the equal pay principle.

OUTLOOK: LABOUR & EMPLOYMENT AUDIT (LEA)

The labour and employment audit (LEA) was developed to guarantee compliance with relevant statutory provisions in all Magna sites and to support Magna's commitment for its employees, shareholders, customers and partners.

The LEA examines important and critical HR practices within the facility such as fair working conditions and human rights, progressive disciplinary and dismissal practices, confidentiality agreements and data protection, legal entitlement to work, remuneration and payroll accounting, working times process and collaboration with staffing agencies, employees on temporary contracts and consulting services.

The result from 2024 form EMAS sites:

- No finding in Neuenstein
- Passed for Rosenberg

As of January 31, 2025, the **first round of LEA** audits has been successfully completed again. The LEA follows a structured process, including the **conduct of the audit**, **action planning**, and **closing actions** to ensure continuous improvement and compliance. Moving forward, Magna will continue to monitor and enhance its HR practices through ongoing audits and follow-up measures.

Illustration 56: Subject matter of the LEA

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

Occupational health and safety are very important at Magna Powertrain EMAS sites. An occupational health and safety management system in accordance with OHSAS 18001 was introduced at Magna Powertrain EMAS sites back in 2003. All sites were converted to the new standard following publication of ISO 45001. The efficiency of the integrated management system is proven by key data.

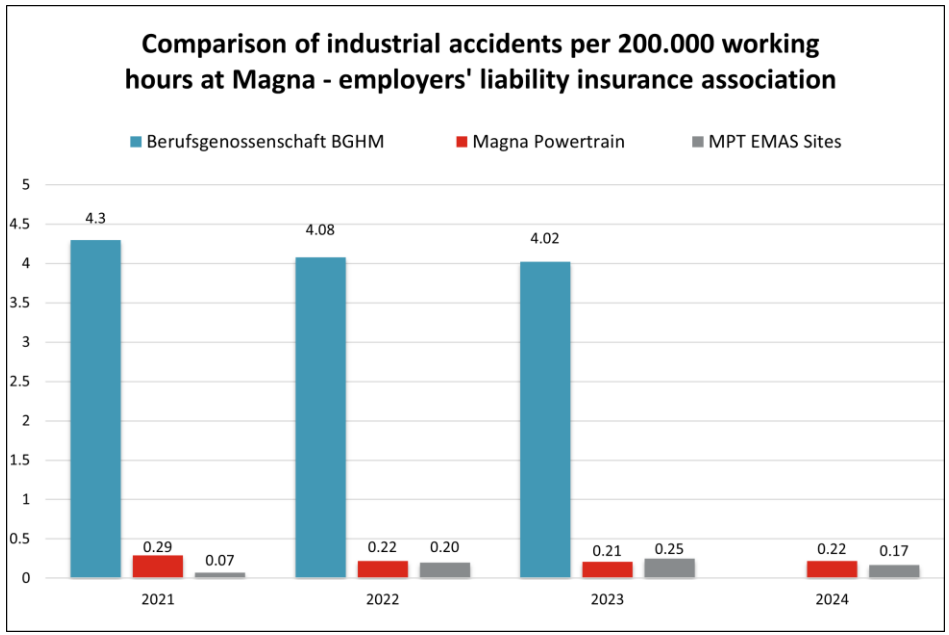


Illustration 57: Industrial accident rate comparison at Magna (2021-2024)

* The employers' liability insurance association's key figures for 2024 regarding industrial accidents were not yet available.

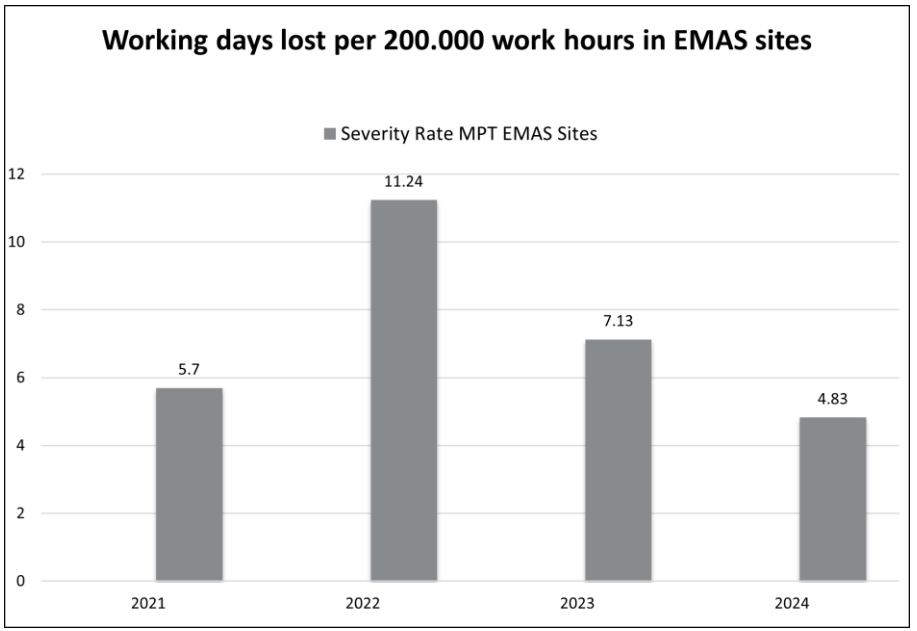


Illustration 58: Severity rate at MPT EMAS Sites

** The employers' liability insurance association's figures for industrial accidents are not yet available.

LEADING AND LAGGING HEALTH AND SAFETY INDICATORS

To ensure transparency and continuous improvement in Occupational Health and Safety, we track both **leading** and **lagging** safety indicators. Below is a categorized breakdown of these indicators:

Lagging Health and Safety KPIs:

These indicators reflect past incidents and help assess the effectiveness of safety measures:

- **Accident Rate:** The comparison of accident rates at Magna (2021-2024) shows the frequency of workplace accidents.
- **Severity Rate:** The severity rate at MPT EMAS sites provides information on the seriousness of the accidents.

Leading Health and Safety KPIs:

These indicators focus on proactive measures to prevent accidents and improve safety:

- **Magna Safety Inspections and Audits**: We conduct 100% safety audits and inspections yearly for every division.

- **Near Miss Report:** In every division, near misses are collected, tracked, and analysed. Actions are defined and implemented, with progress being tracked. 100% of near misses have been analysed and considered. Significant cases are reported at the Global Powertrain level.

- **Contractor Inspection Performance:** Contractor performance is reported based on key checks, including qualifications, risk assessments, and the use of PPE.

- **Incident Investigation:** All relevant incidents must be reported, analysed, and closed according to a defined standard by Global Powertrain. Findings are shared globally.

- **Risk Assessment:** All the workplaces are assessed every year. In the following cases, risk assessments must be conducted or updated in the following cases:
  - Implementation or change of substances or equipment (machines, devices, tools)
  - Implementation or modification of work processes, workflows or work organization
  - Incidents, near misses or work-related diseases occur
  - OH&S related regulations change (e.g. limit values)

- **Worker Training:** 100% of employees receive safety trainings. Additionally, specific trainings are provided based on risk assessment outcomes.

CO-ORDINATOR FOR THE SUPPLY CHAIN DUTY OF CARE LAW

Magna's approach to the duty of care does not only concentrate on the value creation chain but also on the (deeper) supply chain. Magna estimates that parts of the supply chain, certain countries or commodities, but also some materials which are used in production are regarded as critical due to the potential ecological or social effects of their extraction. In 2023 Magna decided to appoint a **co-ordinator for the supply chain duty of care law** as part of the duty of care.

This co-ordinator's responsibilities include:

- Suppport and advice for internal and external compliance and risk monitoring activities
- Support for the complaints procedure as required
- Support with answering Supply Chian Duty of Care Act (LkSG) enquiries from OEMs as necessary
- Support with defining and implementing corrective measures as necessary
- Support with documents and reporting as necessary

Illustration 59: Tasks of a co-ordinator for the supply chain duty of care law

The guidelines towards which this co-ordinator is oriented are:

Illustration 60: Guidelines for the work of a co-ordinator for the supply chain duty of care law

The targets which were set up in 2023 and 2024 results:

- Target (2023): Update Publication of the globally responsible raw materials policy & sustainability / ESG management requirements of the Magna Powertrain Group to be met by sub-suppliers.
- Result (2024): Published new version which valid from January 1, 2025

The targets for 2025:

- Conduct 15 RSCI assessment in the supply chain
- Improvement of communication on sustainability issues with suppliers
- Implement S-ESG rating

The co-ordinator's main aim for 2025 is the further reduction of risk from negative ecological or social impacts in the supply chain.

The sustainability areas which are the main focus of this champion's work are as follows:

Illustration 61: The role of the co-ordinator for the supply chain duty of care law in relation to sustainability areas

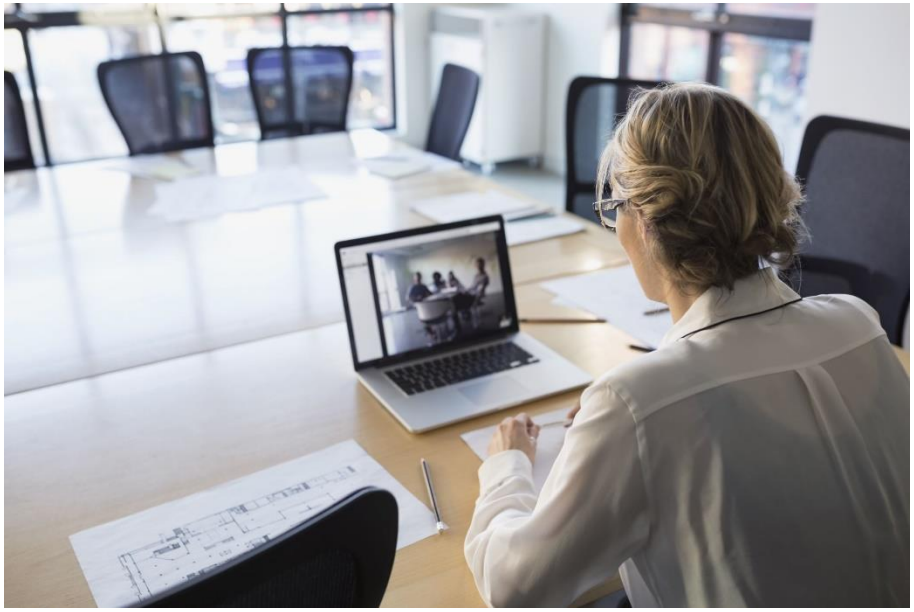
SUSTAINABILITY SUPPLY CHAIN CHAMPION

It is well-known at Magna Powertrain EMAS sites that the potential environmental and social effects of Magna products are not only to be found in the value creation chain but also in the supply chain.

For this reason, Magna has already been implementing sustainability aspects in the supply chain since 2022 to fulfil both the duty of care and their own standards.

In 2023 it was decided that these tasks be further strengthened by establishing a new post of **Sustainability supply chain champion in Purchasing**.

The focus of this post consists of improving communication between the purchasing department and suppliers.



Suppliers are today assessed under ecological and social aspects. In detail, that means that in case of a negative supplier assessment this is communicated to the supplier and improvement measures proposed. The aim of this is to support suppliers in improving their performance. An on-site assessment can be carried out as part of the RSCI (responsible supply chain initiative) as a supplementary measure.

The basis for the work of the sustainability supply chain champion is formed by:

- The Magna code of conduct and ethics for suppliers,
- The global supply chain requirements handbook
- Global responsible raw materials policy & sustainability / ESG management requirements of the Magna Powertrain Group to be met by sub-suppliers
- In addition to other internal and external guidelines.

The targets which were set up in 2023 and 2024 results:

- The implementation of further sustainability criteria in the supply chain
- The improvement of co-ordination between the purchasing department and suppliers and
- The strengthening of communication between the purchasing, product development and sustainability departments within the organisation.

The planned targets for 2025 are:

- Promoting of the development of suppliers in relation to sustainability topics in order to improve their ranking
- Strengthening of the implementation structure for sustainability topics in the supply chain.

The ESRS areas of sustainability which are the main focus of this champion's work are as follows:

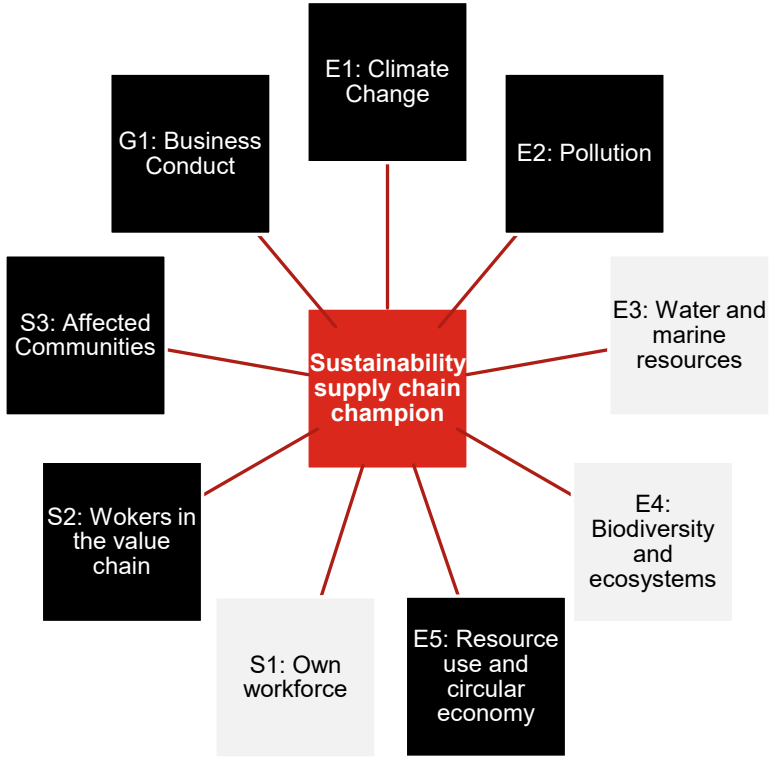


Illustration 62: The role of the supply chain champion in relation to sustainability areas

LCA AND SUSTAINABILITY HOTSPOTS CONTRIBUTION

The many aspects of the corporate duty of care were also examined in the context of a number of student dissertations and project theses. One of the student dissertations contained the topic of the **ecological and social lifecycle assessment (LCA)** of a transmission. **In this, the corporate duty of care was both anchored in** the corporate strategy and discussed along the supply chain. The previously identified potential for possible applications was determined and examined in its ecological and social dimension in accordance with standards such as laws, guidelines and codes of practice.

A subsequent Bachelor's thesis which built on this showed us **starting points and ways of possibly improving social conditions in the raw materials supply chain**. The thesis is oriented towards the German Global Compact Network/Twentififty's **Human rights impact assessments (HRIA)** and **organisational capacity assessment instrument (OCAI)**. With these approaches, the thesis contributes to fulfilling corporate duty of care. **Recommendations for action were derived for the company based on the hotspots identified**.

In a further Master's thesis, the company's corporate duty of care was investigated with the aid of hotspots identified and recommendations for action. The topic of the thesis was **the identification of challenges in implementing the Supply Chain Duty of Care Act**. **A standard to support responsible raw materials purchasing** came about as a result of this thesis.

One of Magna's aims is to minimise the eco-social hotspots in the supply chain through partnership along the supply chain and to bring an eco-socially positive product to market in the long term.

MASTER'S THESES ON THE TOPIC OF SUSTAINABILITY

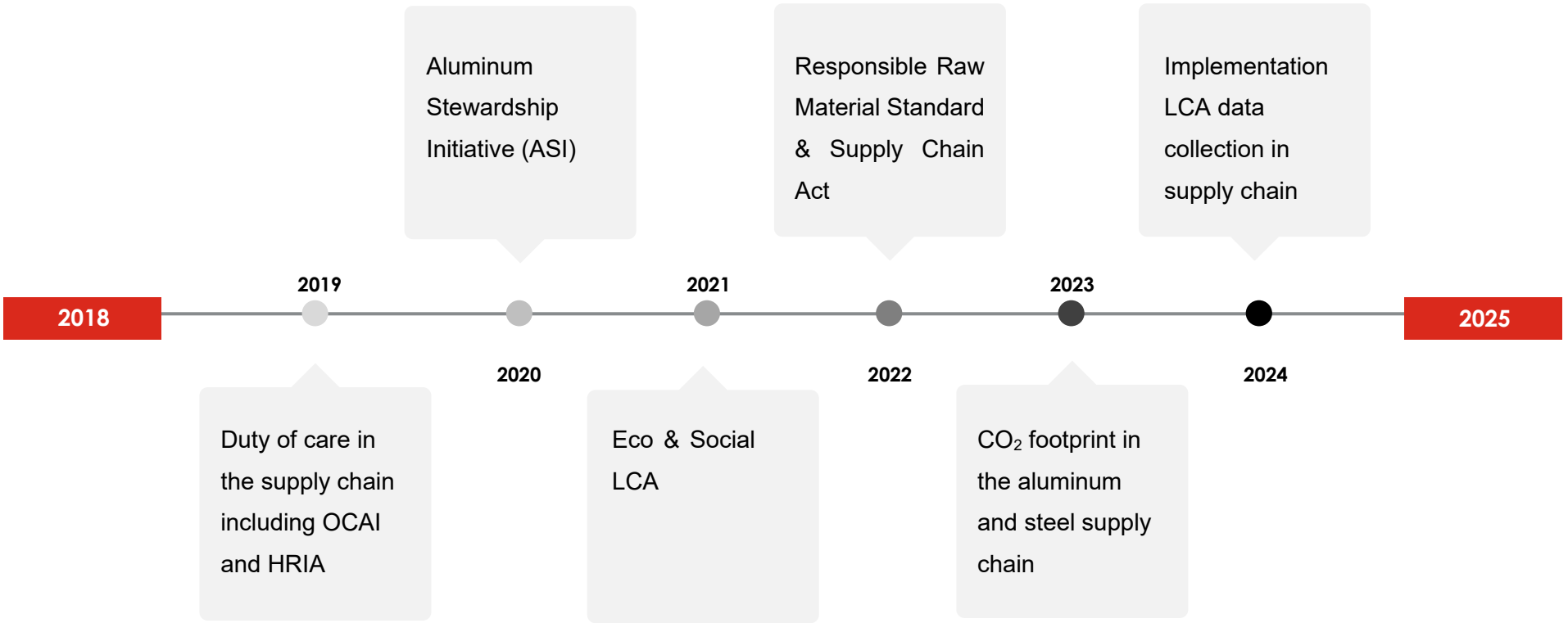


Illustration 63: Masters theses at MPT on the topic of sustainability

IDENTIFIED HOTSPOTS: BAUXITE AND ALUMINIUM

Human rights: pollution, conflicts over water and land use.

Health and safety: Air and ground water pollution. Increased alcohol and drug misuse and a rise in AIDS/HIV infections are significant problems in connection with migrant labour.

Vulnerable groups: Indigenous peoples are amongst the groups most strongly affected by mining.

Non-discrimination and equal opportunities: Mainly discrimination against women.

Business practices: Indigenous groups are often not included in decisions about mining raw materials and land is illegally grabbed.

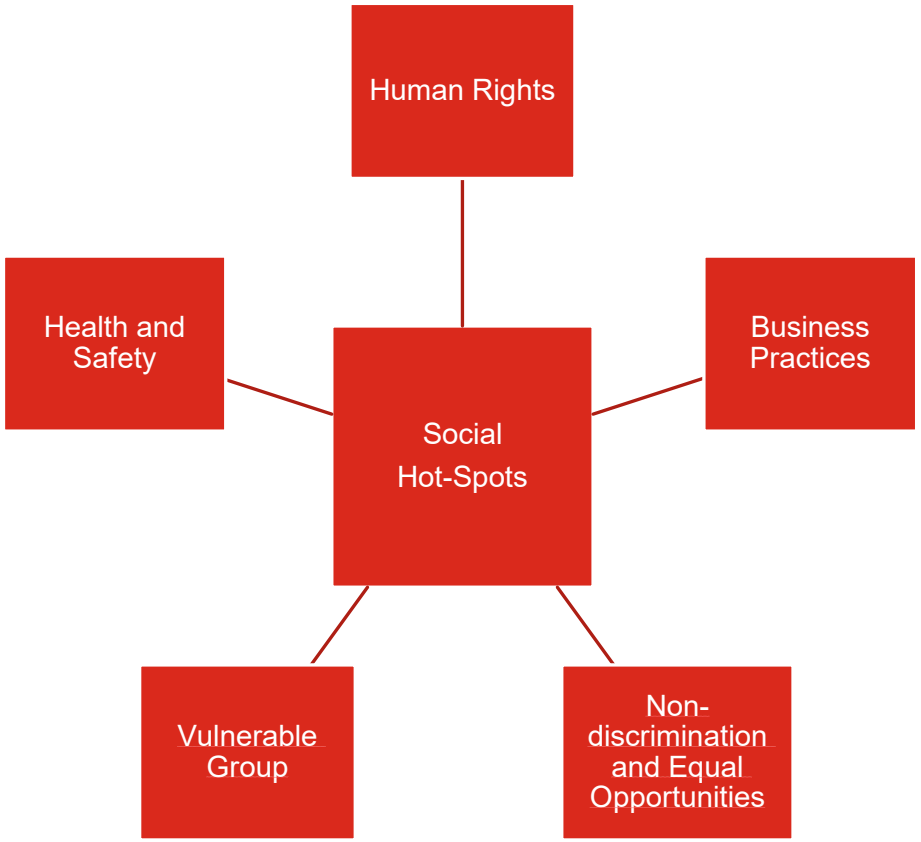


Illustration 64: Identified hotspots in relation to extracting bauxite und aluminium

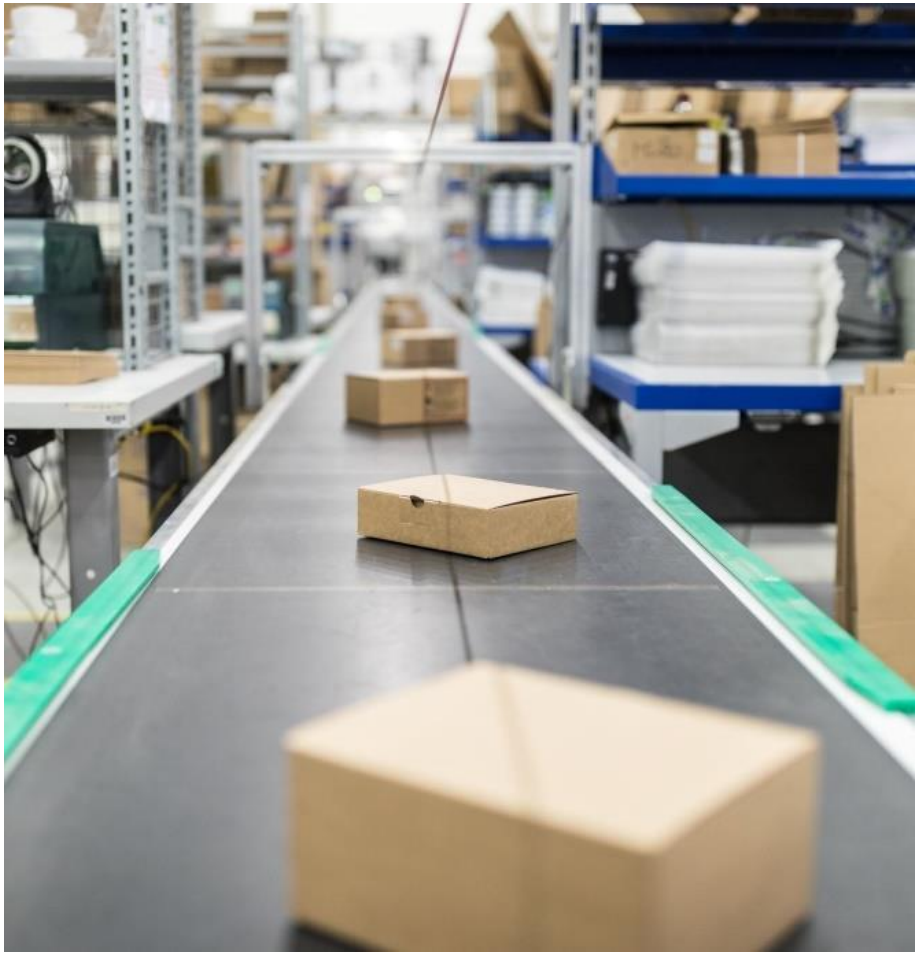
DERIVED RECOMMENDATIONS FOR ACTION

Illustration 65: Recommendations for action for Magna's supply chain

SUPPLIER MATRIX FOR MAGNA POWERTRAIN EMAS SITES

The Magna Powertrain EMAS sites supplier matrix defines which sustainability-relevant criteria are to be considered when purchasing.

Occupational health and safety certification in accordance with ISO 45001 (is defined here as a desired criterion), and an **environmental protection certificate in accordance with ISO 14001** is also a requirement for all suppliers. **Certification of the social aspects of sustainability** is obligatory for suppliers from high-risk countries. The latter is, however, still difficult to implement as certifications in this area and also in a number of countries are not yet very common. In order to obtain a higher number of certified suppliers we rely on the auditing of the RSCI's (Responsible Supply Chain Initiative, see section below) new sector audit schema in the medium and long term.



MEMBER OF THE DRIVE+ SUPPLIER INVOLVEMENT PLATFORM

Drive+ is the new platform for suppliers which makes possible direct collaboration with the OEM partners of Drive Sustainability. The common goal is the implementation of a sustainable automotive value creation chain.

The platform offers the facility to discuss important sustainability issues, to learn from one another and to co-operate. The Drive+ programme offers both smaller and larger companies various possibilities to work towards the continuous improvement and orientation of their sustainability practices.

For Magna, precisely these points are very important, which is why Magna has been a member of Drive+ since March 2021.

RSCI ASSESSMENTS

Magna is one of the founding members of the **Responsible Supply Chain Initiative e.V. (RSCI)** association which is intended to promote sustainability for all stakeholders in the supply chain for the automotive industry. Magna has thus been actively involved in the compilation of an assessment scheme, one of the instruments for reaching this target, for a number of years.

As already mentioned in the section on the risk model for supplier assessment, the responsible department holds conversations with the supplier and/or requests an RSCI assessment if the supplier has received a low rating or of data from the **Self-Assessment Questionnaire (SAQ)** is not meaningful or does not appear reliable.

In 2023, three pilot RSCI assessments were conducted, two followed by a follow-up audit that resulted in achieving the FULL LABEL in 2024. Another follow-up audit is scheduled for March 2025.

In 2024, two new initial audits were conducted—one achieved the INTERIM LABEL, another successfully obtained the FULL LABEL.

During our supplier assessment, we identified migrant workers paying high recruitment-related fees, which were not reimbursed, contrary to responsible recruitment policies. Following our engagement, the supplier reimbursed affected workers and committed to covering all future recruitment fees directly. This reinforces our commitment to ethical hiring and fair labour practices across our supply chain.

More details about our activity can be found on Magna Website.

In 2025, we plan to conduct RSCI audits for 15 suppliers based on their **low SAQ ratings, failure to meet Magna Minimum Requirements (MMR)**, and **high-country risk**.

SUPPLY CHAIN DUE DILIGENCE REPORTING

Reporting on the status of implementation of the duty of care takes place both internally and externally. Regular management reviews are carried out internally to check the progress and effectiveness of duty of care measures. These reviews serve to ensure that all necessary departments and stakeholders are involved in the process and that the necessary measures are taken to guarantee compliance with the duty of care.

External reporting takes place via Magna Powertrain's sustainability report. This report contains the most important results and progress in implementing the duty of care in the supply chain. The sustainability report is published regularly and is available to the public.

In addition, further details on implementation of the duty of care in the supply chain are made available in the Magna International Report. This report is based on the official report of the Federal Office for Economic Affairs and Export Control (BAFA) and will be published as from 2024.

GENDER EQUALITY AND STRENGTHENING WOMEN'S RIGHTS

Magna is deeply committed to empowering women by minimizing cultural, societal, and historically rooted barriers in the workplace.

For more detail metrics can be viewed on the Magna International's Sustainability Report.

HIRING PRACTICES

Appreciation, objectivity, and transparency are the foundation of our recruiting process. Our **AGG-compliant, neutral job advertisements** promote equal opportunities for future employees.

Additionally, **gender-neutral language** in our job postings contributes significantly to creating a more equitable society and economy.

Our standardized internal and external job postings consciously use the female form and consistently include the addition of (m/w/x), communicating our tolerance towards all gender identities.

TRAINING OPPORTUNITIES

At the Untergruppenbach site, we offer three different apprentice/study opportunities:

- **Apprenticeship:** The duration of the apprenticeship depends on the profession and usually lasts between 3 and 3.5 years. Depending on the profession, our apprentices attend the Andreas-Schneider School (Heilbronn), the Wilhelm Maybach School (Heilbronn), or the Christian Schmidt School (Neckarsulm).
- **Dual Study Program:** The dual study program lasts 3 years. Our dual students complete their theoretical phases at DHBW Stuttgart or DHBW Mosbach, depending on the course of study. The practical phases are completed in the company in designated departments.
- **Co-operative Study Program**: The co-operative study program usually lasts 5 years. First, a shortened training of 1.5 years is completed, followed by a 3.5-year study at Heilbronn University.

Apprenticeship Opportunities:

- Mechatronics Technician (m/w/x)
- IT Specialist (m/w/x) for System Integration
- Industrial Clerk (m/w/x)

Dual Study Programs:

- Business Administration Industry (B.A.)
- Industrial Engineering specializing in Mechanical Engineering (B.Eng.)
- Mechatronics specializing in E-Mobility (B.Eng.)
- Electrical Engineering & Information Technology specializing in Electronics (B.Eng.)
- Embedded Systems specializing in General Engineering (B.Eng.)

Cooperative Study Programs:

- Apprenticeship as Mechatronics Technician (m/w/x) + Study in Electrical Systems Engineering
- Apprenticeship as Mechatronics Technician (m/w/x) + Study in Automotive Systems Engineering

INCLUSION PROCESSES

Magna Powertrain offer equal opportunities based on individual qualifications and performance, free from discrimination and favoritism.

This is also enshrined in our company's relevant policies (e.g., the Employee's Charter). Everyone is respected and should have the same opportunities to fully develop their potential, their skills and efforts, and contributions are recognized. A principle of our compensation policy is to pay employees equally for equivalent work, regardless of gender.

Magna PT B.V. & Co. KG is a company bound by collective agreements and applies the collective agreement of the metal and electrical industry. Employees are classified into pay groups based on classification principles. The basis for classification is the assigned and performed work task. The pay group into which an employee is classified depends on the complexity of the task and the requirements of the respective function.

For our non-tariff employees, objective function-related criteria are also decisive. To ensure that we pay our non-tariff employees market-appropriate wages, salaries, and benefits, we regularly conduct benchmarks.

Since 2018, all employees have had the opportunity to request information about the average monthly gross salary of comparable positions through an internal application, in accordance with Section 10 Paragraph 1 Law on Promoting Transparency about Remuneration Between Men and Women

MAGNA'S 3 STRATEGIC D&I PRIORITIES

- **Build Awareness**
- Ensuring unity in diversity and inclusion (D&I) understanding. We want inclusion and belonging to be a priority for our leaders and employees, understanding the value of D&I and being able to listen, learn, and talk about it openly and informally.
- **Create an inclusive workforce**
- Recognizing that each of us has something that makes us a little different from others. Building an inclusive workforce means creating a space where we can fully engage at work and be respected and valued for our individual perspectives.
- **Strategic partnerships**
- Collaborating with thought leaders in diversity and inclusion, associations, and non-profit organizations dedicated to

nurturing and promoting the professional development and integration of underrepresented talents. We have established strategic partnerships with organizations and several academic institutions committed to raising the profile of women and underrepresented talents in the automotive industry.

We proudly sponsor various student teams worldwide to support the development of the next generation of talents in science, technology, engineering, and mathematics (STEM). This includes programs that appeal to and encourage young talents from diverse backgrounds to pursue careers in trades or STEM fields.

Illustration 66: Formula Students Sponsoring Day

Illustration 67: Exhibit display, Formula Students Sponsoring Day

PRIDE MONTH

June is Pride Month: Various events are held globally to honor LGBTQ+ individuals. It promotes equality and increased visibility for LGBTQ+ people as a social group.

During Pride Month in June 2024, Magna as a company celebrated acceptance and equality and is working on awareness-raising and information. For Magna, it is a matter of making all employees feel welcome, regardless of who they are.

Pride Month celebrates the differences between us all, making everyday life, our environment, and work more diverse. Everyone is welcome and equally valued. Talking about diversity is important, but

Magna strives for the natural acceptance and respect of all differences among people.

We invited everyone to celebrate with us those who make the world more open, respectful, and colorful - diversity enriches us all!

GENDER EQUALITY MEASURES

Promoting women starts with the next generation: For many years, we have held our annual Girls' Day at several locations, aiming to give young women and girls insights into technical training professions. Additionally, we are present at university fairs to attract women to a career at Magna.

We also promote work-life balance. We offer our employees flexible working time models within the legal framework, including part-time and flex-time models. If the workplace is suitable and within the established regulations, our employees also have the option to work remotely.

To better balance work and family, the Untergruppenbach site also offers an in-house kindergarten.

Through the Employee Assistance Program (EFAP), we provide our employees and their families with free counseling for any problems in private, family, or professional life.

For individual career planning, we regularly offer the MPT Global Talent Program - Future Management, which prepares participants for potential leadership roles or expert careers over two years.

One of our top priorities is developing our future leaders and experts. Magna Powertrain aims to fill 80% of critical positions with internal talents and focus on developing talents who can become suitable successors for our key positions. We also want to foster a leadership culture where talent development becomes an important leadership task.

Magna PT B.V. & Co. KG is committed to creating a work environment where all people are treated with respect and dignity. In accordance

with the company's relevant policies, harassment and discrimination in the workplace are not tolerated. To ensure this, our leaders receive training on equal treatment and gender equality.

In January 2023, a global D&I Council was initiated. The Council aims to promote diversity and inclusion in the workplace and create an environment where all employees feel respected, valued, and included. The Council also strives to develop initiatives that promote diversity and inclusion while identifying areas for improvement.

EMPLOYEE RESOURCE COMMUNITIES (ERCS)

Illustration 68: Examples of ERCS at Magna

Magna's ERCs are:

- Self-organized by employees
- Voluntary

Their goals are to:

- Bring together diverse employees
- Enable the inclusion of ideas and solutions
- Create opportunities for mentoring and career development

ERCs support Magna's commitment to integration and diversity in the following ways:

- Raising awareness and advocating for diversity and inclusion to bridge differences
- Providing a forum for information, idea exchange, and personal development of employees
- Offering internal networking opportunities
- Serving as diverse "think tanks" for innovation by presenting new ideas to management when resources are needed
- Promoting leadership effectiveness

EFFECTIVENESS OF GENDER EQUALITY MEASURES

A new position was created within Magna Powertrain in 2023 which concerns itself with diversity, equal opportunities and inclusion. Since then, KPI-based recording of this topic area has been introduced. In these areas intensive work is going on with the support of this resource.

As part of MPTs Diversity and Inclusion strategy, the company is focusing on increasing female representation at all leadership levels and working towards consistent promotion rates for men and women in front-line leadership and technical roles.

In October 2023, a survey for Women at MPT was rolled out to get a baseline of how the company is doing currently and where the most significant areas of opportunity are. Following the survey, an Action Plan was created and implemented in 2024. This plan includes ongoing measures and actions that have already been completed.

BARI'S COMMITMENT TO ENDING VIOLENCE AGAINST WOMEN

On November 25th, we celebrated International Day for the Elimination of Violence Against Women. On this day, we came together as a global community to reaffirm our commitment to ending violence against all women and girls.

Our MPT division in Bari, Italy, showed their support by:

- Projecting impactful phrases on company monitors to build awareness.
- Distributing posters and stickers around the plant explaining which symbols to use to ask for help.
- Placing red shoes near the red bench to reinforce attention.
- Placing sustainable red balloons on the lawn.

Bari’s great initiative helped raise awareness for this important topic. This day reminds us of our shared responsibility to eliminate one of the most pervasive human rights violations.

Illustration 69: Bari stands against violence with powerful messages and symbols

Illustration 70: Bari division marks the International Day for the Elimination of Violence Against Women

HEALTH PROGRAM 2024

As described in the Magna guidelines, the well-being and health of Magna's employees remain our first priority. Guaranteeing a healthy and safe working environment continues to be one of our main aims. For this reason, Magna Powertrain EMAS sites have developed health programs for employees, offering access to sporting activities, preventive medical checkups, and advice for improving health in the workplace.

RUNS/COMPETITIONS

The following runs and competitions have taken place this year:

- **Trollinger Marathon:**
  - 17 participants, 17th place in age group.
- **Global 6k for Water Charity Run:**
  - 70 participants in Untergruppenbach
  - 15 participants in St. Georgen.
- **Heilbronner Stimmelauf:**
  - 10 teams, 37th place out of 1,700 teams.

COMPANY SPORTS

In 2024, the company sports have resumed:

- Table tennis
- Back/fitness courses
- Yoga
- Badminton
- Bowling
- Mountain biking (St. Georgen)

HANSEFIT PROGRAMME

Employees have the opportunity to register for the HanseFit program. With its membership (monthly flat rate), free training, also online, is possible at cooperating gyms or health facilities throughout Germany.

SCREENINGS (PREVENTIVE MEDICAL CHECKUPS)

- Colorectal cancer screening campaign (all locations)
- Carotid screenings (Rosenberg)
- Hautkenstein (Neuenstein)
- Thyroid screening (Rosenberg)
- Action Day 1 "Mobility Check" (Untergruppenbach)
- Cardiac ultrasound (Neuenstein)
- Upper abdominal screenings (Untergruppenbach)
- Upper abdominal screening (St. Georgen)
- Upper abdominal screening (Rosenberg)
- Leg veins (Neuenstein)
- Action Day 2 "Mobility Check" (at the Occupational Safety Day), (Untergruppenbach)
- AOK Action Day (Neuenstein)
- Tumor Marker screenings (Modugno)
- Posturological Visit (Modugno)
- Dermatological Visit and Mole Mapping (Modugno)

ONLINE PROGRAMMES/NEWS FOR EMPLOYEES

- **Online Eye Training:** exercises to relieve the eyes during intensive screen work

- **MagNET News:**
  - Refresh vaccination protection: Tips and information on vaccinations and vaccinations protection
  - Advertising for the Back Fit Group
  - Heat and Occupational Safety: Influence on Concentration and Performance
  - Mental Health Day: Mental Health Day Tips

OTHER ACTIONS

- **Colorectal Cancer Campaign**: Conducted across all locations from March to June; 266 test kits returned.
- **Ergonomics Advice**: Consultations with safety specialists and company doctors at "New Work" workplaces.
- **Physiotherapy for Car Workshop Employees**: 36 treatments from October onwards.
- **Flu Vaccination**: This year’s flu vaccination campaign began in mid-October.
- **Occupational Health and Safety Day**: Featured BGM mobility check campaigns and a health quiz.

ADDITIONAL MEASURES/PROGRAMMES AS PART OF HEALTH MANAGEMENT

Medical care by the external company medical service (company doctors, assistants, psychologist): The company medical service at Magna Powertrain EMAS sites carries out a number of tasks within the company such as workplace inspections, general medical and orthopaedic advice, company preventive examinations, flu vaccinations, participation in company integration management. In addition, information on health topics is regularly published by the company doctors (notice, intranet, news). Information about the office hours of the company medical service is provided on notices and on the intranet.

EMPLOYEE COUNSELLING

- Psychological counselling by an occupational and organisational psychologist (appointments available upon request through the external company medical service)
- Conflict management/counselling by "conflict mediators"
- EFAP: The Employee and Family Assistance Program Hotline supports employees with all personal or work-related issues (e.g. financial problems, parenting problems, violence in the workplace, dealing with change, etc.) – free of charge, confidentially and, if necessary, anonymously
- Addiction help: supported by the "Addiction" company agreement, there is at least one addiction helper at each location

PHYSIOTHERAPY SERVICES

A physiotherapist is present once a week in Untergruppenbach - appointments available upon request (both private and health insurance prescription)

Magna is committed to offer employees a safe and healthy working environment.

PROMOTION OF EDUCATION AND PROFESSIONAL DEVELOPMENT

PROFESSIONAL EDUCATION PROGRAM (PEP) & BURSARY

In order to continuously promote the further professional development of employees, Magna offers two different programmes: the Professional Education Programme (PEP) and the bursary for former trainees. Within the PEP, several employees per year are supported financially in their in-service training to become master craftsmen, Bachelor's or Master's graduates in degree courses, which are related to their current or future activities following successful completion of the training measure. With the bursary, former trainees are supported in their degree courses with a monthly contribution. In addition, they also complete the obligatory practical placement and the Bachelor's thesis at Magna in order to guarantee an optimal professional start.

SUPPORT FOR MASTER'S AND BACHELOR'S THESES

Magna values the motivation of students and their great ability to develop innovative solutions and to solve today's problems. Magna therefore supports students in developing their theses within the company. Seven final projects were developed from 2019 to today in the areas of EHS and sustainability.

DON WALKER BURSARY PROGRAM

The Don Walker bursary programme was set up in 2021 to support the children of employees with a degree course in the areas of science, mathematics and technology. By smoothing the path for future generations, Magna will continue to belong to the pioneers for the future of mobility.

No violations of the statutory provisions were recorded in 2024.

Illustration 71: Publication on the Don Walker bursary programme

GOVERNANCE INFORMATION

GUIDELINES

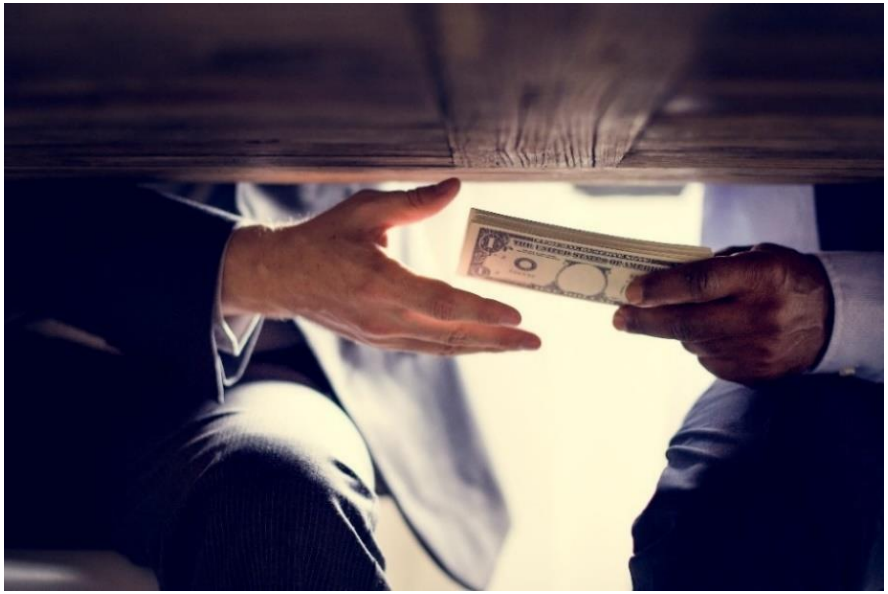
POLICY ON BRIBERY AND IMPROPER PAYMENTS

Magna prohibits bribery and improper payments in all of its business dealings in every country.

This policy applies to Magna International Inc. and all of its operating Groups, Divisions, joint ventures and other operations globally (collectively, “Magna”). This policy also applies to all persons who act on Magna's behalf, including employees, officers, directors, consultants, and agents.

Any employee or other person acting on behalf of Magna who participates in such activities will be subject to disciplinary action up to and including termination of employment or other contractual relationship and may also be subject to criminal prosecution.

An “**Improper Payment**” may include a bribe, kickback, or a facilitation payment. The original text can be viewed on the Magna website.



POLICY ON GIFTS AND ENTERTAINMENT

Offering or accepting business gifts and entertainment is often an appropriate way for business associates to display courtesy and respect for each other, provided they are reasonable in value and are not intended to unduly influence a business or government action. This policy applies to **Magna International Inc. and all of its operating Groups, Divisions, joint ventures and other operations globally (collectively, "Magna")**. This policy also applies to all persons who act on Magna's behalf, including employees, officers, directors, consultants and agents (collectively, “Magna Persons”)

Gifts and entertainment include goods, services, meals, beverages, event tickets, travel, transportation, discounts, prizes, favors, and cash equivalents such as gift cards. Cash gifts are strictly prohibited, except in rare cases such as in Japan or South Korea, where they may be allowed with pre-approval from regional legal leadership.

This guideline defines what gifts and entertainment mean and when accepting gifts or entertainment is permitted and when not. **It also prohibits offering or sending gifts or entertainment to an official** unless written approval has been granted in accordance with the compliance control rule titled 'Expenses for Officials or Public Servants in Public Service' by the group or Magna management through the **'Disclose It!'** system. This process is also supplemented by the guidelines on corruption and permissible payments mentioned in the previous section.

Magna has no tolerance for compliance violations. Any such violation will be treated as a serious matter and will be sanctioned with disciplinary action up to and including termination of employment. If you are aware of or suspect that anyone is in violation of Magna’s Code of Conduct and Ethics or this policy, they should report this to their line manager, division or group finance officer, a group or legal regional counsel, a regional compliance officer or via the Magna hotline.

Magna is also committed to supporting a culture in which concerns about potential violations may be raised without fear of retaliation. Magna’s guideline to anti-retaliation prohibits retaliation against anyone who raises a concern honestly and in good faith.

The original text can be viewed on the Magna website.

POLICY ON ANTI-RETALIATION

Magna is committed to supporting a culture in which legal and ethical concerns may be raised without fear of retaliation.

Magna provides multiple channels for its employees and other stakeholders to report such concerns, and prohibits retaliation against employees and other stakeholders who, honestly and in good faith, raise such concerns.

This policy applies to Magna International Inc. and all of its operating Groups, Divisions, joint ventures and other operations globally (collectively, “Magna”). This policy also applies to all persons who have a relationship with Magna or who act on Magna’s behalf, including employees, independent contractors, officers, directors, suppliers, consultants, and agents.

It gives information on which standards Magna provides to avoid reprisals, what can be examples of reprisals and also how concerns with regard to reprisals can be reported.

It is important that legal and ethical concerns be identified and resolved at the earliest possible opportunity. Magna therefore supports a work environment in which our employees and other stakeholders may report legal and ethical concerns without fear of retaliation (which includes being penalized, discharged, demoted, suspended, threatened, or harassed). Magna does not tolerate retaliation against those who report legal and ethical concerns honestly and in good faith.

The original text can be viewed on the Magna website.

POLICY ON ANTITRUST AND COMPETITION

Magna competes vigorously but fairly and supports free and fair competition. We will comply with all applicable antitrust laws in the jurisdictions in which we operate.

This policy applies to **Magna International Inc. and all of its operating Groups, Divisions, joint ventures, and other operations globally (collectively, "Magna").** This policy also applies to all persons who act on Magna's behalf, including employees, officers, directors, consultants, and agents.

Generally, antitrust (sometimes known as "competition") laws are designed to preserve and promote business competition by prohibiting formal and informal agreements between competitors, and practices that unreasonably restrain trade or limit competition, such as price fixing and acts designed to abuse a position of market power or dominance. Any breach of these laws is illegal and is contrary to Magna's Code of Conduct and Ethics.

This guideline explains what the anti-trust laws are, what agreements are illegal according to anti-trust law and what sanctions a person who infringes this guideline must expect. It also contains a list of useful tips as to how employees must behave and what they should never do.

The original text can be viewed on the Magna website.

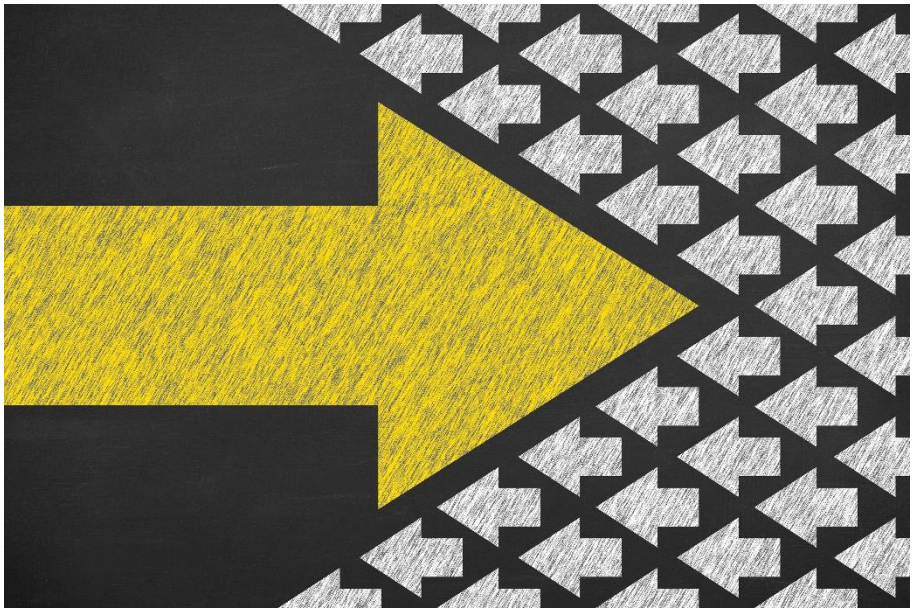
POLICY ON CONFLICTS OF INTEREST

Magna employees are obliged to act in the best interests of Magna. Their personal interests should neither impair nor awaken the impression that they are impairing their powers of judgement in business matters.

This Policy applies **to Magna International Inc. and all of its operating Groups, Divisions, joint ventures and other operations globally (collectively, "Magna").** This policy also applies to all persons who act on Magna's behalf, including employees, officers, directors, consultants and agents.

This guideline shows how a suspected conflict of interest can be reported. A **process for conflicts of interest is available for all staff on Magna's internal platform**.

The types of conflict of interest are defined, for example, as **personal relationships in the workplace, self-deals, business with persons close to you, secondary occupations and the use of business opportunities and resources**.



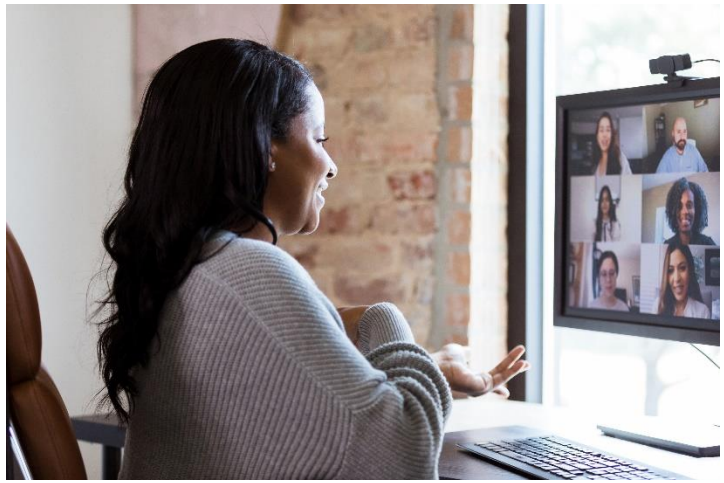
The original text can be viewed on the Magna website.

POLICY ON CAREFUL COMMUNICATION

This policy is intended to help employees and other persons who act on Magna's behalf understand the importance of being careful and professional in all communications. Doing so protects against the potential negative consequences of poor communications.

This policy applies to Magna International Inc. and all of its operating Groups, Divisions, joint ventures and other operations globally (collectively, "Magna"). This policy also applies to all persons who act on Magna's behalf, including employees, officers, directors, consultants and agents (collectively, "Magna Persons").

The original text can be viewed on the Magna website.



POLICY ON DATA PRIVACY

Our customers rely on us to protect their information and comply with their confidentiality agreements.

Magna is firmly committed to preserving the privacy of all of its stakeholders in accordance with applicable law. In connection with that commitment, the following policy explains the framework in accordance with which Magna will comply with applicable data privacy laws of specified countries.

The original text can be viewed on the Magna website.

POLICY ON SANCTIONS & TRADE EMBARGOES

We must follow all applicable laws related to business with sanctioned countries, entities, and people.

Sanctions and trade embargoes are measures implemented by governments or international organizations (such as the United Nations) that restrict business activities in certain countries. They are often intended to pressure governments of the Sanctioned Countries or Sanctioned Persons to change policies or practices considered by the sanctioning government to be harmful to international peace, security, or human rights.

The original text can be viewed on the Magna website.

POLICY ON INTERNAL ETHICS INVESTIGATIONS

This policy outlines how ethics and legal compliance concerns are handled at Magna.

The policy does not apply to reported concerns about potential violations of Magna's Employee's Charter or other local matters of a Human Resources or Health, Safety, and Environmental nature typically investigated in accordance with local laws and practices.

The original text can be viewed on the Magna website.

SUPERORDINATE MEASURES

COMPLAINTS MECHANISM: THE MAGNA HOTLINE

The Magna hotline is an extension of **Magna's Open-Door process** which can always be used to report employee concerns. It provides a confidential way for employees to voice workplace concerns, report suspected unethical behavior and ask questions in a more streamlined, efficient manner, 24 hours a day, seven days a week.

The Hotline is confidential and reporters can remain anonymous (except where local law requires disclosure of a reporter's identity) and is available for **employees** and other **stakeholders** such as **customers** and **suppliers** at all levels of our supply chain to make reports by phone or online at any time in 27+ languages. Reports are received and tracked by an independent **third-party service provider.**

When filing an online Hotline report, choose from the following:

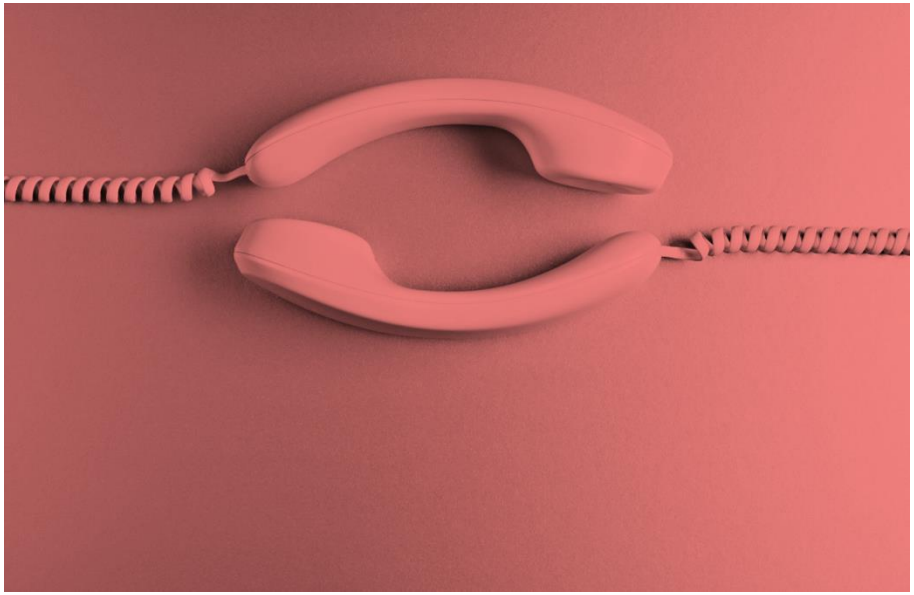
- **Employee's Charter Concern**
  - Magna employees who want to report workplace concerns
- **Code of Conduct & Ethics Concern**
  - Magna employees who want to report illegal or unethical concerns
- **Supplier Concern**
  - Any individual who wants to report concerns about illegal or unethical activities or associated risks with Magna's Supply Chain

Employees can report a wide variety of problems at work or at suppliers such as **unfair treatment, human rights violations, environmental concerns, health and safety practices, and concerns about violations of the Code, such as illegal or unethical activity, conflict of interest, financial reporting and control matters, theft, quality issues, or data privacy concerns** via the Magna hotline.

Reports are entered directly into a secure server separate from Magna to prevent any possible breach in security. The reports are made available only to **Magna's authorized Hotline staff** who are responsible for evaluating the reports based on the type of incident reported and location of the incident. The system is designed to protect confidentiality and anonymity to the extent permitted by applicable law.

Authorized Magna Hotline staff are notified when your Magna Hotline report is filed. After an initial assessment of your concern, Magna initiates a review process that may include an investigation. Your Magna Hotline report is shared with the investigation team and your concern is followed up on promptly and discreetly.

The Magna hotline has not received any reports regarding the following companies in the past three to four years: Magna PT B.V. & Co. KG (sites: Untergruppenbach, Neuenstein, Rosenberg, St. Georgen, Neuenstadt am Kocher), Magna PT S.p.A. (site: Modugno (BA), Italy), and Magna PT s.r.o. (site: Kechnec, Slovakia). In 2024, two cases were reported for Neuenstein, both of which have been closed. No cases have been reported for Rosenberg.



Further information and access to the online or telephone reporting process can be accessed on the relevant pages of Magna's website.

COMPLIANCE CONTROL PROCEDURE: EXPENDITURES ON GOVERNMENT OFFICIALS

Magna is committed to complying with all applicable laws and regulations of the countries in which it does business, including, without limitation, anti-bribery laws and laws surrounding political contributions.

The purpose of this Compliance Control Procedure ("Procedure") is to:

1. Mitigate the risk that an employee violates the laws, regulations, and internal policies and procedures to which Magna must adhere.
2. Improve Magna's overall compliance and control framework with respect to the provision of anything of value to Government Officials.
3. Ensure that contributions are made to third party recipients whose views align with the values and principles of Magna's Employee's Charter and Code of Conduct and Ethics.

This rule instruction describes the process for obtaining preliminary approval for an expense and the roles of the applicant, the group compliance officer, the person authorised to give approval and the finance department.

The **("Disclose It!")** reporting system is available to request preliminary approval. With this tool, Magna employees can disclose a conflict of interest.

In 2024 there were no payments to governments, including political parties in the companies at Magna Powertrain EMAS sites.

WORK INSTRUCTION: DONATIONS AND SPONSORING

The aim of this work instruction is to regulate donations and employer branding such as sponsoring.

This work instruction determines the presence of the company in print media and on online platforms, employer branding through events, sponsoring of universities, sponsoring technical projects, sponsoring of political parties and much more.

In addition, it is pointed out that no donations should be made to political organisations under any circumstances.

INFRINGEMENTS AND OBLIGATIONS

Compliance with laws is a major component of Magna's governance approach. That's why we are reporting that for 2024 **no significant fines, judgement, penalty payments or non-monetary sanctions due to violations of current laws** were imposed or paid by Magna B.V. & Co. KG, Magna PT International GmbH or Magna PT S.p.A. or Magna PT s.r.o.

Legal compliance is verified by

- yearly external and internal system audits
- yearly internal Magna environmental and occupational health and safety inspections and
- control mechanisms within the framework of legal employer obligations.

We ensure compliance with legal requirements related to the environment. The storage of gas cylinders in accordance with TRGS 510 in Untergruppenbach still has to be implemented. According to the action plan, this will be closed by the end of April 2025.

UNTERGRUPPENBACH

Illustration 72: The Untergruppenbach site at a glance

Site	Untergruppenbach, Baden Wurttemberg, Germany
Founded	2002
Site size	103,710 m^2
Number of employees	868 employees including trainees and students (as of December 31, 2024)
Main focus	A Magna PT B.V. & Co. KG development and technology site

SITE DESCRIPTION

The Untergruppenbach site has a dual function as both an operative and strategic location. Driveline systems and associated subsystems are built, tested, inspected and disassembled for analysis in Prototype & Testing department. Additionally, the site houses relevant development areas, as well as central functions and departments.

The EHS/SR area is also divided into a superordinate and a site-specific area. The site-specific area supports management on-site and supervises all EHS topics associated with the site. The MPT global Sustainability & EHS Group Office supports all locations of MPT globally and in respect to EMAS all Magna PT B.V. & Co. KG locations, as well as Modugno and Kechnec, with sustainability topics from occupational health and environmental protection to management systems and social responsibility.

The Untergruppenbach environmental emergency team is continuously being developed. No chemicals have been released at the site which could lead to environmental contamination.

There are no indigenous peoples, World Cultural Heritage sites or conservation areas within Untergruppenbach's sphere of influence.

The site's **WASTEWATER** is discharged into the public sewage system. However, there is a permit for the discharge of rainwater into a water ditch and from there into the Gruppenbach creek.

According to a recognised public instrument for measuring the general water risk, the site is in a low to medium risk zone.

Apart from the expansion of the Prototype & Testing Area, which began in 2024 there are currently no plans for construction projects, expansions, exploration activities or major changes at the site.

SUSTAINABILITY MEASURES

E-MOBILITY DEVELOPMENT

The conversion work that began in 2024 in the Prototype & Testing Area and E-Laboratory to prepare the site for the requirements of e-mobility, progressed in 2024. The completion of this work is planned for spring 2025. During this, a new transformer building and new cooling supply will be available on the site.

NEW WORK AND DESK SHARING

After all employees moved into the main building in 2023 and the switch between mobile and on-site working has become the norm, remodeling of meeting rooms and communal areas begun, and in 2024, for example, a library was opened as a quiet area for working.

The New House 2 was dismantled, and the reclaimed area will be replanted in 2025.

The whereabouts of New Building 1 are still being clarified.

GREEN ENERGY PRODUCTION

The construction for the rooftop photovoltaic system started in July 2024. However, due to the delayed start and long delivery times for single components, the photovoltaic system could not be put into operation in 2024. The completion of the photovoltaic system is planned for summer 2025.

EV CHARGING STATION

The Untergruppenbach site now has a total of 52 charging points. 40 of them are publicly accessible, and for these charging stations, we receive a GHG quota per kWh charged.

TARGETS

The targets defined and announced in the management review in 2024 and 2025 are based on significant environmental aspects and centre on the following issues: wastewater, waste, energy consumption, emissions production and biodiversity.

TARGETS 2025

Site	ESRS	Target	Individual target	Measure	Target date
Untergruppenbach	E1	SBTi – Net Zero	Tracking of Scope 3 emissions	Mapping and evaluation of MPT products that have been in production since 2021 to track Scope 3 emissions and demonstrate product improvements over generations	December 31, 2025
Untergruppenbach	E5	Development	Preparatory work Digital product passport	Establishing a common understanding of the data collection points within the Digital Product Passport to enable efficient completion across various departments in the future	December 31, 2025
Untergruppenbach	E4	Increasing ecosystem performance	Biodiversity	Renaturation of the New House 2 area with native plants and shrubs	December 31, 2025
Untergruppenbach	E3	Water saving	Water saving	Saving approximately 2,000m² of water by discontinuing the wet operation of the cooling tower due to the new cooling supply	June 31, 2025

Table 22: Untergruppenbach site targets

GOALS REALISED

Site	ESRS	Target	Individual target	Measure	Implementation
Untergruppenbach	E3	Water saving	Saving water	Installation of 6 waterless urinals on the first floor	September 30, 2024
Untergruppenbach	E1	Reduction of CO_2 emissions	Extension of the charging structure for electric vehicles for visitors, company vehicles with intelligent availability and billing management	Installation of a total 30 new charging points (20 on the car park and 10 in the inner courtyard)	October 31, 2024
Untergruppenbach	E4	Increasing ecosystem performance	Environmentally appropriate dismantling of the lightweight buildings (new House 1 and 2) and renaturation of the space (approx. 5,000m2)	Development of measures through performing a biodiversity study.	June 30, 2024
Untergruppenbach	-	Implementation of the ASI performance standard	Recertification according to ASI Performance Standard Version 3 (entire standard)	Analysis of current status in the self-assessment and implementation of requirements	August 11, 2024

Table 23: Untergruppenbach site realised targets

GOALS NOT REALISED

Site	ESRS	Target	Individual target	Measure	New target date	Comments
Untergruppenbach	E1	Renewable energy	Creation of renewable energy through photovoltaic system	Construction of a photovoltaic system on the roof of the main building with approx. 600 kWp	June 30, 2025	PV system is installed and connected; due to supply bottlenecks for the control cabinets, the PV system could not be finally commissioned in 2025.
Untergruppenbach	-	Sustainability in the supply chain	Preparation of ASI certification according to chain of custody	ASI chain of custody - certifying Modugno site	June 30, 2025	Postponement of the introduction date due to strategic planning and the production site's future products.
Untergruppenbach	E3	Saving energy	Saving energy	Savings of approx. 120,000 kWh of electricity through the closure and dismantling of NH1	December 31, 2024	Decision on the future of the NH1 has not yet been finalized

Table 24: Untergruppenbach site not realised targets

ROSENBERG

Site	Rosenberg, Baden Wurttemberg, Germany
Founded	1970
Site size	74,287 m^2
Number of employees	289 employees including trainees and students (as of December 31, 2024)
Main focus	Manufacture of manual gearboxes and components for dual-clutch and hybrid transmissions

Illustration 73: The Rosenberg site at a glance

SITE DESCRIPTION

The Rosenberg site is in the south-west of Germany in Baden-Wuerttemberg. The plants' main focus is on the manufacture of manual gearboxes and components for dual-clutch and hybrid transmissions.

No chemicals have been released at the site which could lead to pollution.

There are no indigenous peoples, World Cultural Heritage sites or conservation areas within Rosenberg's sphere of influence. There are also no plans for new construction projects, extensions, exploration activities or major changes at the site which could impair indigenous peoples or the aforementioned conservation areas.

The site is not a direct discharger into surrounding waters. According to a recognised public instrument for measuring the general water risk the site is in a low to medium risk zone.

SUSTAINABILITY MEASURES

WASTE MANAGEMENT

The Rosenberg site has an extremely detailed waste separation system. As a result, only some, 0.5%, of our waste lands on disposal sites, i.e. some 99.5% is recycled (material utilisation, recycling, thermal utilisation).

WATER MANAGEMENT

The plants has an emergency plan for water management which includes dealing with operating and ancillary materials during storage, transport and use. Regular monitoring of drinking water quality, wastewater, rainwater and industrial wastewater is carried out.

Types of water supplied:

- Drinking water, process water (approx.1,500 m³/month)

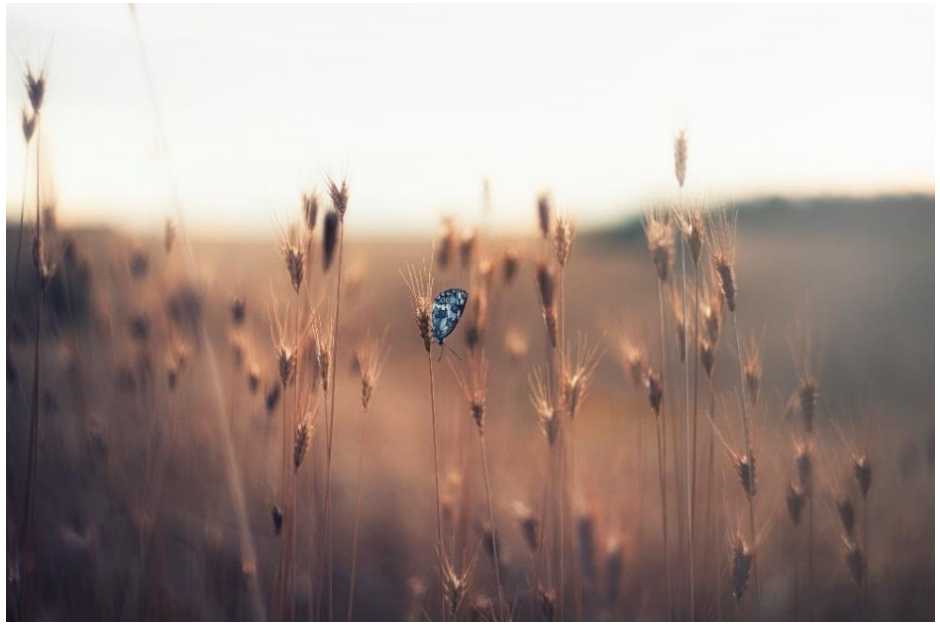
Types of wastewaters:

- Rainwater → Rain overflow basin → municipal sewage plant
- Dirty water → communal sewage works
- Industrial wastewater → industrial sewage works at an external disposal company

PROMOTION OF BIODIVERSITY

The site keeps an area ready which is designed to be near-natural as a measure to promote biodiversity.

- Several insect hotels were put up
- Larger spaces were renatured to secure the survival of a number of species.
- Local timber was used to give birds nesting opportunities.



GREEN ENERGY PRODUCTION

In order to save their own green power, the Rosenberg site plans to install a photovoltaic system in 2024, with which around 300 MWh per year can be saved.

ENVIRONMENTAL AWARENESS OF OUR EMPLOYEES

Expansion of the environmental awareness of our employees through regular training and communication of relevant topics (Earth Day, monthly topics, regular training).

SUPPORT FOR THE MUNICIPALITY

We will support local communities through participation in various campaigns such as ground clearing, charity campaigns for various local organisations (kindergarten, primary school).

SOCIAL RESPONSIBILITY

School student practical are held every year. In addition, a general social facility (children’s hospice) is supported with a donation and donations in kind from employees.

TARGETS

The targets defined and announced in the management review in 2024 and 2025 are based on significant environmental aspects and centre on the following issues: wastewater, waste, energy consumption, emissions production and biodiversity.

TARGETS 2025

Site	ESRS	Target	Individual target	Measure	Target date
Rosenberg	S1	SR	Children's Hospice Day	Social event "Family Day" to connect employee's families	March 8, 2025
Rosenberg	E1	Saving Energy	Ceiling lighting	Replace ceiling lighting by LED modules. This equals savings about 500 kWh/a	December 1, 2025
Rosenberg	E1	Saving Energy	Ventilation at production area (HDT400/shafts)	Reduction of volume flow. This equals savings about 30,000 kWh/a	August 1, 2025
Rosenberg	E1	Saving Energy	System pressure compressed air	Reduce pressure from 6.1 to 6.0 bar. This equals savings about 10,000 kWh/a	May 1, 2025

Table 25: Rosenberg site targets

GOALS REALISED

Site	ESRS	Target	Individual target	Measure	Implementation
Rosenberg	E4	Promotion of diversity and ecosystem performance	Risk assessment of biological diversity and ecosystem performance in the direct vicinity of the site and compilation of a biodiversity action plan.	A study is being carried out by an environmental consulting company to assess the influence area of the site on biological diversity and ecological performance and to produce a biodiversity action plan	June 11, 2024
Rosenberg	S1	Retirement home	Social week for our trainees in the retirement home	At least three trainees are to spend a social week in a retirement home to support the retirement home on one hand and to increase their own personal social competence on the other hand	July 24, 2024
Rosenberg	E1	Saving energy	CCAR BioDiv(ASI): Optimise interior and exterior lighting	Two sensor-controlled light sources are installed in the car park to avoid prolonged illumination at night. This equals savings about 1,400 kWh/a	July 22, 2024

Table 26: Rosenberg site realised targets

GOALS NOT REALISED

Site	ESRS	Target	Individual target	Measure	New target date	Comments
Rosenberg	E5	Saving energy	Recondition hardening plant treatment chamber insulation	A new lining will be installed to reduce heat loss	-	The forecast shows no benefit over lifetime due to high implementation cost
Rosenberg	E1	SR/ Pollution	Rubbish collection campaign / ground clearing campaign	Organised waste collection (in Rosenberg and surroundings)	March 23, 2025	The event, organized by the Rosenberg's city administration is postponed to March 2025

Table 27: Rosenberg site not realised targets

NEUENSTEIN

Illustration 74: The Neuenstein site at a glance

Site	Neuenstein, Baden Wurttemberg, Germany
Founded	1975
Site size	142,166 m^2
Number of employees	810 employees including trainees and students (as of December 31, 2024)
Main focus	Manual transmissions, dual-clutch transmissions and wheel set components

SITE DESCRIPTION

The Neuenstein site is the largest manufacturing Magna PT B.V. & Co. KG site in Germany and has a diverse product range. In addition to manual and dual-clutch transmissions, wheelset components are also manufactured.

The year 2024 was marked by the changes in the automotive industry and the challenges in the restructuring of the industry as well as competitiveness.

No chemicals have been released at the site that could cause pollution. Regular inspections are carried out by the relevant departments in both indoor and outdoor areas to detect leaks or damage.

In the area of influence of the plant in Neuenstein there are no indigenous peoples, World Heritage sites or nature reserves. There are also no plans for new construction projects, expansions, exploration activities, or significant changes to the site that could affect indigenous peoples or the aforementioned protected areas.

The site does not discharge wastewater from production into surrounding waters. However, there is a permit under water law for the discharge of groundwater extracted from two wells and treated in a combined stripper/activated carbon plant via a ditch into the Bernbach. The maximum permitted discharge rate of 0.3 l/s is far below the limit, so direct discharge is not considered essential.

According to a recognized public instrument for measuring general water risk, the site is located in a low to medium risk zone.

SUSTAINABILITY MEASURES

REDUCING ENERGY CONSUMPTION

Energy costs are still a particular challenge, but we have been able to reduce our electricity consumption by 2.5% through continuous measures

REDUCTION OF WATER CONSUMPTION

We were able to reduce our water consumption compared to the previous year. Water consumption is strongly influenced by climatic conditions.

REMEDIATION OF CONTAMINATED AREAS

Contaminated sites at the site have been remediated for more than 20 years. In order to reduce the remediation time and also the costs, a pilot project for the remediation of groundwater damage in Building 2 was launched at the beginning of 2022. By injecting molasses, microorganisms present are stimulated to break down in order to

accelerate dichlorination. On this basis, we have submitted a restructuring plan to the authorities. The declaration of binding nature of the remediation plan was approved by the authority. We will therefore start renovating buildings 1 and 2 in 2025. The planned measures include in particular drilling for the construction of five infiltration measuring points and one groundwater measuring point. This is followed by the infiltration of a molasses solution. The permit under water law was limited until December 31, 2034.

RECYCLING OF ITEMS AND DONATION

In the area of sustainability, we were also able to enable the continued use of the items and reduce waste in 2024 by selling scrap material to our workforce. The proceeds were donated to various organizations.

PLASTIC RECYCLING

In 2024, we further improved our sustainability projects in the area of plastics recycling. We were able to recycle or reuse an additional 6 t of plastic strapping.

PROMOTION OF BIODIVERSITY

Biodiversity and ecosystem services. We have carried out an assessment of biodiversity and ecosystem performance according to ASI in 2024. Measures have been taken to reduce the spread of alien species. An additional 3 trees were planted on the factory railing in 2024 to create additional habitat for insects. A reduction of mowing work to the necessary level was also maintained. The grazing project green space by sheep and goats was implemented in 2024.

TARGETS

The targets defined and announced in the management review in 2024 and 2025 are based on significant environmental aspects and centre on the following issues: wastewater, waste, energy consumption, emissions production and biodiversity.

TARGETS 2025

Site	ESRS	Target	Individual target	Measure	Target date
Neuenstein	E1	Saving energy	Energy efficiency project Hofmann KSS plant for 3 Reishauer	Installation of frequency-controlled pumps and controlled refrigeration compressors. Saving 115,000 kWh per year	December 31, 2025
Neuenstein	E2	Environment	Groundwater remediation in the area of buildings 1 and 2	The planned measures include in particular drilling for the construction of five infiltration measuring points and one groundwater measuring point to remediate the groundwater damage	December 31, 2025
Neuenstein	E1	Saving energy	Energy Efficiency Project	Office renovation of building 2 C-E. Conversion of lighting to LED. Savings of approx. 10,000 kWh per year. Conversion of clean room in building 5 and installation of LED lighting. Savings of approx. 30,000 kWh per year	December 31, 2025

Table 28: Neuenstein site targets

GOALS REALISED

Site	ESRS	Target	Individual target	Measure	Implementation
Neuenstein	E1	Produce own green electricity	Installation of photovoltaic system with approximately 200 kWp capacity.	Installation of a photovoltaic system on Building 1, 3 and 5	March 6, 2024
Neuenstein	E5	Resource conservation	Recycling of plastic wrapping belts	Transfer to a recycling company for recycling, approximately six tons	April 22, 2024
Neuenstein	E1	Saving energy	Replacing insulation on treatment chamber 9 of the ALD Modulthem in Building 2	All Modultherm: completely new insulation on one treatment chamber Savings of approximately 98,000 kWh per year	April 30, 2024
Neuenstein	S3	Support to improve health and well-being (SDG 3)	Social week for our trainees in the retirement home	At least two trainees are to spend a social week in a retirement home on the one hand and to increase their own personal social competence on the other	June 27, 2024
Neuenstein	E4	Promotion of diversity and ecosystem performance	Risk assessment of biological diversity and ecosystem performance in the direct vicinity of the site and compilation of a biodiversity action plan.	A study is being carried out by an environmental consulting company to assess the influence area of the site on biological diversity and ecological performance and to produce a biodiversity action plan	April 22, 2024
Neuenstein	E2	Reduction of environmental impact	Formulation of a concept for using heat pumps	Compilation of a concept of development areas for heat pumps in building technology	December 2, 2024

Table 29: Neuenstein site realised targets

ST. GEORGEN

Site	St. Georgen, Baden-Wurttemberg, Germany
Founded	1990
Site size	3,957 m^2 rented space
Number of employees	62 employees including trainees and students (as of December 31, 2024)
Main focus	Software development for motor vehicle power trains

Illustration 75: The St. Georgen site at a glance

SITE DESCRIPTION

The Magna PT B.V. & Co. KG site in St. Georgen specialises in the development of software for conventional motor vehicle drive trains with combustion engines and manual gearboxes and also increasingly drive systems with inverters and electric machines. This development is carried out in close collaboration with other national and international Magna sites.

The software functions are developed in accordance with vehicle manufacturers' specifications, whereby Magna's software development contributes to the fulfilment of current legal requirements and environmental guidelines in full vehicles.

There are no indigenous peoples, World Cultural Heritage sites or conservation areas within the site's sphere of influence. There are also no plans for new construction, expansion, exploration activities or major changes to the site which could affect indigenous peoples or the aforementioned protected areas.

According to a recognised public tool for measuring general water risk, the site is in a low to medium risk zone.

SUSTAINABILITY MEASURES

SAVING ENERGY

Software-in-Loop and Hardware-in-Loog test benches are used to check the software functions integrated into the control unit. The targeted concentration of these test stands at the location, a high degree of automation of the test stands and the possibility of remote use ensure high utilization and efficient use. This concept requires fewer test benches and space compared to a distributed approach at different sites.

The areas on the site that are used for offices, test benches, IT servers, a vehicle hall and the prototype garage are rented. By combining part of the office space and the HiL's in the vehicle hall in an energy-efficient manner, we were able to reduce heating energy by 20%.

By measuring temperature in an IT distribution room, we were able to switch off an air conditioning unit, thereby saving around ca. 6,000 kWh of electrical energy annually.

TARGETS

The targets defined and announced in the management review in 2024 and 2025 are based on significant environmental aspects and centre on the following issues: wastewater, waste, energy consumption, emissions production and biodiversity.

TARGETS 2025

Site	ESRS	Target	Individual target	Measure	Target date
St. Georgen	E1	Reduction in heat energy SDG 13: climate protection	10x Smart heating thermostats with separate temperature sensor 4th floor	Current control thermostats are directly on the radiator as these are covered by the sills which creates heat build-up. Radiators are usually operated at 4-5	May 1, 2025
St. Georgen	E1	Reduction in electrical energy SDG 13: climate protection	shutdown of the IT infrastructure	Reduce IT network switch, if necessary, switch off completely if necessary	May 1, 2025
St. Georgen	E1	Reduction in electrical energy SDG 13: climate protection	Reduction of cooling energy in the test bench room, e.g. by relocating the test bench to a new building (as much as possible)	Saving of electrical energy and heating energy in the car hall and the waste heat is used to heat the car hall	May 1, 2025
St. Georgen	E1	Reduction in heat energy SDG 13: climate protection	Closing of an entire floor 2nd floor of building 1 to save heating energy	Relocation of colleagues to the remaining 3 floors in order to save heating and electrical energy	February 1, 2025
St. Georgen	E1	Reduction in electrical energy SDG 13: climate protection	IT distribution room 2nd floor old building no active cooling (air conditioning was switched off after temperature measurements)	After consultation with IT, the air conditioning was switched off and the temperature was regularly monitored	May 1, 2025

Table 30: St. Georgen site targets

GOALS REALISED

Site	ESRS	Target	Individual target	Measure	Implementation
St. Georgen	E1	Reduction in heat energy SDG 13: climate protection	Reduction in heating energy through more efficient room use. Saving target approximately 20,000 kWh heating energy and total consumption in Building 1 of approximately 140,000 kWh.	Distribute staff from the second floor of Building 1 amongst rooms on other floors and reduce heating on the second floor during the winter months	December 31, 2024
St. Georgen	E1	Reduction in cooling energy SDG 13: climate protection	Reduction in electrical energy through less use of air conditioning Energy saving target approximately 15,000 kWh less cooling in the test bench room on the third floor	Relocation of 10 HiL (Hardware-in-the-Loop) test benches to the test bench room without are conditioning in Building 8.	June 30, 2024
St. Georgen	E1	Reduction in electrical energy SDG 13: climate protection	Reduction in electrical energy through less use of air conditioning Energy saving target approximately 1,000 kWh less cooling in the test bench room.	Carry out more tests in the SiL (Software-in the-the-Loop) test environment and as far as possible less in HiL test benches.	June 30, 2024
St. Georgen	E1	Reduction in electrical energy SDG 13: climate protection	Reduction in electrical energy by using energy0efficient appliances in the social area. Energy saving of approximately 200 kWh through reducing the number of appliances	In the Social Room on the third floor.	June 30, 2024

Table 31: St. Georgen site realised targets

GOALS NOT REALISED

Site	ESRS	Target	Individual target	Measure	New target date	Comments
St. Georgen	E1	E-mobility	Development of new mobility concepts	Supports from the skateboard projects site (Magna International)	-	Project was cancelled by Magna
St. Georgen	E1	Promote health of employees through more exercise (SDG3)	Set up a fitness room at the St. Georgen site.	Clarify the assumption of costs and possibly apply for sponsorship	March 1, 2025	Temporarily not realised as question of assumption of costs not yet settled.

Table 32: St. Georgen site not realised targ

NEUENSTADT A. K.

Site	Neuenstadt a. K., Baden-Wurttemberg, Germany
Founded	2003
Site size	9,753 m^2 rented space
Number of employees	33 employees including trainees and students (as of December 31, 2024)
Main focus	Logistics service centre

Illustration 76: The Neuenstadt a. K. site at a glance

SITE DESCRIPTION

Magna PT B.V. & Co. KG's logistics services centre, known as LDZ for short, was founded in 2004 against the background of optimising and bundling goods and empty container transportation between Magna PT B.V. & Co. KG in Germany and its suppliers. Magna PT B.V. & Co. KG's logistics centre has been located in Neuenstadt a. K. since December 2010.

The LDZ is partly located in a water protection area, but it is not necessary to appoint a water protection officer. Since mainly metal and plastic goods are handled here, the environmental relevance can be classified as extremely low. From the point of view of environmental protection, the main focus is on energy consumption and contamination risks. None of the systems in Neuenstadt have to be approved. Consumption and emissions arise from running the building and transport movements within the warehouse. Handling hazardous substances is limited to operating a facility for determining the cleanliness of components and cleaning and conserving replacement parts. The indirect impact for the environment consists of the ever increasing share of goods intake from global sharing which requires the use of disposable packaging. In addition, the return of empty reusable packaging across large distances is associated with corresponding energy consumption.

There are no indigenous peoples, World Cultural Heritage sites or conservation areas within the site's sphere of influence. There are also no plans for new construction projects, extensions, exploration activities or major changes at the site which could impair indigenous peoples or the before mentioned conservation areas. According to a recognised public instrument for measuring the general water risk the site is in a low to medium risk zone.

SUSTAINABILITY MEASURES

COST SAVINGS / EMISSION SAVINGS

In the course of waste monitoring, it was possible to halve the cyclical collection dates for the cardboard containers. This saved costs for the site and reduced emissions from unnecessary collection trips. This savings potential is to be transferred to all other waste integration into Untergruppenbach+

INTEGRATION INTO UNTERGRIPPENBATCH+

The logistics service centre (LDZ) is integrated into Untergruppenbach+ which means that a number of sustainability measures are managed from Untergruppenbach.

TARGETS

The targets defined and announced in the management review in 2024 and 2025 are based on significant environmental aspects and centre on the following issues: wastewater, waste, energy consumption, emissions production and biodiversity.

TARGETS 2025

Site	ESRS	Target	Individual target	Measure	Target date
Neuenstadt a.K.	E5	Waste avoidance	Used articles are auctioned to be able to support social projects with the proceeds. Conserve resources by reusing. Disposal costs are saved	Items such as workbenches which are no longer needed are auctioned off to save natural resources	December 31, 2025
Neuenstadt a.K.	E5	Waste avoidance	Saving costs and emissions in the area of waste management	Monitoring of the collection dates for the remaining waste (wood, plastic film, etc.) to ensure a perfect collection cycle. This should save costs and emissions	October 31, 2025

Table 33: Neuenstadt a. K. site targets

GOALS REALISED

Site	ESRS	Target	Individual target	Measure	Implementation	Comments
Neuenstadt a.K.	E5	Waste avoidance	Used articles are auctioned to be able to support social projects with the proceeds. Conserve resources by reusing. Disposal costs are saved	Items such as workbenches which are no longer needed are auctioned off to save natural resources	December 31, 2024	No revenue was generated from sales in 2024. Nevertheless, resources were conserved, and disposal costs saved by reusing materials/items. This topic is also a sustainability goal for 2025. The company is in close contact with the town of Neuenstadt on this topic to provide targeted support for social issues/projects

Table 34: Neuenstadt a. K. site realised targets

GOALS NOT REALISED

Site	ESRS	Target	Individual target	Measure	New target date	Comments
Neuenstadt a.K.	E5	Waste avoidance	Analysis of the reusability od used wooden pallets through remarketing. If the result of the analysis is positive, the target will be implemented by the end of 2024	Volume analysis of wooden pallets - checking the proportion of reuseable pallets	-	By monitoring the recyclability / remarketing of used wooden pallets, it was decided that this could not be done economically due to the small quantities involved. The cost-benefit ratio is not positive

Table 35: Neuenstadt a. K. site not realised targets

KECHNEC

Illustration 77: The Kechnec site at a glance

Site	Kechnec, Slovakia
Founded	2005
Site size	268,978 m^2
Number of employees	1,660 employees including trainees and students (as of December 31, 2024)
Main focus	Manufacture of dual-clutch transmissions and dual clutches

SITE DESCRIPTION

The plants in Kechnec, Slovakia, is in the east near the border with Hungary. The plant concentrates on the production of dual-clutch transmissions - 6DCT451, 7DCT300, 7DCT400, 7HDT400 - and dual clutches. The main activities at the site are processing wheels and shafts, heat treatment, processing aluminium transmission housings, processing mechatronic components, assembly of DCT transmissions, “construction of clean rooms”, and testing of transmissions and also end-of-line tests for DCT transmissions. The most important technologies are turning, cutting, drilling, milling, cylindrical milling, honing, grinding, laser welding, tempering, hardening, differential welding, sandblasting, straightening, high-pressure washing, assembly, mechatronic tests, end-of-line tests and CD welding.

A new production hall for clutches was built in 2021. All procedures required for building approval were implemented. It was rolled out at the beginning of 2022.

No chemicals have been released at the site which could lead to pollution.

There are no indigenous peoples, World Cultural Heritage sites or conservation areas within the site’s sphere of influence. There are also no plans for new construction projects, extensions, exploration activities or major changes at the site which could impair indigenous peoples or the before mentioned conservation areas.

The site is not a direct discharger into surrounding waters

According to a recognised public instrument for measuring the general water risk the site is in a low to medium risk zone.

SUSTAINABILITY MEASURES

WASTE MANAGEMENT

We have a very detailed waste separation system at the plant. Thanks to this, 100% is disposed by material recovery, recycling, thermal recovery. Last year we achieved zero landfilling.

USE OF GREEN ELECTRICITY

Only electricity from renewable sources is used in the plants. This reduces greenhouse gases by approximately 3,000 tonnes CO_2 per year. Our own photovoltaic power plant is currently under construction with a planned production capacity of 1,800 kWp in 2025.

PARTICIPATION OF EMPLOYEES IN THE INTERNATIONAL PEACE MARATHON

Support for the International Peace Marathon, payment of the participation fee for employees and sponsoring.

DONATION FOR REGIONAL PROJECTS (CARPATHIAN FOUNDATION)

The plant supports regional projects with up to € 35,000. The projects which were carried out in 2024 focussed on the topics of personal safety, sport and healthy lifestyle and tolerance).

COLLABORATION WITH HIGHER EDUCATION

Student practical in the plants, lectures at the university and activities with students in the plants took place in 2024.

PROMOTION OF DIVERSITY

A detailed report on the state of biodiversity at the Kechnec plant was processed in 2024 in cooperation with a local university and a biodiversity protection organization. Actions based on the action plan will take place in 2025.

The site still has bees (five hives), takes care of the trees planted and supports the NATURA 2000 bird area, which is near the site, through installed birdhouses.

PROTECTED AREAS

Nearby is a NATURA 2000 protected bird area (Košická kotlina). Our plant is not part of it. However, we support it by planting and caring for trees, caring for birdhouses and insects' houses.

TARGETS

The targets defined and announced in the management review in 2024 and 2025 are based on significant environmental aspects and centre on the following issues: wastewater, waste, energy consumption, emissions production and biodiversity.

TARGETS 2025

Site	ESRS	Target	Individual target	Measure	Target date
Kechnec	E1	Production of green energy	Installation of photovoltaic system	Installation of photovoltaic panels- 2 and 3 phase (1,300 kWp)	October 31, 2025
Kechnec	S3	Social responsibility	International Peace Marathon Kosice	Support for the Kosice International Peace Marathon. Payment of the participation fee for employees and sponsoring	October 31, 2025
Kechnec	S3	Social responsibility	Support for local projects	Support of local projects with a donation of 35,000€ for a regional foundation	October 31, 2025
Kechnec	E1	Natural gas / CO_2 reduction	Reduction of natural gas consumption / CO_2 reduction	Installation of heat pump estimated saving 150 t CO_2 / year, no use natural gas for heating in Logistic Hall	December 31, 2025
Kechnec	E3	Waste water reduction	Water consumption reduction	Water recovery from LUVE cooling towers (Heat treatment ALD) and use in the process	December 31, 2025

Table 36: Kechnec site targets

GOALS REALISED

Site	ESRS	Target	Individual target	Measure	Implementation
Kechnec	E1	Energy reduction	Reduction of electricity consumption	Installation of photovoltaic systems. Installed capacity 512.5 kWp	November 30, 2024
Kechnec	E1	Reduction of CO2 emissions	Update of carpool policy - It is not possible to order anything other than an electric car for management team	Update of carpool policy - It is not possible to order anything other than an electric car for management team / Setting up six charging stations in Hall 2	April 30, 2024
Kechnec	S3	Social responsibility	International Peace Marathon Kosice	Support of International Peace Marathon Kosice entry fee for employees / sponsorship	October 31, 2024
Kechnec	S3	Social responsibility	Support for local projects	Support of local projects with a donation of 35,000€ for a regional foundation	October 31, 2024
Kechnec	E3	Waste water reduction	Water consumption reduction	Reverse osmosis update - use 20% of the clean wastewater and use it again in the process cleaning	December 31, 2024

Table 37: Kechnec site realised targets

GOALS NOT REALISED

Site	ESRS	Target	Individual target	Measure	Target date	Comments
Kechnec	E3	Reduction of wastewater	Reduction of wastewater – use of purified water in processes	Installation of internal Wastewater treatment plant	December 31, 2025	Re-evaluation of the installation and other options for wastewater disposal (construction of a new supply WWTP near the plant)

Table 38: Kechnec site not realised targets

MODUGNO

Site	Modugno, Bari, Italy
Founded	1997
Site size	110,000 m^2
Number of employees	897 employees including trainees and students (as of December 31, 2024)
Main focus	Manufacture of dual-clutch transmissions and gearwheel sets

Illustration 78: The Modugno site at a glance

SITE DESCRIPTION

Modugno plant can assembly 3,000 transmissions per day and produce 2,800 gearsets. The current production is the dual-clutch transmission type DCT 300, that can be assembled a two assembly lines: one of them was modified in order to assembly also the new transmission called DCTeco 230. The production of the DCT 250 transmission was end in the year 2024, but spare parts production can be assembled on a manual line.

In the year 2024 was installed a new line, dedicated to assembly a new transmission for hybrid engines called 8FeDCT witch production will start in 2025.

No chemicals have been released at the site which could lead to pollution. The environmental emergency team has also been continuously further developed.

There are no indigenous peoples, World Cultural Heritage sites or conservation areas within the Modugno site's sphere of influence. There are also no plans for new construction projects, extensions, exploration activities or major changes at the site which could impair indigenous peoples or the before mentioned conservation areas.

The site discharge wastewater into a public sewer after treatment.

According to a recognised public instrument for measuring the general water risk the site is in a high to extremely high-risk zone. The site is aware of this situation and therefore carries out annual measures to reduce water consumption and recover wastewater. Examples for such measures are:

- The reduction of industrial water consumption through washing machine controls.
- The reduction of water consumption by showers and taps with aerators.
- The collection of rainwater, see harvesting project.
- Magna's annual total water reduction target.

SUSTAINABILITY MEASURES

IMPROVEMENT OF ENVIRONMENTAL PERFORMANCE

The site aims to reduce energy consumption by 10% (kWh/Sales, kWh/V_{add}), water usage by 4,5% from 2022 (m^3/ Sales, m^3/ V_{add}) and landfill waste (landfill equivalent) to below 5 %. These targets were not achieved in 2024, except the waste separation.

ENERGY

The absolute energy consumption in 2024 was 51,502 MWh. The electricity consumed at the site is partly bought in and partly produced with a combined heat and power plant (CHP) which also provides thermal energy in the form of cooling energy, and with solar energy.

Since 2024, a significant portion of the roofs and the car park has been covered with a photovoltaic system, which produced 2,816 MWh of solar energy in 2024.

WASTE

In 2024, the site produced 460 tonnes of hazardous waste, of which 383 tonnes (83%) were recycled, 1 tonne (<1%) sent to landfill and 5,183 tonnes non-hazardous waste, of which 5,135 tonnes (99%) were recycled, 34 tonnes (<1%) went to landfill.

WATER

Water is used in production for processes (cooling, emulsion production, washing machines. etc.) The absolute water consumption in 2024 was 152,791 m^3, including Industrial Water 137,570 m^3, Drinking water 11,538 m^3 and Rainwater 3,683 m^3. Due to the usage of cooling towers, approximately 50% of water is lost through evaporation. The water requirement increased further in 2024 due to the high temperatures in the summer months. In 2025, the site plans a feasibility study in order to feed the treated wastewater back into the industrial water circuit instead of discharge it into the sewage.

COMPENSATION OF CO_2 EMISSIONS

Scope 1 emissions have been compensation through a gold standard project (previously at the level of the EMAS-validated sites), a process which exists since 2020. For 2025 the plant emissions will also contain CO_2 from the burning of gas from the combined heat and power plant but the project to be financed has not yet been defined.

REDUCTION OF WASTE

Grinding sludge contains 51 % oil. The site is working on reducing the oil content in grinding sludge through biological/chemical treatment is ongoing. An agreement with the University of Salento has been signed and a study and the engineering of the process are in progress.

Another project is to reduce the content of oil in the grinding sludge by a press and recover the oil to reinsert inside the machines.

Optimization of the waste transport (related to the CO2 reduction). In the 2025 will use some press in production, to reduce the volume of the waste from packaging (cardboard and plastic).

NOISE REDUCTION

A feasibility study on noise reduction in mechanical processing was carried out in 2023. The implementation of noise reduction measures is scheduled for 2025. Additionally, tailored hearing protection for employees will be introduced to a further measure to reduce noise exposure in 2025.

TARGETS

The targets defined and announced in the management review in 2024 and 2025 are based on significant environmental aspects and centre on the following issues: wastewater, waste, energy consumption, emissions production and biodiversity.

TARGETS 2025

Site	ESRS	Target	Individual target	Measure	Target date
Modugno	E1	Energy Reduction	Reduction of Energy used	Switch off n.34 machines during closure days	January 1, 2025
Modugno	E1	Energy Reduction	Reduction of Energy used	Energy reduction to produce air compressed in blowing applications using pulsed air	June 16, 2025
Modugno	E1	CO_2 Reduction	CO_2 scope 3 due to a waste transport	Optimization of the waste transport (related to the CO_2 reduction): in the 2025 will use a press in production, to reduce the volume of the waste from packaging (cardboard and plastic).	June 31, 2025
Modugno	E2	Environment	Oil and grinding sludge separation and 50% reduction in weight of waste	Feasibility study of the biological/chemical treatment of grinding sludge with the cooperation of a university	December 31, 2025
Modugno	E2	Environment	Oil and grinding sludge separation and 50% reduction in weight of waste	Feasibility study of possibility to reuse the oil separated	December 31, 2025

Table 39: Modugno site targets

GOALS REALISED

Site	ESRS	Target	Individual target	Measure	Implementation
Modugno	E1	Production of green energy	Installation of a photovoltaic system	Installation of photovoltaic systems on the roofs and on the carparks. Installed capacity currently 0.412 MWp, this will be 4 MWp on completion	April 1, 2024
Modugno	E5	Reduction of waste	Weight reduction of two gear wheels	A reduction in weight for two gears wheels (SG4 and SG5) is being investigated, which will also lead to a reduction in waste production, in other words of waste in the amount of 201 ton steel per year.	January 1, 2024

Table 40: Modugno site realised target

GOALS NOT REALISED

Site	ESRS	Target	Individual target	Measure	New target date	Comments
Modugno	E3	Water saving	Recovery of wastewater and reintegration into the industrial water circuit.	Feasibility study to implement pumps and pipes for recovering approximately 1,900 m^3 of wastewater per year, which is currently treated according to Italian legislation (d.lgs 152) and feed into the sewage system	June 31, 2025	Postponed
Modugno	S1	Occupational health and safety	Reduction of noise pollution in the machine area	Sound insulation capsulation of 3 heat treatment furnaces and 1 washing machine. The noise reduction will be from - 4 to - 9 dB around the machines	October 31, 2025	Postponed
Modugno	E3	Rainwater	To contribute to the water needs of CHP system with 40,000 meter cube of rainwater per year	To install a water reserve to collect the rainwater	August 31, 2025	90% completed

Table 41: Modugno site targets not realised

BINDING OBLIGATIONS

MAIN ENVIRONMENTALLY RELEVANT LEGISLATION

Legal obligations at all German sites which result amongst other things from environmentally relevant regulations have been determined with a law firm's software since 1999.

Our site in Kechnec receives current information on comprehensive environmental regulations and online support with queries from the fee-based Enviroportal Internet tool. The site operates its own register of legal provisions with this information.

The Modugno site has its own procedure for identifying, analysing and implementing legal and regulatory requirements. According to this procedure there is a list of valid requirements.

The relevant employees are informed of their obligations.

Regular checks are made by individual persons, internal EHS/SR audits and by Magna compliance audits.

No deviations in environmentally relevant regulations were found.

Other requirements (including approvals, customer requirements, etc.) are also recorded and checked regularly for compliance.

TYPE OF LEGISLATION	COUNTRY	NAME OF LEGISLATION
WASTE LEGISLATION	SLOVAKIA	**Zákon č. 79/2015 Z.z.** o odpadoch a o zmene a doplnení niektorých zákonov v znení zákona č. 91/2016 Z.z., zákona č. 313/2016 Z.z. ,zákona č. 90/2017 Z.z. , zákona č. 292/2017 Z.z., zákona č. 106/2018 Z.z. , zákona č. 177/2018 Z.z., zákona č. 208/2018 Z.z., zákona č. 312/2018 Z.z., zákona č. 302/2019 Z. z. , zákona č. 364/2019 Z. z., zákona č. 460/2019 Z z., zákona č. 74/2020 Z. z., zákona č. 218/2020 Z. z. a zákona č. 285/2020 Z. z. 460/2019 Z. z., 128/2021 Z. z., 216/2021 Z. z., 372/2021 Z. z., 430/2021 Z. z., 292/2017 Z. z., 302/2019 Z. z.
		Zákon č. 127/2006 Z.z. o perzistentných organických látkach a o zmene a doplnení zákona č. 223/2001 Z.z. o odpadoch a o zmene a doplnení niektorých zákonov v znení neskorších predpisov v znení zákona č. 515/2008 Z.z.
		Zákon č. 346/2013 Z.z. o obmedzení používania určitých nebezpečných látok v elektrických zariadeniach a elektronických zariadeniach a ktorým sa mení zákon č. 223/2001 Z.z. o odpadoch a o zmene a doplnení niektorých zákonov v znení neskorších predpisov v znení zákona č. 314/2016 Z.z. a zákona č. 145/2019 Z.z., 259/2021 Z. z.
		Zákon č. 329/2018 Z.z. o poplatkoch za uloženie odpadov a o zmene a doplnení zákona č. 587/2004 Z.z. o Environmentálnom fonde a o zmene a doplnení niektorých zákonov v znení neskorších predpisov v znení zákona č. 111/2019 Z.z., 67/2021 Z. z.
		Zákon č. 302/2019 Z. z. o zálohovaní jednorazových obalov na nápoje a o zmene a doplnení niektorých zákonov v znení zákona č. 74/2020 Z. z. a zákona č. 285/2020 Z. z.
		Nariadenie vlády Slovenskej republiky č. 153/2004 Z.z., ktorým sa ustanovujú záväzné limity a termíny pre rozsah opätovného použitia častí starých vozidiel, zhodnocovania odpadov zo spracovania starých vozidiel a ich recyklácie
		Nariadenie vlády Slovenskej republiky č. 206/2010 Z.z., ktorým sa mení nariadenie vlády Slovenskej republiky č. 388/2005 Z. z., ktorým sa ustanovujú limity pre zhodnotenie elektroodpadu a pre opätovné použitie a recykláciu komponentov, materiálov a látok
		Nariadenie vlády Slovenskej republiky č. 330/2018 Z.z. ktorým sa ustanovuje výška sadzieb poplatkov za uloženie odpadov a podrobnosti súvisiace s prerozdeľovaním príjmov z poplatkov za uloženie odpadov v znení nariadenia vlády SR č. 33/2020 Z. z., 212/2022 Z. z.
		Vyhláška Ministerstvo životného prostredia Slovenskej republiky č. 465/2013 Z.z. o technických požiadavkách na elektrické zariadenia a elektronické zariadenia v znení vyhlášky č. 196/2014 Z.z., vyhlášky č. 346/2014 Z.z. ,vyhlášky č. 71/2016 Z.z. , vyhlášky č. 329/2016 Z.z. , vyhlášky č. 317/2017 Z.z. , vyhlášky č. 199/2018 Z.z., vyhlášky č. 104/2019 Z.z., vyhlášky č. 203/2019 Z.z., vyhlášky č. 88/2020 Z. z. a vyhlášky 232/2020 Z. z., 193/2022 Z. z.
		Vyhláška Ministerstva životného prostredia Slovenskej republiky č. 365/2015 Z. z., ktorou sa ustanovuje Katalóg odpadov v znení vyhlášky č. 320/2017 Z.z.
		Vyhláška Ministerstva životného prostredia Slovenskej republiky č. 366/2015 Z. z. o evidenčnej povinnosti a ohlasovacej povinnosti v znení vyhlášky č. 246/2017 Z.z. , vyhlášky č. 321/2017 Z.z. a vyhlášky č. 378/2018 Z.z., 317/2020 Z. z.
		Vyhláška Ministerstva životného prostredia Slovenskej republiky č. 371/2015, ktorou sa vykonávajú niektoré ustanovenia zákona o odpadoch v znení vyhlášky č. 322/2017 Z.z. a vyhlášky č. 379/2018 Z.z., 194/2022 Z. z.
		Ministerstva životného prostredia Slovenskej republiky č. 382/2018 Z.z. o skládkovaní odpadov a uskladnení odpadovej ortuti /Poznámka: Redakčné oznámenie č. 20 o oprave chyby vo vyhláške – zo 17.1.2019, 26/2021 Z. z.

WASTE LEGISLATION	**SLOVAKIA**	**Vyhláška č. 373/2015** o rozšírenej zodpovednosti výrobcov vyhradených výrobkov a o nakladaní s vyhradenými prúdmi odpadov v znení vyhlášky č. 14/2017 Z.z., vyhlášky č. 324/2017 Z.z. a vyhlášky č. 186/2018 Z.z., vyhlášky č. 380/2018 Z.z. a vyhlášky č. 266/2020 Z. z., 192/2022 Z. z.
		Oznámenie Ministerstva zahraničných vecí SR č. 60/1995 Z.z. o pristúpení Slovenskej republiky k Bazilejskému dohovoru o riadení pohybov nebezpečných odpadov cez hranice štátov a ich zneškodňovaní.
		Oznámenie Ministerstva zahraničných vecí SR č. 593/2004 Z.z. o uzavretí Štokholmského dohovoru o perzistentných organických látkach, 187/2013 Z. z.
		Oznámenie Ministerstva životného prostredia SR č. 368/2015 Z.z. o vydaní výnosu z 9. septembra 2015 č. 1/2015 o jednotných metódach analytickej kontroly odpadov.
		Oznámenie Ministerstva životného prostredia SR č. 222/2020 Z. z. o odpadoch a o zmene a doplnení niektorých zákonov v znení zákona č. 460/2019 Z. z.
	GERMANY	**Directive 2000/53/EG** des Europäischen Parlaments und des Rates vom 18. September 2000 über Altfahrzeuge - Altfahrzeuge-Richtlinie
		Kreislaufwirtschaftsgesetz – KrWG - Gesetz zur Förderung der Kreislaufwirtschaft und Sicherung der umweltverträglichen Bewirtschaftung von Abfällen
		Abfallverzeichnis-Verordnung – AVV - Verordnung über das Europäische Abfallverzeichnis –
		Gewerbeabfallverordnung - GewAbfV - Verordnung über die Bewirtschaftung von gewerblichen Siedlungsabfällen und von bestimmten Bau- und Abbruchabfällen
	ITALY	**Dlgs. 152/2006 -** Decreto legislativo 3 aprile 2006, n. 152 Norme in materia ambientale
SOIL PROTECTION LEGISLATION	**SLOVAKIA**	**Zákon č. 220/2004 Z. z**. o o ochrane a využívaní poľnohospodárskej pôdy a o zmene zákona č. 245/2003 Z. z. o integrovanej prevencii a kontrole znečisťovania životného prostredia a o zmene a doplnení niektorých zákonov, 310/2021 Z. z.
	GERMANY	**Bundes-Bodenschutz- und Altlastenverordnung – BbodSchV**
	ITALY	**Dlgs. 152/2006 -** Decreto legislativo 3 aprile 2006, n. 152 Norme in materia ambientale
CHEMICALS LEGISLATION	**SLOVAKIA**	**Zákon č. 67/2010 Z. z.** o podmienkach uvedenia chemických látok a chemických zmesí na trh a o zmene a doplnení niektorých zákonov (chemický zákon)
	GERMANY	**Verordnung - EG - Nr. 1907/2006** des Europäischen Parlaments und des Rates vom 18. Dezember 2006 zur Registrierung, Bewertung, Zulassung und Beschränkung chemischer Stoffe - REACH -, zur Schaffung einer Europäischen Chemikalienagentur, zur Änderung der Richtlinie 1999/45/EG und zur Aufhebung der Verordnung - EWG - Nr. 793/93 des Rates, der Verordnung - EG - Nr. 1488/94 der Kommission, der Richtlinie 76/769/EWG des Rates sowie der Richtlinien 91/155/EWG, 93/67/EWG, 93/105/EG und 2000/21/EG der Kommission
		Verordnung - EG - Nr. 1272/2008 des Europäischen Parlaments und des Rates vom 16. Dezember 2008 über die Einstufung, Kennzeichnung und Verpackung von Stoffen und Gemischen, zur Änderung und Aufhebung der Richtlinien 67/548/EWG und 1999/45/EG und zur Änderung der Verordnung - EG - Nr. 1907/2006 - CLP-Verordnung - CLP - GHS-Verordnung – GHS
	ITALY	**Dlgs 81/08** – REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals)

ENERGY LEGISLATION	**SLOVAKIA**	**Zákon č. 309/2009 Z.z.** o podpore obnoviteľných zdrojov energie a vysoko účinnej kombinovanej výroby a o zmene a doplnení niektorých zákonov v znení neskorších predpisov /Poznámka: Ustanovené sú aj kompetencie pre MŽP SR., 363/2022 Z. z.
		Zákon č. 321/2014 Z. z. o energetickej efektívnosti a o zmene a doplnení niektorých zákonov, 419/2020 Z. z.,
		Vyhláška č. 179/2015 Z. z. Ministerstva hospodárstva Slovenskej republiky č. o energetickom audite
	GERMANY	**Gebäudeenergiegesetz - GEG** Gesetz zur Einsparung von Energie und zur Nutzung erneuerbarer Energien zur Wärme- und Kälteerzeugung in Gebäuden
		Energieeffizienzgesetz - EnEfG - Gesetz zur Steigerung der Energieeffizienz in Deutschland
	ITALY	**D.Lgs n. 102 del 04/07/2014**
IMMISION PROTECTION LEGISLATION	**SLOVAKIA**	**Zákon č. 190/2023** o poplatkoch za znečisťovanie ovzdušia
		Zákon č. 190/2023 o poplatkoch za znečisťovanie ovzdušia
		Zákon č. 146/2023 Z.z o ochrane ovzdušia a o zmene a doplnení niektorých zákonov
		Oznámenie Ministerstva životného prostredia Slovenskej republiky č. 32/2011 Z.z. o vydaní výnosu Ministerstva životného prostredia Slovenskej republiky č. 1/2010, ktorým sa ustanovujú podrobnosti o odbornom posudzovaní vo veciach ochrany ovzdušia
		Oznámenie Ministerstva zahraničných vecí Slovenskej republiky č. 344/1998 Z.z. k Dohovoru o diaľkovom znečisťovaní ovzdušia prechádzajúcom hranicami štátov z roku 1979 o ďalšom znižovaní emisií síry.
		Zákon č. 286/2009 Z.z. o fluórovaných skleníkových plynoch a o zmene a doplnení niektorých zákonov v znení zákona č. 321/2012 Z.z., zákona č. 180/2013 Z.z., zákona č. 348/2015 Z.z. a zákona č. 210/2019 Z.z.
		Vyhláška Ministerstva životného prostredia Slovenskej republiky č. 314/2009 Z.z., ktorou sa vykonáva zákon o fluorovaných skleníkových plynoch a o zmene a doplnení niektorých zákonov v znení vyhlášky č. 382/2016 Z.z.
		Zákon č. 321/2012 Z.z. o ochrane ozónovej vrstvy Zeme a o doplnení niektorých zákonov v znení zákona č. 180/2013 Z.z.
		Oznámenie Ministerstva zahraničných vecí Slovenskej republiky č. 343/1998 Z.z. o Kodanskom protokolu o látkach, ktoré porušujú ozónovú vrstvu.
		Oznámenie Ministerstva zahraničných vecí Slovenskej republiky č. 140/2000 Z.z. o Dodatku k Montrealskému protokolu o látkach, ktoré poškodzujú ozónovú vrstvu.
		Zákon č. 414/2012 Z.z. o obchodovaní s emisnými kvótami a o zmene a doplnení niektorých zákonov v znení zákona č. 399/2014 Z.z., zákona č. 262/2015 Z.z., zákona č. 332/2017 Z.z., zákona č. 177/2018 Z.z. a zákona č. 296/2019 Z. z., 535/2021 Z. z.
		Vyhláška Ministerstva životného prostredia Slovenskej republiky č. 271/2011 Z.z., ktorou sa ustanovujú kritériá trvalej udržateľnosti a ciele na zníženie emisií skleníkových plynov z pohonných látok v znení vyhlášky č. 191/2017 Z.z., 316/2020 Z. z.
		Vyhláška Ministerstva životného prostredia Slovenskej republiky č. 85/2014 Z.z., ktorou sa ustanovuje celkové množstvo kvót znečisťujúcich látok

IMMISION PROTECTION LEGISLATION	**GERMANY**	**Verordnung - EG - Nr. 1516/2007** der Kommission vom 19. Dezember 2007 zur Festlegung der Standardanforderungen an die Kontrolle auf Dichtheit von ortsfesten Kälte- und Klimaanlagen sowie von Wärmepumpen, die bestimmte fluorierte Treibhausgase enthalten, gemäß der Verordnung - EG - Nr. 842/2006 des Europäischen Parlaments und des Rates
		Verordnung - EG - Nr. 1005/2009 des Europäischen Parlaments und des Rates vom 16. September 2009 über Stoffe, die zum Abbau der Ozonschicht führen – Neufassung
		Verordnung -EU- 2024/573 des Europäischen Parlaments und des Rates vom 7. Februar 2024 über fluorierte Treibhausgase, zur Änderung der Richtlinie (EU) 2019/1937 und zur Aufhebung der Verordnung (EU) Nr. 517/2014
		Bundes-Immissionsschutzgesetz – BimSchG - Gesetz zum Schutz vor schädlichen Umwelteinwirkungen durch Luftverunreinigungen, Geräusche, Erschütterungen und ähnliche Vorgänge
		Störfall-Verordnung – 12. BImSchV - Zwölfte Verordnung zur Durchführung des Bundes-Immissionsschutzgesetzes
	ITALY	**Dlgs. 152/2006** Decreto legislativo 3 aprile 2006, n. 152 Norme in materia ambientale
		DPR 146/2018 recante attuazione del Regolamento (UE) n. 517/2014
ENVIRONMENTAL AUDIT LEGISLATION	**SLOVAKIA**	**Nariadenie Európskeho parlamentu a Rady (ES) č. 1221/2009** o dobrovoľnej účasti organizácií v schéme Spoločenstva pre environmentálne manažérstvo a audit – EMAS III.
		Nariadenie Komisie (EÚ) 2017/1505 ktorým sa menia prílohy I, II a III k nariadeniu Európskeho parlamentu a Rady (ES) č. 1221/2009 o dobrovoľnej účasti organizácií v schéme Spoločenstva pre environmentálne manažérstvo a audit (EMAS).
		Zákon NR SR č. 351/2012 o environmentálnom overovaní a registrácií organizácií v schéme Európskej únie pre environmentálne manažérstvo a audit a o zmene a doplnení niektorých zákonov.
		Nariadenie Komisie (EÚ) č. 2018/2026, ktorým sa mení príloha IV k nariadeniu Európskeho parlamentu a Rady (ES) č. 1221/2009 o dobrovoľnej účasti organizácií v schéme Spoločenstva pre environmentálne manažérstvo a audit (EMAS).
		Nariadenie Európskeho parlamentu a Rady (ES) č. 1893/2006, ktorým sa zavádza štatistická klasifikácia ekonomických činností NACE Revision 2.
		Rozhodnutie Komisie č. 2017/2285/EÚ, ktorým sa mení príručka pre používateľov s prehľadom podmienok účasti v EMAS podľa nariadenia Európskeho parlamentu a Rady (ES) č. 1221/2009 o dobrovoľnej účasti organizácií v schéme Spoločenstva pre environmentálne manažérstvo a audit (EMAS).
		Rozhodnutie Komisie č. 2011/832/EÚ, týkajúce sa Usmernenia o združenej registrácii v EÚ, registrácií organizácií pre tretie krajiny a globálnej registrácie podľa nariadenia (ES) č. 1221/2009.
		Odporúčanie Komisie č. 2003/532/ES o usmernení pre implementáciu nariadenia (ES) č. 761/2001 Európskeho parlamentu a Rady umožňujúceho dobrovoľnú účasť organizácií v schéme environmentálneho manažérstva auditu (EMAS) Spoločenstva vzhľadom na výber a používanie indikátorov environmentálneho správania.
		Odporúčanie Komisie č. 2003/361/ES, ktoré sa týka definície mikro, malých a stredných podnikov.

ENVIRONMENTAL AUDIT LEGISLATION	**SLOVAKIA**	**Smernica Európskeho parlamentu a Rady č. 94/62/ES** z 20. decembra 1994 o obaloch a odpadoch z obalov v znení neskorších predpisov.
		Smernica Európskeho parlamentu a Rady č. 2008/98/ES z 19. novembra 2008 o odpade a o zrušení určitých smerníc.
		Vyhláška Štatistického úradu SR č. 306/2007 Z.z., ktorou sa vydáva štatistická klasifikácia ekonomických činností.
		Vyhláška Štatistického úradu SR č. 438/2004 Z.z., ktorou sa vydáva klasifikácia štatistických územných jednotiek.
		Zákon NR SR č. 525/2003 Z. z. o štátnej správe starostlivosti o životné prostredie a o zmene a doplnení niektorých zákonov v znení neskorších predpisov.
		Zákon č. 39/2013 Z.z. o integrovanej prevencii a kontrole znečisťovania životného prostredia a o znení a doplení niektorých zákonov.
	GERMANY	**Verordnung - EG - Nr. 1221/2009** des Europäischen Parlaments und des Rates vom 25. November 2009 über die freiwillige Teilnahme von Organisationen an einem Gemeinschaftssystem für Umweltmanagement und Umweltbetriebsprüfung und zur Aufhebung der Verordnung - EG - Nr. 761/2001, sowie der Beschlüsse der Kommission 2001/681/EG und 2006/193/EG - EMAS III
		Beschluss (EU) 2019/62 der Kommission vom 19. Dezember 2018 über das branchenspezifische Referenzdokument für bewährte Umweltmanagementpraktiken, branchenspezifische Umweltleistungsindikatoren und Leistungsrichtwerte für die Automobilindustrie gemäß der Verordnung (EG) Nr. 1221/2009 über die freiwillige Teilnahme von Organisationen an einem Gemeinschaftssystem für Umweltmanagement und Umweltbetriebsprüfung (EMAS)
	ITALY	**Dlgs. 152/2006** Decreto legislativo 3 aprile 2006, n. 152 Norme in materia ambientale
WATER LEGISLATION	**SLOVAKIA**	**Zákon č. 364/2004 Z.z.** o vodách a o zmene a doplnení zákona Slovenskej národnej rady č. 372/1990 Zb. o priestupkoch v znení neskorších predpisov (vodný zákon) v znení zákona č. 587/2004 Z.z., zákona č. 230/2005 Z.z., zákona č. 479/2005 Z.z., zákona č. 532/2005 Z.z., zákona č. 359/2007 Z.z., zákona č. 514/2008 Z.z., zákona č. 515/2008 Z z., zákona č. 384/2009 Z.z. , zákona č. 134/2010 Z.z. ,zákona č. 556/2010 Z.z., zákona č. 258/2011 Z.z., zákona č. 408/2011 Z.z., zákona č. 306/2012 Z.z., zákona č. 180/2013 Z.z., zákona č. 35/2014 Z.z., zákona č. 409/2014 Z.z. , zákona č. 262/2015 Z.z., zákona č. 303/2016 Z.z., zákona 277/2017 Z.z. , zákona č. 51/2018 Z.z., zákona č. 177/2018 Z.z. a zákona č. 284/2018 Z.z., zákona č. 305/2018 Z.z. a zákona č. 74/2020 Z. z. /Poznámka: Ústavný zákon č. 306/2014 Z.z., ,ktorým sa dopĺňa Ústava Slovenskej republiky č. 460/1992 Zb. v znení neskorších predpisov – čl. 4 ods. 2 „Preprava vody odobratej z vodných útvarov nachádzajúcich sa na území Slovenskej republiky cez hranice Slovenskej republiky dopravnými prostriedkami alebo potrubím sa zakazuje“., 517/2022 Z. z.
		Zákon č. 305/2018 Z.z. o chránených oblastiach prirodzenej akumulácie vôd a o zmene a doplnení niektorých zákonov, 517/2022 Z. z.
		Zákon č. 442/2002 Z.z. o verejných vodovodoch a verejných kanalizáciách a o zmene a doplnení zákona č. 525/2003 Z.z., zákona č. 364/2004 Z.z., zákona č. 587/2004 Z.z., zákona č. 230/2005 Z.z., zákona č. 515/2008 Z z., zákona č. 394/2009 Z.z., zákona č. 180/2013 Z.z., zákona č. 180/2013 Z.z. ,zákona č. 91/2016 Z.z. , zákona č. 51/2018 Z.z. a zákona č. 177/2018 Z.z., 517/2022 Z. z.

WATER LEGISLATION	**SLOVAKIA**	**Zákon č. 250/2012 Z.z.** o regulácii v sieťových odvetviach
		Vyhláška Ministerstva pôdohospodárstva Slovenskej republiky č. 124/2003 Z.z., ktorou sa ustanovujú podrobnosti o odbornej spôsobilosti na prevádzkovanie verejných vodovodov a verejných kanalizácií
		Vyhláška Ministerstva životného prostredia Slovenskej republiky č. 397/2003 Z.z., ktorou sa ustanovujú podrobnosti o meraní množstva vody dodanej verejným vodovodom a množstva vypúšťaných vôd, o spôsobe výpočtu množstva vypúšťaných odpadových vôd a vôd z povrchového odtoku a o smerných číslach spotreby vody v znení vyhlášky č. 209/2013 Z.z.
		Vyhláška Ministerstva životného prostredia Slovenskej republiky č. 55/2004 Z.z., ktorou sa ustanovujú náležitosti prevádzkových poriadkov verejných vodovodoch a verejných kanalizácií
		Vyhláška Ministerstva životného prostredia Slovenskej republiky č. 315/2004 Z.z., ktorou sa ustanovuje rozsah a početnosť odberu vzoriek a požiadavky na rozsah a vykonávanie rozborov odpadových vôd
		Vyhláška Ministerstva životného prostredia Slovenskej republiky č. 262/2010 Z.z., ktorou sa ustanovuje obsah plánu obnovy verejného vodovodu, plánu obnovy verejnej kanalizácie a postup pri ich vypracúvaní
		Zákon č. 7/2010 Z.z. o ochrane pred povodňami v znení zákona č. 180/2013 Z.z., zákona č. 71/2015 Z.z., zákona č. 303/2016 Z.z., zákona č. 292/2017 Z.z. a zákona č. 74/2020 Z. z.
		Vyhláška Ministerstva životného prostredia Slovenskej republiky č. 204/2010 Z.z., ktorou sa ustanovujú podrobnosti o vykonávaní predpovednej povodňovej služby
		Vyhláška Ministerstva životného prostredia Slovenskej republiky č. 252/2010 Z.z., ktorou sa ustanovujú podrobnosti o predkladaní priebežných správ o povodňovej situácii a súhrnných správ o priebehu povodní, ich následkoch a vykonaných opatreniach
		Vyhláška Ministerstva životného prostredia Slovenskej republiky č. 261/2010 Z.z., ktorou sa ustanovujú podrobnosti o obsahu povodňových plánov a postup ich schvaľovania
		Vyhláška Ministerstva pôdohospodárstva, životného prostredia a regionálneho rozvoja Slovenskej republiky č. 419/2010 Z. z., ktorou sa ustanovujú podrobnosti o vyhotovovaní máp povodňového ohrozenia a máp povodňového rizika, o uhrádzaní výdavkov na ich vypracovanie, prehodnocovanie a aktualizáciu a o navrhovaní a zobrazovaní rozsahu inundačného územia na mapách v znení vyhlášky č. 434/2019 Z. z.
		Vyhláška Ministerstva životného prostredia Slovenskej republiky č. 159/2014 Z.z., ktorou sa ustanovujú podrobnosti o vyhodnocovaní výdavkov na povodňové zabezpečovacie práce, povodňové záchranné práce a povodňových škôd
	GERMANY	**Wasserhaushaltsgesetz - WHG** - Gesetz zur Ordnung des Wasserhaushalts
		Verordnung über Anlagen zum Umgang mit wassergefährdenden Stoffen – AwSV
	ITALY	**Dlgs. 152/2006** Decreto legislativo 3 aprile 2006, n. 152 Norme in materia ambientale

IMPRINT

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VALIDATION - ENVIRONMENTAL VERIFIER´S DECLARATION

The Environmental verifiers listed below confirm to have verified that the sites:

- Hermann-Hagenmeyer-Straße 1, 74199 Untergruppenbach,
- Industriestraße 5, 78112 St. Georgen,
- Wilhelm-Maybach-Straße 10a, 74196 Neuenstadt a.K.,
- Hermann-Hagenmeyer-Straße 1, 74632 Neuenstein,
- Hermann-Hagenmeyer-Straße 1, 74749 Rosenberg,
- Via dei Ciclamini 4, 70026 Modugno (BA) und
- Perínska cesta 282, 04458 Kechnec

as stated in the present Environmental statement of the organisation Magna PT B.V. & Co. KG with the Reg.-Nr. DE-136-00037, meet all the requirements of Regulation (EC) No. 1221/2009 of the European Parliament and of the Council of 25 November 2009, as amended on 28 August 2017 and 19 December 2018, on the voluntary participation by organisations in a Community eco-management and audit scheme (EMAS).

Name of the Environmental verifier	Registration number	Approved for the sectors (NACE)
Dr. Hans-Peter Wruk	DE-V-0051	29.3 Manufacture of parts and accessories for motor vehicles
Brane Papler	DE-V-0425	-
Guglielmo Romanini	-	Environmental verifier / legal expert Italy
Jan Strunc	-	Legal expert Slovakia

By signing this declaration, it is confirmed that:

- the assessment and validation have been carried out in full compliance with the requirements of Regulation (EC) No. 1221/2009 as amended by Commission Regulation (EU) 2017/1505 and (EU) 2018/2026,
- the result of the assessment and validation confirms that there is no evidence of non-compliance with applicable environmental legislation and
- the data and information in the environmental statement give a reliable, credible and true picture of all the organisation's activities.

This declaration cannot be equated with EMAS registration. EMAS registration can only be carried out by a competent body in accordance with Regulation (EC) No 1221/2009. This statement may not be used as a stand-alone basis for informing the public.

Berlin, 9th April 2025

Dr. Hans-Peter Wruk
Environmental verifier

Brane Papler
Environmental verifier

Guglielmo Romanini
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Jan Strunc
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LIST OF ABBREVIATIONS

AGG	**General Equality Act**
AI	Artificial Intelligence
AIDS/HIV	Acquired Immunodeficiency Syndrome / Human Immunodeficiency Virus
ArbSt-Richtlinie	Workplace Directive
ASI	Aluminium Stewardship Initiative
AWD/4WD	All wheel drive / Four-wheel drive
BA	Bari
BAFA	Federal Office for Economic Affairs and Export Control
BGHM	Wood and Metal Mutual indemnity Association
BooGi-BOP	Boosting Green Infrastructure through Biodiversity-Oriented Design of Business Premises
BSG	Company sports group
BWL	Business Administration
CDP	Carbon Disclosure Project
CSDDD	Corporate Responsibility di Directive
D&I	Diversity & Inclusion
DCT	Dual Clutch Transmission

DHBW	Baden-Wuerttemberg Co-operative State University
DHD	Dedicated Hybrid Drive
DIN	German Institute for Standardization
DKMS	German Bone Marrow Donor Agency
DMA	Double Materiality Assessment
EFAP	Employee and Family Assistance Program
EG	European Community
EHS	Environment, Health and Safety
EMAS	Eco-Management and Audit Scheme
EntgTranspG	Pay Transparency Act
EOS	Employee Opinion Survey
ERCs	Employee Resource Community
ESG	Environmental, Social and Governance
ESRS	European Sustainability Standards
ET	Equivalence Transmissions
EV	Electric Vehicle
Fairmined	Alliance for Responsible Mining standard
F-Gase	Fluorinated greenhouse gases
GHG	Greenhouse Gas Protocol

GmbH	German Limited Liability Company
GRI	Global Reporting Initiative
GSOR	Global Supplier Operational Requirements Manual
HDT	Hybrid Dual Clutch Transmission
HR	Human Resources
HRIA	Human Rights Impact Assessments
HV	High voltage
HVIC	Heating, Ventilation, and Air Conditioning
IATF 16949	International Automotive Task Force
ICMM	International Council on Mining and Metals
ILO	International Labour Organization
IPCC	Intergovernmental Panel on Climate Change
IRMA	Responsible Mining Assurance
ISO	International Organization for Standardization
Kfz	Motor Vehicle
KPI	Key Performance Indicator
KSS-Versorgung	Cooling Lubricant Supply
LCA	Lifecycle assessment
LDZ	Logistics Service Centre

LEA	Labour & Employment Audit
LGBTQ+	Lesbian, Gay, Bisexual, Transgender, Queer, Inter, und +, for possible further sexual identities.
LkSG	Supply Chain Duty of Care Act
MAFACT	Magna Factory Concept
Magna	International parent company
Magna Powertrain	Magna International business unit
MagNet	Magna intranet
MINT (STEM)	Mathematics, Informatics, Science, Technology (Science, Technology, Engineering, Mathematics)
MMR	Magna Minimum Requirement
MOS	Magna Operating System
MPT	Magna Powertrain
NAP	National action plan for the economy and human rights
NAP	National action plan for the economy and human rights
OCAI	Organisational Capacity Assessment Instrument
OECD	Organisation for Economic Co-operation and Development
OEM	Original Equipment Manufacturer
OHSAS	Occupational Health and Safety Assessment Series
PEP	Professional Education Programme
PV system	Photovoltaic system

REACH	Registration, Evaluation, Authorisation and Restriction of Chemicals
RMI	Responsible Minerals Initiative
RSCI	Responsible Supply Chain Initiative
SAQ	Self-Assessment Questionnaire
SBTi	Science Based Targets Initiative
SDG	Sustainable Development Goal
SIL	Software in the Loop
SOP	Start of Production
SR	Social Responsibility
TISAX	Trusted Information Security Assessment Exchange
UN	United Nations
VCU	Verified Carbon Unit
VDA	Verband der Automobilindustrie

LIST OF ILLUSTRATIONS

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MAGNA
Forward. For all.