



Mubea

climate neutral by 2035

Sustainability Report 2023

Editorial



Dear Readers,

Unfortunately, there has been only little relief from the various crises since the beginning of the year. Wars in Europe and an overall weak global economy are weighing on the economy and our business. Mubea has rarely had to endure such a long period of economic disruption.

In this demanding environment, the shift in automotive technology towards fully electric vehicles is advancing rapidly. The ongoing climate crisis is continually underscored by the increasing frequency of devastating natural disasters. Mubea remains dedicated to its sustainability strategy, aiming for climate neutrality by 2035. We are making strong progress with our ambitious sustainability initiatives, and we are committed to driving the transformation of our industry towards e-mobility and decarbonization. We are steadily moving toward our target of significantly lowering CO2 emissions. Our partnership with Stegra (formerly H2 Green Steel), a producer of CO2-free steel, serves as a prime example of this commitment.

Dear readers, the world around us is changing quickly – and so is Mubea! This transformation should not cause fear but rather be seen as an opportunity. Mubea has demonstrated in recent years that we are capable of thriving under challenging conditions. I am confident that, as the Mubea family, we will continue to stay optimistic and successful!

Yours sincerely,

Thomas Muhr.



Photo: Mubea Management Board (MMB)

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Sustainability Statement

Mubea has developed a consolidated* sustainability statement, derived from increasing stakeholder expectations and Mubea’s own ambitious goals. We defined five core pillars of sustainability, functioning as the foundation of our strategy, covering our own business fields and touching relevant sustainability aspects of our first-tier supply chain. 2023 marks the second year of an annually

reporting cycle on sustainability topics. As in previous reports, we prepare information in this report with reference to the Standards of the Global Reporting Initiative (GRI).

GOVERNANCE	PRODUCTS	PROCESSES	SUPPLY CHAIN	PEOPLE
				
<ul style="list-style-type: none"> • DRIVEN BY THE BEST – Spirit and values of our culture • Establishing energy saving guidelines • Anchored in our Code of Conduct • Certified integrated management systems • Implementation of data protection guidelines and cyber awareness training 	<ul style="list-style-type: none"> • Lightweight products reduce emissions throughout the vehicle life cycle • Climate-friendly solutions in e-mobility • Zero-failure to ensure product safety & quality • Optimal use of resources 	<ul style="list-style-type: none"> • Long-term goal: climate positive • Group-wide Energy Efficiency Program (MEEP) • Recycling materials and avoiding hazardous waste • Contributing to water quality and conservation 	<ul style="list-style-type: none"> • Sustainability requirements for suppliers • Evaluation of suppliers in accordance to environmental standards • Implementation of supply chain due diligence act (LKSG) • Transparent reporting: Mubea sustainability report, CDP, NQC, EcoVadis 	<ul style="list-style-type: none"> • Employer attractiveness • Employee development • Healthy working environment • Accident prevention culture • Mubea-helps foundation

*For a list of consolidated parties, see p.56

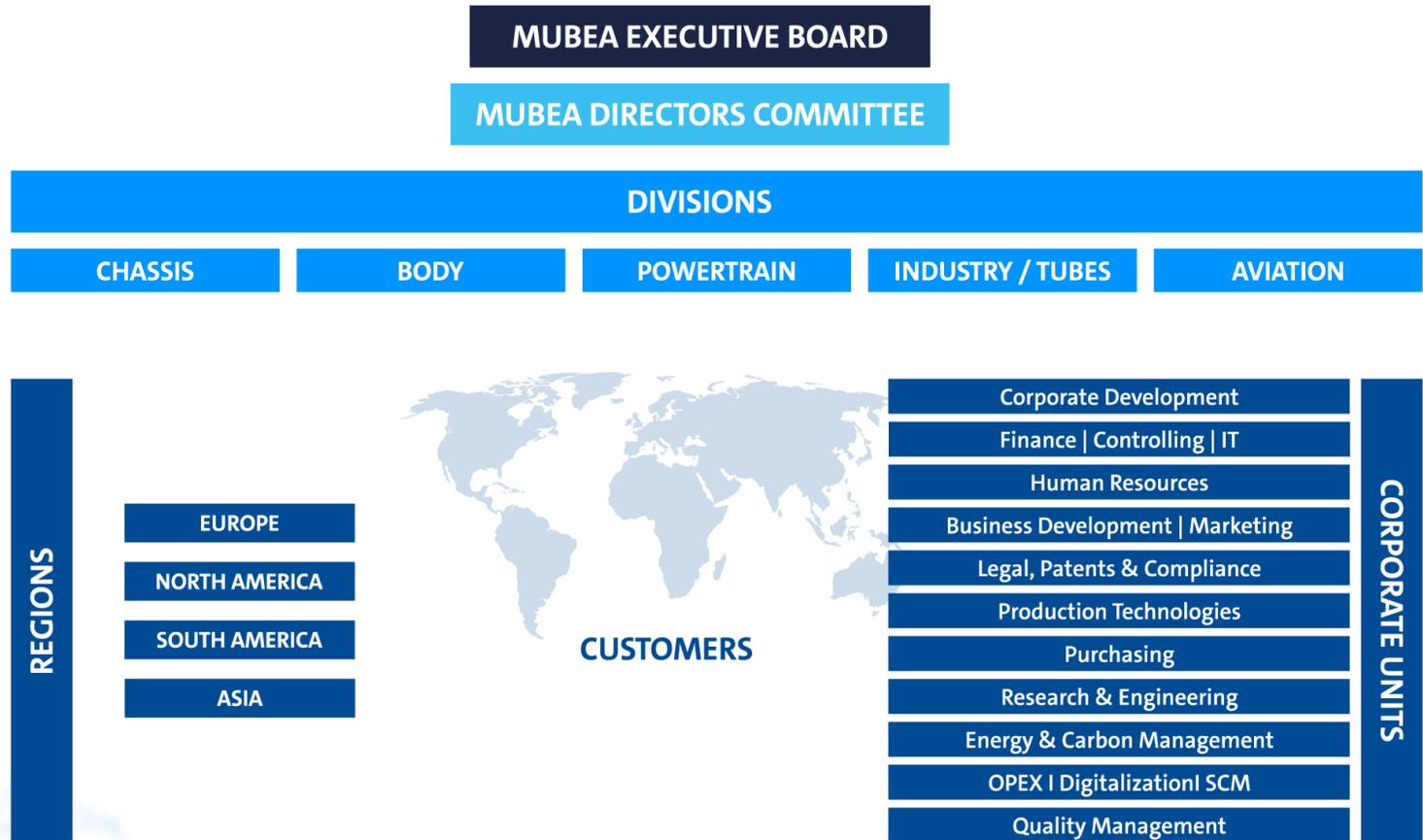
OUR MISSION ...

“To significantly contribute to sustainable mobility with best-in-class lightweight solutions!”

Context of the company

Mubea is a pioneer global partner in the transportation sector, focusing on advanced lightweight, high-strength components and related products. Founded in 1916 in Attendorn, Germany, this family-owned company, in conjunction with its parent company Muhr und Bender KG, has consistently driven innovation. Muhr

und Bender KG operates as a limited partnership. Spearheading strategic choices is the Mubea Executive Board (MEB), complemented by the Mubea Directors Committee (MDC), which provides valuable advisory support to the MEB. We are recognized as pioneers in developing trailblazing products that set international standards. Over the years, we have established ourselves as a leading automotive supplier specializing in chassis, car body and



powertrain components. Our ongoing commitment in research and development allows us to introduce new lightweight products and materials, utilizing advanced production technologies. By collaborating closely with our customers and scientific institutions, we deliver innovative solutions for creating lighter and more efficient vehicles. In addition to our advancements in the automotive industry, Mubea has expanded into the aviation industry focusing on innovative lightweight solutions and advanced materials. Our core philosophy emphasizes the internal development of cutting-edge production technologies, enabling us to respond rapidly to customer

needs and anticipate future demands. Central to this strategy is our commitment to engineering our own tools and facilities.



Mubea is a prominent global player with a presence in 54 locations across 18 countries, spanning Europe, Americas and Asia. Our widespread operations strategically position us to provide customers with proximity to the supply chains they need. Over the past five years, we have significantly expanded our company, establishing more than half of our locations in key markets with

tremendous growth potential. These attractive markets enable us to better serve our clients and support our continued success.

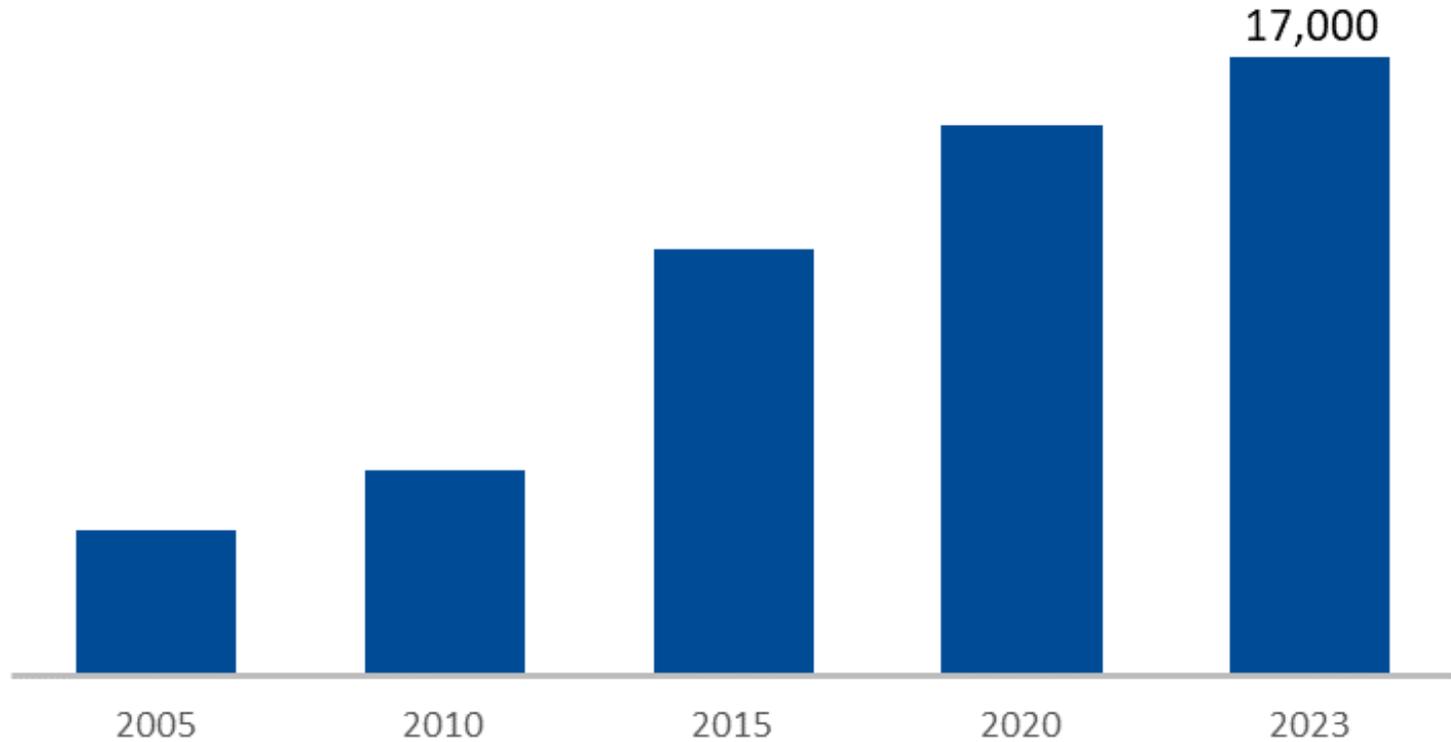


- | | | | | | | | | | |
|---------|--------|----------|-------------|----------------|-------------|----------|--------|-------|-------|
| Austria | Bosnia | Brazil | China | Czech Republic | France | Germany | India | Italy | Japan |
| Mexico | Poland | Slovakia | South Korea | Spain | Switzerland | Thailand | Turkey | USA | |

As a family-owned and operated company, Mubea employs approximately 17,000 dedicated people. We take pride in our organizational flexibility, streamlined decision-making processes, and our unwavering commitment to a robust long-term strategy. Since our roots trace back to Germany, it is no surprise that a majority of our workforce still operates from Europe. However, as Mubea has expanded its global presence as a prominent automotive supplier, our reach has also grown significantly.

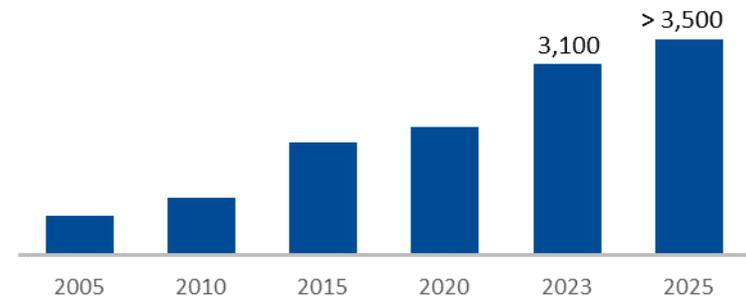
To remain competitive in the automotive industry where lightweight products are in high demand, we rely on a workforce driven by ambition and a penchant for innovative thinking. In return, Mubea offers permanent employment opportunities to the majority of our employees, reflecting our core philosophy.

Global number of employees

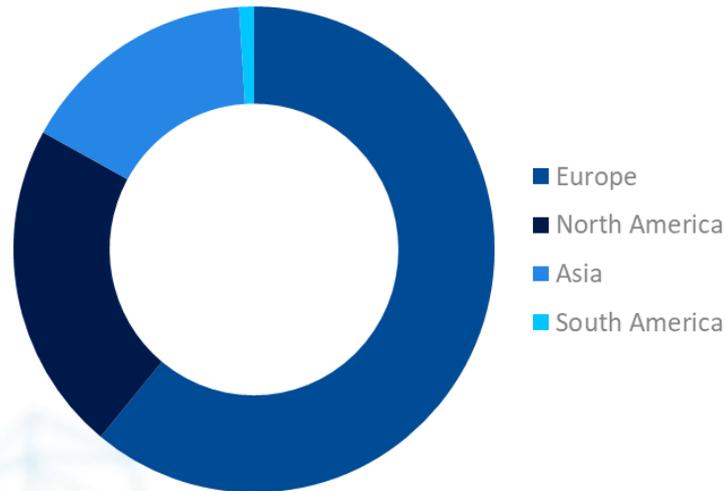


The distribution of our workforce, which leans heavily towards permanent positions, underscores our dedication to fostering long-term employment relationships. Temporary contracts, primarily for internships, trainee programs, and university collaborations, are categorized separately to emphasize our commitment to nurturing emerging talent. Mubea is organized into divisions and regions, and in 2023, we generated a turnover of 3.1 billion Euros. As highlighted on the right, Mubea has set extremely ambitious company growth targets by 2025. While this provides further challenges in meeting our sustainability goals, it also provides us the opportunity to further increase our positive impact on the world.

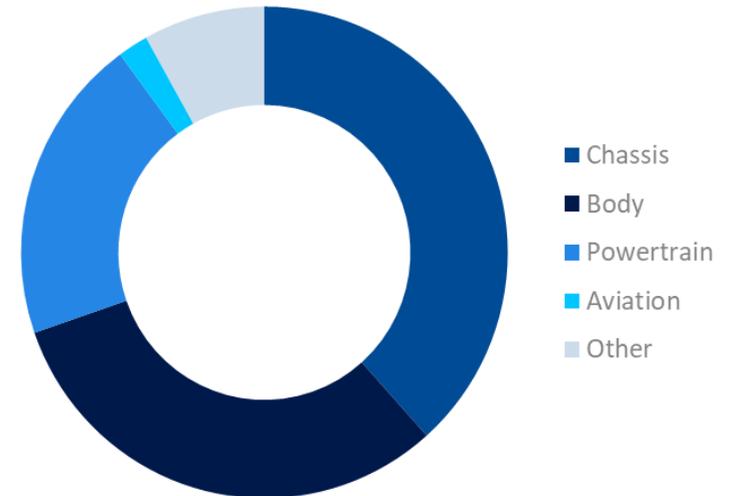
Turnover in Mio. Euro



Turnover by region



Turnover by division



Products

A key aspect of our sustainability strategy lies in our range of pioneering and innovative products. Mubea's core advantages – lightweight, efficiency, and global presence – highlight our commitment to creating meticulously engineered products for specific applications. This approach reduces material usage and product weight, as evidenced by our impressive portfolio of patented innovations. Our product optimization is built on extensive experience gained from our enduring presence in the automotive sector, bolstered by profound knowledge in materials, processes and mechanical design.

Our offerings include lightweight chassis, body solutions, and efficient powertrain products that significantly curtail fuel and energy consumption across transportation and industry sectors. While the electrification of passenger vehicles lowers emissions regardless of

vehicle weight, our dedication to lightweight principles remains steadfast. Factors such as range, driving experience, and the preservation of precious natural resources now hold paramount importance. Lightweight design not only encompasses minimal material weight but also prudent material utilization wherever feasible.

The transition from internal combustion engines to electric propulsion further empowers us to leverage our strengths in emerging markets, leading to the development of innovative low-carbon mobility solutions. Notably, our focus has been on the last-mile urban mobility and delivery segment, driving the launch of our newly established "Micromobility" division. This section will detail our vision for shaping the future across our diverse product spectrum.



Mubea's unyielding commitment to a zero-failure standard permeates every facet to ensure the safety and quality of our entire product lineup. This, in conjunction with our groundbreaking innovations, position Mubea strongly for the future.

Body

Mubea's approach has always been shaped by entrepreneurial vision, an eye for the potential offered by innovative technologies and a healthy dose of courage. We take advantage of new processes and materials to pursue our goals of continuous weight reduction, optimization, and integration of functions, as well as efficient use of resources. Our divisions include the manufacturing business units Tailor Rolled Products (TRP), Mubea Carbo Tech (MCT), Mubea Rollbonded Products (MRP), Seating and WEBA-Werkzeugbau.

TRP – Tailor Rolled Products

Mubea is recognized as a specialist in lightweight construction that contributes to reduced component and vehicle weight. Our flexible rolling technology also minimizes raw material consumption. We further decrease the use of virgin steel by incorporating recycled steel, optimizing nesting, and minimizing scrap. Additionally, the system pressure of our flexible rolling mill can be adapted to the individual rolling profile, which increases energy efficiency. The CO₂ footprint of the tailor rolled blanks is further reduced by their recyclability of scrap in downstream processes. 33% of hot forming capacity in EU is already powered by electric furnaces and green electricity, which significantly reduces the CO₂ footprint compared to natural gas ovens. TRB is developing an innovative cold forming process for its Tailor Hardened Parts. The cost effective and energy efficient process for cold forming high strength parts utilize the work-hardening effect from the rolling process, eliminating the need for the heat treatment process. The process is now ready for series production.



MCT – Mubea Carbo Tech

Mubea develops Fiber Reinforced Plastic (FRP) solutions and the corresponding production technology. This combination makes FRP the top lightweight material for diverse applications. The reduction of emissions during the use phase through lightweight and efficient products is evident. However, we consider the ecological aspect during the production processes by using fibers and matrices made from sustainable materials, as well as recyclable matrices. For example, our underbody protection systems can be made with bio-based thermosets for high performance applications or thermoplastic matrix materials for improved recyclability. Both options significantly reduce weight, leading to energy savings during the use phase of our components.



Through the high-pressure RTM production process, Mubea Carbo Tech can process custom material combinations as well as lightweight integrated components. The product safety paired with our broad development expertise and automatized manufacturing processes, ensures zero errors in development and production, thereby conserving resources.

In addition, market monitoring enables us to respond quickly. Green energy is used for the production processes at the Salzburg, Dolní Kralovice and Žebrák production sites. A 400kW photovoltaic system will be installed in 2024 at our headquarters in Salzburg. For the future, the use of bio-based fiber composites is also planned for the development of new climate-friendly and lightweight mobility solutions during the Mobility Transformation.

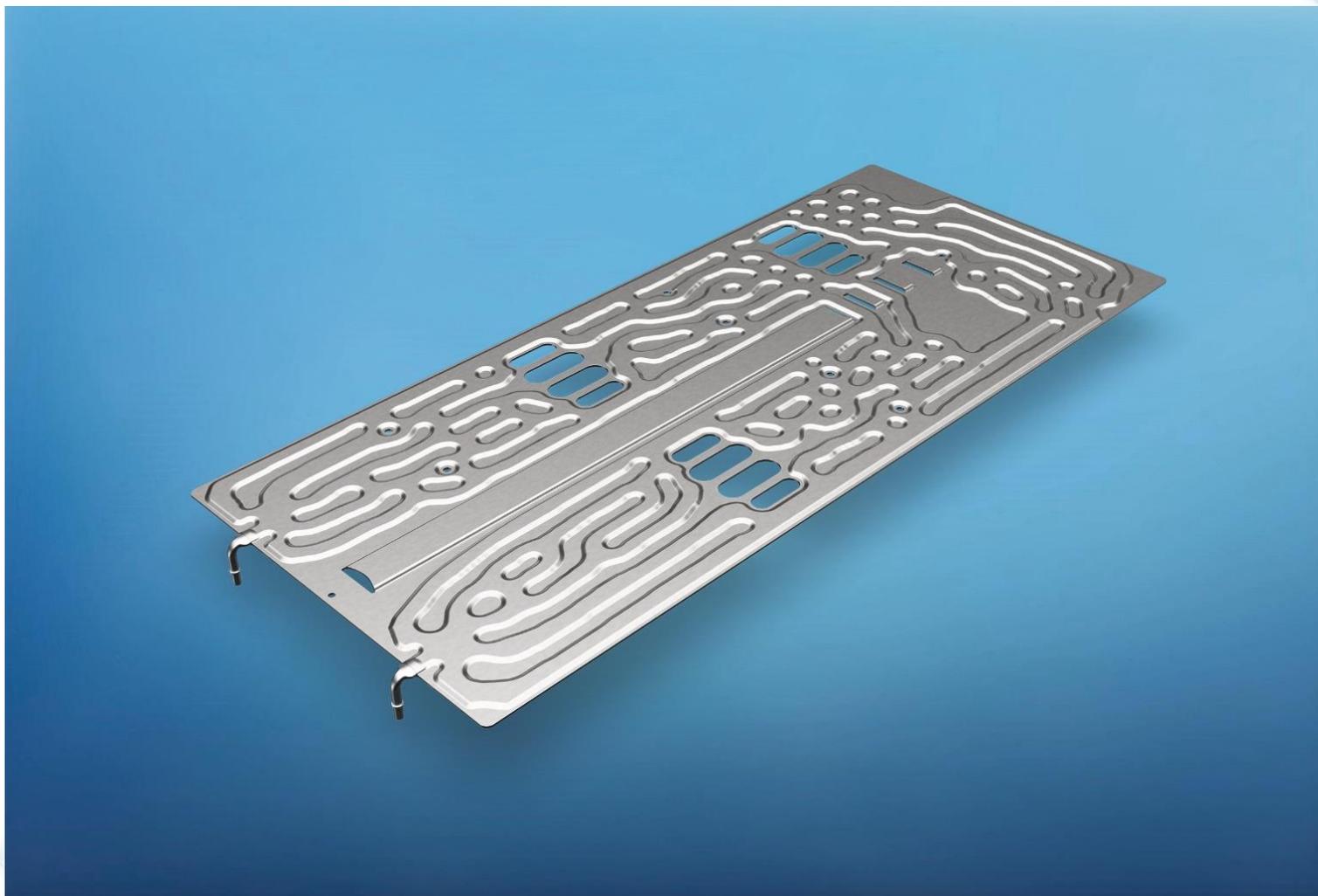
We are intensively researching for new sustainable carbon-fiber solutions



MRP – Mubea Rollbonded Products

Mubea is expanding its expertise in roll bonding, a technology that has several advantages. From a sustainability perspective, there are two distinct advantages. First, no flux materials or other brazing

media are used. Second, the exclusive use of aluminum of the same alloy family. Both advantages make the aluminum and our products 100% recyclable.





Further, the products produced by Mubea can be welded in battery housings, as there is a homogeneous composite of materials. Cooling plate and cooling channels can be formed for better function and component integration. Our Rollbonding Process guarantees a high flexibility and freedom of design in engineering change management, as no tools are required. For example, the cooling plate is needed to cool the e-mobility batteries - making it an ideal product that supports the process of sustainability.

Powertrain, Tubes and Industry (PTI)

During the last few years, the PTI division began transforming to a more sustainable future. With several new products, we changed the focus from internal combustion engine to the electrification of mobility. We are not only focusing on the sustainability of the final product but also on the sustainability of our internal processes.

Flexible Rotor Shafts

During the design phase of this new product, Mubea considered all five pillars of the Mubea sustainable strategy and we used the opportunity to implement new processes and methods.

One of the main components of an electric drive motor is the rotor shaft pressed in the lamination stacks. The innovative triangular design of the Mubea flexible rotor shaft is assembled to the lamination stack without thermal joining. This unique design significantly reduces the thermal energy required during the assembly at the customer sites.

As easy as you can assemble the product, you can also disassemble it. Therefore, it is possible to replace single lamination stacks and reuse the flexible rotor shaft. At the end of the product lifetime, the shaft can be disassembled, and individual components recycled separately into pure, higher value recycling streams.

Due to its triangular shape the rotor shaft is characterized by a defined radial flexibility, which makes it possible to increase the power density of the motor by increasing its rotor speed.

Consequently, our customers can use a smaller and lighter engine with the same power output. The saved engine weight contributes to increase the driving range of the electrical car.

Additionally, the rotor shaft itself is also lighter. With its hollow design, weight is reduced up to 40% compared to conventionally manufactured rotor shafts. Since the flexible rotor shaft is produced from recycled steel, it also reduces the Scope 3 emissions of the product.

The space between the triangular designed rotor shaft and the lamination stack can be used for direct cooling of the lamination stack, which enables an increased maximum power output of the motor. Start of production will be beginning of 2025.

Disc springs for integrated power brake

With the innovative design of our disc springs, Mubea further supports our customers by delivering a product developed to reduce emissions over its life cycle.

The new integrated power brake (IPB) has an increased performance with a much lighter and less complex design compared to similar products. This system can recuperate 100% of the braking energy, which can increase the driving range up to 20%. In contrast to conventional solutions, the IPB system is completely free of noise and vibrations which makes it perfect for electric vehicles. The best-in-class system-dynamic makes the IPB capable to be used in emergency brake systems in actual and future high level autonomous driving systems.



During the design phase of this product, Mubea considered all sustainable aspects. The spring designs show an extremely high material utilization, the stamping process uses multi-cavity tools to reduce material consumption and increase productivity. A flexible partially linked production line concept has been implemented to realize a perfect material flow for multiple product varieties. All these measures reduce resource input, energy consumption, and CO₂ footprint of the manufacturing operations.

To minimize CO₂ emissions related to transportation of components, Mubea produces these disc springs in the local markets being served: In Europe for the European market and in China for the Asian market.

Transmission Disc Springs

Together with ZF Friedrichshafen, we launched a pilot project at the end of 2021 as part of a "Green Steel Partnership" with which we aim to significantly reduce the Product Carbon Footprint (PCF), i.e., the CO₂ footprint, for joint products. The first batch of Mubea

transmission disc springs made of "green steel" has now been produced and one of the springs symbolically handed over by Dr. Andreas Hauger to Mr. Matthias Lang, Head of Cluster Steel Components at ZF.

Within the pilot project, specialists from Mubea and ZF investigated which of the transmission disc springs already in series production for ZF would be suitable for a sustainability project. The team analyzed the reduction of PCF in terms of number of units, installation times, intended use and other factors and was able to identify two suitable types of transmission disc springs. In close coordination with ZF, our manufacturing process for these two springs was converted to "Green Steel" within the pilot project. In this process, the raw material is obtained in an electric arc furnace - a much more sustainable method than the melting process in conventional blast furnaces using coke-coal. This conversion reduces CO₂ emissions by around 60 percent within the production of the transmission disc springs.



Clipless pre-opened spring band clamp

Sometimes even a slight change can make a product more sustainable. In the early 1980's, Mubea began the production of the newly designed spring band clamp, which greatly reduced cars maintenance frequency at that time. Even after several years of mass-producing this product, Mubea still finds ways to make the product and design more sustainable.

To ensure a quick assembly by the customer we deliver pre-opened spring band clamps. Earlier, a small plastic clip kept the clamp open, and that clip would be scrapped after the assembly of the spring band clamp.

This single-use glass fiber reinforced plastic clip is a significant waste of resources. Therefore, Mubea developed a pre-opened spring band clamp that no longer requires the plastic clips.

Today, we are selling approximately 130 Mio. spring band clamps without clip annually - saving nearly 500t of plastic material.

Chassis

Over decades Mubea has developed to become a global market leader in chassis components. To optimize and further develop our products we pursue these goals: innovative lightweight design, excellence in robustness and function, high vertical integration of value-add and global availability.

Coil Spring Systems for BEVs and P-HEVs

By introducing the side load spring in the 1990s for front axle McPherson struts, we established the cold forming technology to enable the most efficient spring designs for passenger vehicles on both axles. Our in-house production of high strength spring steel provides the basis for lightweight applications. During the last decades, we were able to utilize the material to its best potential by

computer-optimized designs, robust interfaces, and improved production processes. Through these steps, we reduced the weight by 60% compared to our spring designs in the early '90s.



In the wake of electrification, the increasing weights of plug-in hybrid vehicles (P-HEVs) and battery electric vehicles (BEVs) demand for higher spring loads and rates. Typically, the forming of these springs with wire diameters more than 20mm is produced in a hot state – with limitations to the spring's design and weight. However, lightweight is still of significant importance, as it extends the driving range of electric vehicles. Mubea has increased its product portfolio to include springs with wire size up to 23mm, in order to offer the benefits of cold forming to all future passenger car segments as well as light commercial vehicles. Another step towards reducing CO2 emissions is the increased purchase of steel from EAF furnaces and the step-by-step switch from gas to electric furnaces in the spring production process.

Mechanical Adaptive Roll Damping (MARD)

Since the invention of the automotive suspension system, balancing vehicle handling and ride comfort has been a persistent challenge. Traditional suspension systems necessitate compromises between these two aspects. Modern vehicles, however, demand superior handling without compromising driver comfort.

It is a tough challenge, which requires an extremely specific solution, thus the development of active suspension systems.

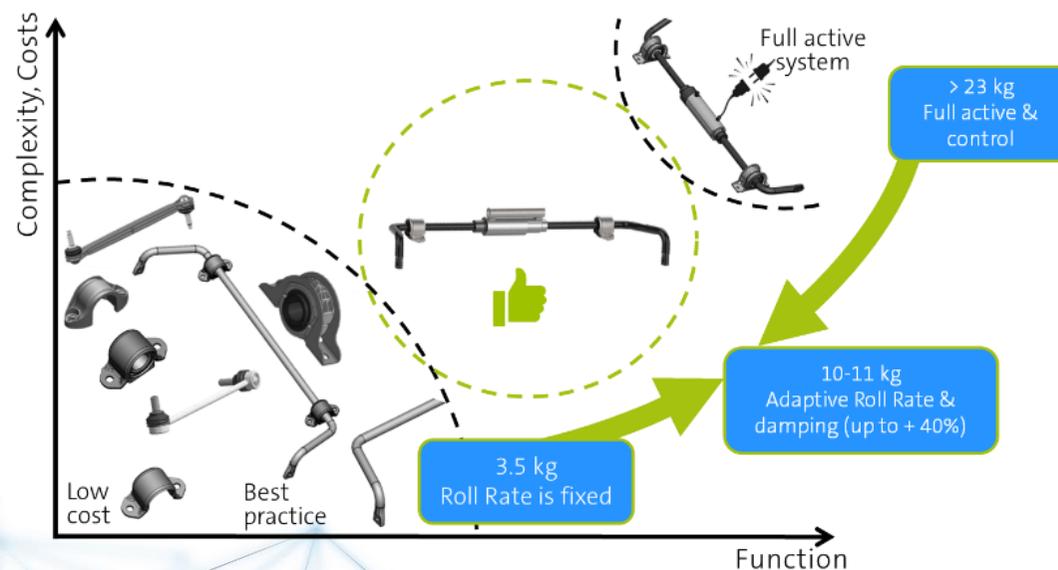
Active suspension systems are electromechanical, actively generating a straightening moment to reconcile the demands for both handling and comfort. Despite their advantages, these systems come with significant drawbacks. These suspension systems have a high degree of technical complexity and add significant expense to a vehicle. They consume a considerable amount of electricity when operating, and the components consist of many rare earth minerals and other precious non-ferrous metals. Ensuring optimal

functionality involves sophisticated control units that also consume electricity and critical minerals.

As a more sustainable alternative, Mubea developed a Mechanical Adaptive Roll Damping (MARD) system. This system automatically adjusts to road surfaces, providing improved driving capability and superior comfort without the need for additional control units or energy consumption.

The new solution and its components are manufactured with over 90% conventional metallic alloys according to standard specifications, allowing for high percentage recycled content today. The light rubber sealing was optimized to be manufactured with simple rubber compounds, which function without any technical waste of critical components such as PVC. Staying true to our lightweight philosophy, a complete system weighs approximately 11kg, averaging almost half of other active systems.

In summary, Mubea's Mechanical Adaptive Roll Damping offers a cost-effective, environmentally friendly, and efficient solution to



the traditional challenges of automotive suspension systems. It ensures better handling, comfort, sustainability, and contributes to significant CO2 reduction, making it a forward-thinking choice in green automotive technology.

Micromobility

The 2021 created brand Mubea U-Mobility stands for innovative, sustainable, and customer-orientated mobility solutions in the sector of modern, urban mobility and logistics.

With our creative power and focus on functionality, comfort, and aesthetics, we strive to enthuse the public for E-mobility, ease their entrance to carbon free last mile vehicles, and provide a substantial effort for sustainable mobility.

The “U” in U-Mobility means “Unique, Urban” and “You.” Big changes come in small steps – starting with U (you)!



With the U-Mobility Cargobike, Mubea delivers both sustainable and efficient last mile vehicle concepts bringing our design and

technology expertise from the automotive industry to the micro mobility market.

Serial production started September 2022 and has been scaled in 2023 to several hundred vehicles operating on public streets and cycle paths in Germany, the UK, and the Netherlands for large scale key accounts like Amazon, UPS or Hermes, but also for small and medium sized logistics and service companies.



The Cargobike is a four-wheeled pedelec. It differs from its competitors by robustness, design, and ergonomics and up to 2,000Ltr. loading capacity. Hydraulic disc brakes, a front and back double wishbone suspension is combined with rear-axle damper-strut & stabilizer bars and Mubea’s own performance wheels paired with motorcycle tires ensure longevity and a dependable grip plus massive stopping power.

The chassis is also responsible for carrying freight without any damage. A maximum box payload of 200kg paired with a total permitted vehicle weight of 600kg are upper class in this sector.

The platform design allows for purpose-oriented builds with a variety of driver cabins and loading containers both with and without roof for easy accessibility or enhanced comfort.

While developing our electric Cargobike, we meticulously focused not only on the crucial technological aspects, but we also devoted considerable attention to its functionality and sleek, modern design. The result is an innovative vehicle for the emission-free, fast, and quiet transport of goods in urban areas that meets visual requirements and successfully blends into the cityscape. Next to the Cargo bike sits the “XBoard.” Our most recent addition the U-Mobility family excites riders with its unique suspensions design, allowing for comfort and safety on every riding

surface. Aimed at personal transport, the vehicle features a practical folding mechanism allowing it to shrink to a convenient size that is easily carried by hand and perfect for intermodal commuting with public transport.

The chassis is based on a patent registered “Carbon-fiber-flex” design allowing for a lightweight, low-maintenance full-suspension platform of the XBoard. Combined with hydraulic disc brakes, a safe handling is always guaranteed. Similar to the Cargobike, we applied Mubea’s expertise from other industries to this remarkable product as well.





Combining the finest lightweight materials from aviation grade aluminum, stiff carbon fiber and reinforced thermoplastics allowed us to create a robust but lightweight foldable frame.

The XBoard is the first choice when it comes to flexible, stylish, and fun urban mobility.

An app links the XBoard to the digital world and offers additional functions and technical information. Sales of the first limited edition will start on June 2024.

As industrialization partner for the exoskeleton developer German Bionics, Mubea U-Mobility expands its product range into a promising field within the future of work. With 66lb. (30kg) support per lifting movement and active walking assistance, the Apogee exoskeleton by German Bionic reduces the level of physical exertion required of workers while conducting their tasks. At the same time, organizations will be provided with real-time insights to enable safer workplace ecosystems. Targeting construction, manufacturing, logistics, and healthcare sectors, it reduces worker fatigue and

increases efficiency. Series production begins in Q3 2023 at Mubea's facility in Attendorn, Germany.



Aviation

Mubea Aviation is dedicated to reducing the environmental impact of aircraft production and operation through innovative lightweight products, advanced materials, and sustainable processes. We are committed to minimizing our own carbon footprint while delivering high-performance components that reduce aircraft weight and fuel consumption meeting the demands of the most advanced aircrafts in the world. This holistic approach to sustainability reflects Mubea's long-term vision of creating a greener, more sustainable world.

Metallic Detail Parts

Mubea Aviation is recognized for its high-precision sheet metal components, complex machined detail parts as well as sophisti-



cated riveted assemblies and assembly modules. Made from aluminum and titanium alloys with favorable strength-to-weight ratios, these products are integrated into critical aircraft structures. Being vertically integrated, we exploit advanced forming technologies, including hydroforming and deep drawing, automated 5-axis machining, and in-house surface protection processes to sustainably manufacture our products. Maximizing material usage while simultaneously reprocessing scrap metal, we reduce the demand for raw material and energy consumption during manufacturing.

Composite Components

In response to the growing demand for lightweight materials, Mubea Aviation develops a range of composite components that deliver exceptional weight reduction and durability. The use of composites enables the production of strong yet lightweight parts capable of withstanding the stresses of flight, including temperature fluctuations and high mechanical loads. Our advanced production

processes such as tailored fiber placement (TFP) and Resin Transfer Molding (RTM) are optimized to minimize energy consumption and material waste.

Thanks to our expertise in manufacturing composite components, we partner with Zipline to enhance drone delivery regarding both range and safety. By integrating carbon fiber and advanced composites into the fuselage, wings, and tail of Zipline's drones, we improve their strength, weight, and payload capacity. Leveraging our experience from the automotive industry, the partnership brings high-volume production capabilities to Zipline's operations. With autonomous deliveries every 70 seconds, Zipline revolutionizes healthcare, retail, and food industries, offering faster, greener, and more reliable delivery solutions than traditional methods, aligning with our commitment to sustainability and innovation.



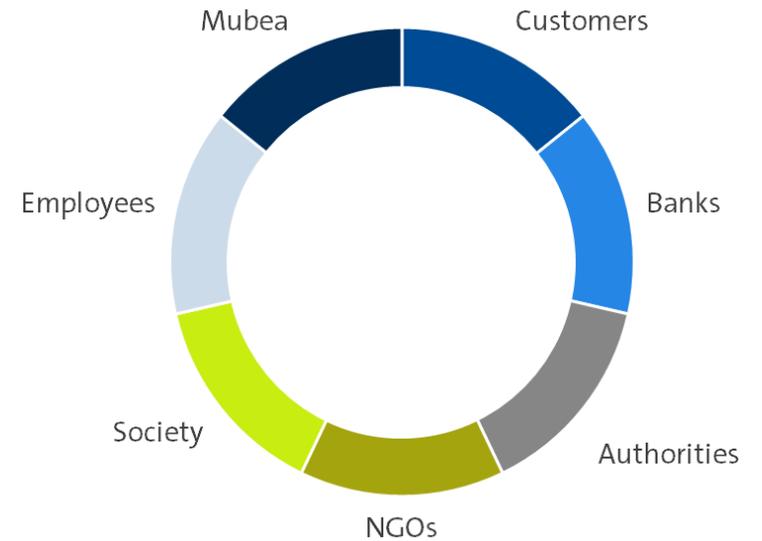
Materiality analysis

We analyze topics of our interested parties thoroughly both from the in- and outside regularly to align our own sustainability strategy with their developing needs and expectations. To create the materiality analysis a multi-disciplinary team consisting of in- and external experts worked together to determine stakeholders and CSR-topics with the strongest interest in and greatest impact on Mubea's sustainability activities.

As a result of our diligent analysis, we have identified seven distinct stakeholder groups, including our corporate management (Mubea). Subsequently, we carefully selected sustainability topics that hold the utmost significance for our stakeholders, guided by a Corporate Social Responsibility (CSR) perspective.

With stakeholders clearly defined and sustainability topics in focus, our multi-disciplinary team meticulously assessed the interests and impacts associated with each, utilizing a scale that spans from "negligible importance" to "paramount priority for this stakeholder."

Our stakeholder analysis has revealed that all the topics featured in our previous sustainability report retain their relevance, some undergoing minor name adjustments, as necessary.

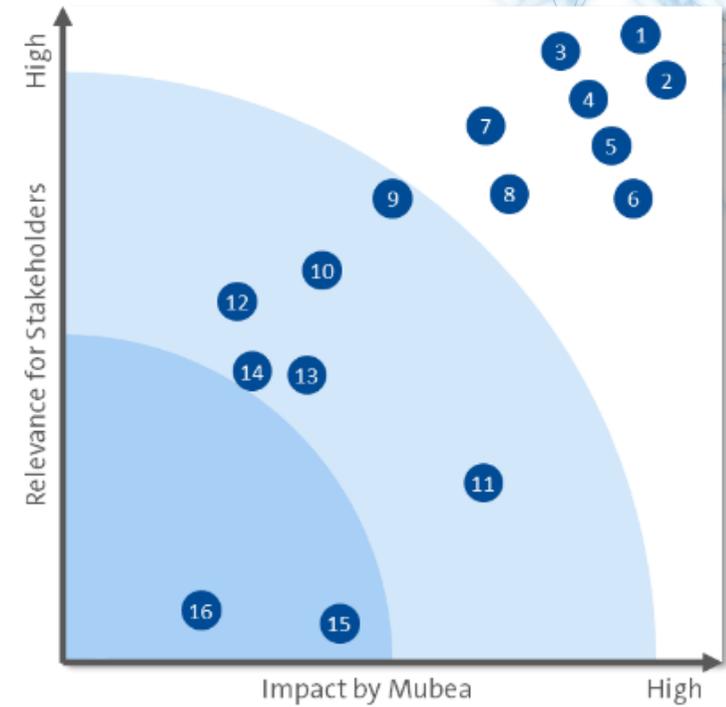


CSR TOPICS

- 1 Greenhouse Gas Emissions
- 2 Occupational Health & Safety
- 3 Legal Compliance
- 4 Supply Chain Management
- 5 Energy Efficiency
- 6 People Development
- 7 IT-Security & Data Protection
- 8 Diversity & Equal Opportunity
- 9 Business Ethics
- 10 Effluents and Wastes
- 11 Social Responsibility
- 12 Water Stewardship
- 13 Sustainable Materials
- 14 Human Rights
- 15 Local Communities
- 16 Public Policy

We created a materiality matrix to provide a visual representation of our sustainability topics, their relevance positioning to our stakeholders and their impact on Mubea. This matrix offers a clear insight into the prioritization of these topics.

Remark: While the position of topics in the matrix on the right reflects the general positioning quite well, the numbers shall not assume any direct ranking or prioritization of topics next to each other.



Environment

We are committed to preventing harm while also enhancing the positive impact of our operations on the environment and its people for present and future generations.

In line with the ten principles of the United Nations Global Compact, Mubea's sustainability strategy actively contributes to twelve of the United Nations' seventeen Sustainable Development Goals (SDGs).

Mubea is committed to protect the environment and its limited resources by minimizing the environmental footprint of our products and processes in our day-to-day operations. We acknowledge the threat that the man-made climate crisis poses to the future of our planet.

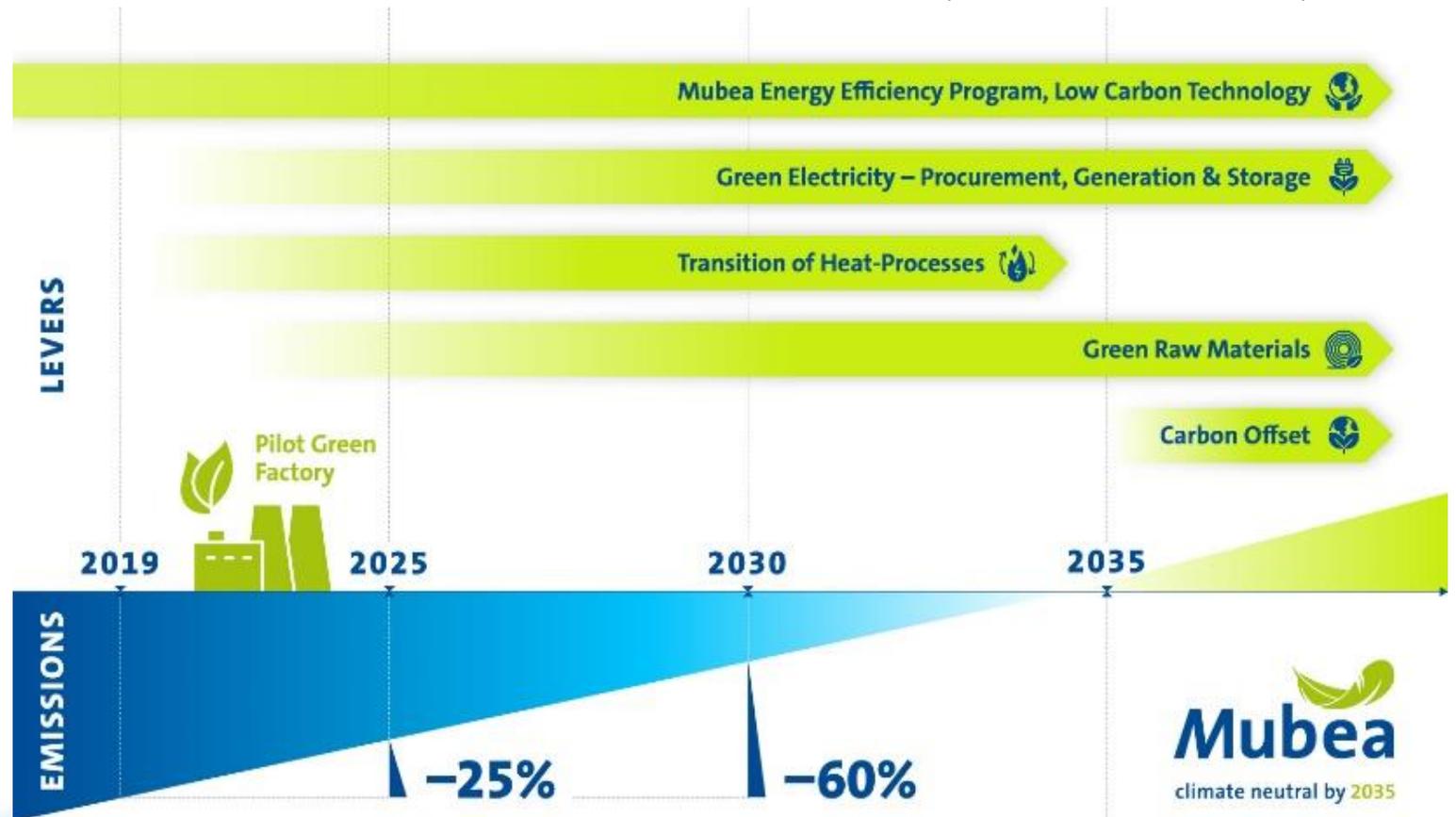
We recognize that responsible resource management is essential to sustainable production, following the entire product cycle from the limited use of all necessary resources such as production materials, water, and land to the application of a waste prevention hierarchy (avoid, reduce, reuse, and recycle). We manage harmful chemical substances by substituting or minimizing their use and take pro-active measures to prevent any permanent contamination of soil, water, and air. As stewards of the environment, we are committed to preserving and promoting biodiversity in all our operations and endeavors, by the conversation of ecosystems, habitats, and endangered species.



Climate Change

The ever-increasing number of environmental and safety requirements and associated societal impacts have led to a significant need for precise guidelines on how to deal with these issues. Against this background, Mubea has adopted a methodical approach to reducing its environmental impact.

This determined goal is summarised in a single, powerful statement “**climate neutral by 2035**” and derives from the 1.5°C target of the Paris agreement. In addition, the renowned SBTi - Science Based Target initiative will evaluate our strategy as we are registered as a conscientious company. Our set target is to reduce greenhouse gas emissions by 25% no later than 2025, and become climate neutral by 2035, as visualized in the roadmap below:



In our efforts to achieve carbon neutrality and achieve climate neutrality in the future, our strategy first focuses on preventing emissions through energy efficiency measures, adopting low carbon technologies, and procuring green electricity as well as carbon reduced raw materials – mainly steel. Next, the focus is to reduce emissions from difficult-to-decarbonize process by transitioning thermal process to green fuel sources or electrify them. The final step is to utilize carbon offsets to attain neutrality and move to climate neutral.

Not only processes are made more sustainable, but our products as well. Our reputation as a leading manufacturer for fossil-fueled commercial vehicles shall be continued with an increasing variety of products for electric cars, last-mile vehicles and even the aviation industry.

All newly constructed buildings will be equipped with roof-mounted photovoltaic systems, or at a minimum, designed to be 'PV-ready,' allowing for the future installation of solar panels to meet part of the building's energy needs in a climate-neutral manner.

Through the utilization of green energy, whether through procurement or self-generation of electricity, we have successfully mitigated a substantial portion of emissions stemming from our production processes. We have achieved significant emissions reductions in Germany, Austria, the United States, the Czech Republic and since 2023 in Slovakia as well by adopting green energy solutions. Furthermore, our aim is to transition to 100% green electricity usage across all Mubea locations by 2025. This encompasses not only the procurement of green electricity certificates but also the implementation of Mubea's sustainable, self-generated green energy.

Renewable Energy

	2019	2022	2023
Green electricity share	2%	57%	59%

In addition to altering our energy source, optimizing our processes to reduce energy consumption is a crucial factor in our emissions reduction efforts.

Mubea manufactures a large variety of products most of which are made of metallic materials like steel and aluminum alloys. These materials typically are to be heat treated to achieve desired material characteristics. To reduce our carbon footprint and leverage our investment in self-generation of green electricity, we are focusing on converting our gas ovens to either very effective conductive heating or where not possible to convective heating ovens powered by green electricity. The electrification of heating processes is not accomplished quickly, which is why we are still considering other modifications of our existing infrastructure to incorporate thermal energy recovery systems. The benefits of these systems can partially be carried over to the new electric oven technology in future projects.

As we embark on this journey, our commitment to science-based emissions reduction targets reinforces our determination to drive positive change.

Measured from a baseline in 2019, we pledge to achieve net-zero greenhouse gas emissions throughout our entire value chain by 2035. In accordance with SBTi this will be fulfilled with maximum of 10% compensated emissions. Additionally, we are committed to cutting absolute scope 1 and 2 GHG emissions by 50% by 2030. Concurrently, our goal is to progressively increase our annual adoption of renewable electricity, surging from 2% in 2019 to a complete transition to 100% by 2025.

Furthermore, we are dedicated to slashing scope 3 GHG emissions stemming from procured goods and services, capital assets, fuel and energy-related activities, upstream transportation and distribution, waste generated in operations, business travel, employee commuting, and upstream leased assets by an impressive 57.5%, based on the number of raw materials procured, within the same timeframe.

Energy consumption

Mubea Group 2019-2023 in GWh

	2019	2022	2023
Mubea Group [GWh]	1,077	1,041	1,123
Natural gas [GWh]	495	471	502
Electricity [GWh]	583	570	621

Electricity and Gas Consumption [GWh]



Our energy intensity remained virtually unchanged compared to the previous year. The minimal changes can be explained by a combination of price effects and shifts in production volumes.

Energy intensity

Mubea Group 2019-2023 in MWh/mio. € turnover

	2019	2022	2023
	469	350	362

The foundation for a qualitative assessment of the potential greenhouse gas emissions associated with our company's key assets and products began with the establishment of a comprehensive Greenhouse Gas (GHG) inventory and reporting system. In response to growing customer demand, we have also undertaken the calculation of Product Carbon Footprints (PCF).

During the development of our GHG report and PCF calculations, we identified that a substantial portion of our emissions arises from material procurement. Consequently, achieving our sustainability objectives necessitates a broader approach that extends beyond internal emissions reductions, which had been our primary focus in recent years. To work towards our climate-neutral goals, we are implementing a multi-faceted strategy that addresses all three scopes of emissions.

Emission intensity

Mubea Group 2019-2023 in t CO_{2e}/mio. € turnover

	2019	2022	2023
	1,789	1,113	1,099

Our Carbon Neutral 2035 program is among our top 5 management priorities. The continuous improvement of our energy efficiency and the reduction of greenhouse gas emissions are therefore of great importance to our company.

They are seamlessly integrated and intricately linked with the company's short- and long-term business planning. To ensure effective

oversight and strategic guidance, dedicated steering committees focused on specific sustainability topics are regularly convened. These committees are chaired by the highest-level management, known as MEB, and include members from the second-level management, MDC. It is important to note that no sustainability measures are implemented without the explicit approval of these leading organizational bodies.

With the accelerating transformation to e-mobility, the focus of reducing emissions has shifted from the use phase of productions towards the manufacturing steps. Consequently, we evaluate even the smallest potentials to prevent or at least reduce emissions across all three Scopes.

To set ambitious yet realistic targets, it is essential to first assess the status. For seven years, Mubea has been reporting its corporate carbon footprint (CCF) in accordance with the internationally

Our scope for emissions includes all processes before: cradle-to-gate.



recognized Greenhouse Gas Protocol standard. Our definition of emission categories, or "scopes," aligns with international standards. As a manufacturing company, we started by reporting all emissions related to upstream activities and our own business operations. Emissions associated with downstream activities (the use of our products) are reported additionally, since we joined the Science Based Target initiative, SBTi. This year marks the fourth consecutive year of Mubea's publication of greenhouse gas emissions data encompassing all three scopes.

Looking at the GHG-report (full GHG-report see at: [Mubea.com/Sustainability](https://mubea.com/Sustainability)) it clearly shows the necessity of heading into a consecutive electrification and transition of gas-fired processes to reduce the corporate carbon footprint effectively.

The reduction in gas consumption was primarily driven by the electrification of our gas processes. Our key focus remains on optimizing ovens, recognizing them as the most energy-intensive gas-consuming units across our manufacturing sites.

The reduction of emissions within Scope 2 primarily revolves around our procurement of green electricity through Guarantee of Origin certificates (GOO). However, Mubea is actively planning to transition from solely relying on the supply of green energy to taking an active role in generating green electricity in the future.

Mubea's global Energy Efficiency Program, known as "MEEP," has been in place for many years and is committed to reducing resource consumption across all processes while simultaneously enhancing energy efficiency.

This initiative has already achieved significant success through optimizations in compressed air systems, including the reduction of leaks, system pressure reductions, and the implementation of pressure management systems. The program is currently exploring



additional avenues for reduction, such as improving lighting systems and fine-tuning heating processes and cycle times, with a particular focus on addressing the most energy-intensive areas, referred to as "SEUs" or Significant Energy Units, within Mubea.

On the road to climate neutrality, Mubea is proactively seizing opportunities, such as expanding the infrastructure for the electric company car fleet by constructing numerous charging stations. This network is continually being developed at all locations and is already available to both customers visiting Mubea plants on business trips and employees with private electric vehicles. Mubea is actively engaged in industry associations and works closely with customers to develop low-carbon products. By continually monitoring market trends, we update our product strategies and participate in mobility events, ensuring we remain aligned with industry developments and maintain our goal of becoming a benchmark for climate protection in the automotive sector.

The evolving landscape of the automotive industry, driven by the urgent need to address climate change, presents both challenges and opportunities for business transformation. Rational development that harnesses low-cost, sustainable energy sources is crucial for success. Our roll bonded products serve as a leading example, featuring electrified manufacturing lines, efficient processes, and the use of sustainable materials.

We firmly believe that electromobility will be a key driver in stopping climate change, and we see ourselves as an important part of this transformation. However, without effective climate action, businesses that need to change face significant risks. As a sub-supplier in the automotive industry, Mubea relies on its customers and their markets to support our net-zero transition plans. Unstable international and governmental regulations pose the risk of placing us in a position that is environmentally sustainable but financially

unsustainable. Therefore, preparing the organization to manage both acute and chronic climate impacts is essential.

Mubea specializes in designing and producing lightweight products, which are increasingly in demand as regulations on carbon emissions tighten during the usage phase of mobility products. This shift is driving a growing demand for BEVs. To capitalize on this trend, Mubea has expanded into the production of key BEV components, including battery cases and electric motor shafts, thereby increasing our market share in this sector. Additionally, the establishment of our Micromobility division has created new revenue streams in the zero-emission transportation sector, further fueling the company's growth in response to the rising demand for sustainable mobility solutions.

We ensure full compliance with existing regulations and legal requirements through our global, integrated management system. We diligently track and monitor regulations at both corporate and local levels. Regular evaluations by our representatives help identify potential weaknesses in our management standards. Both internal and external audits ensure compliance, with risks and lessons learned being communicated across the organization to all employees.



Water and marine resources

Water is one of the planet’s most vital resources, essential for all forms of life, ecosystems, and human development. As a cornerstone of global sustainability, water is integral to the health of our communities, economies, and natural environments. However, the growing pressures of climate change, population growth, and industrial demand are intensifying water scarcity and pollution. At Mubea, we recognize the critical importance of water preservation. Through innovative practices and responsible water management, we are committed to safeguarding this precious resource to ensure a sustainable future for both our operations and the communities we serve.

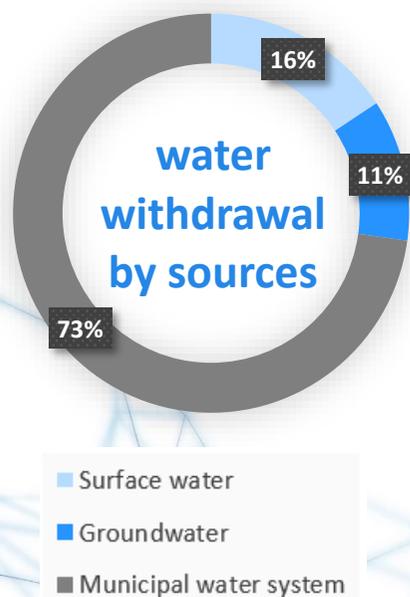
All Mubea sites have implemented the standardized procedures and processes of an ISO 14001 environmental management system. Our integrated management system ensures that water-related impacts are considered at every step of the process. 66% of our sites have identified water as a significant environmental issue, resulting in the definition of local targets and actions. A selection of water data is reported to Mubea headquarters for further evaluation.

At Mubea, we are tracking key performance indicators for the withdrawal of fresh water, discharge of wastewater, and our consumption of water.

Water withdrawal

Mubea Group 2021-2023, in 1,000 cubic meters

	2021	2022	2023
Mubea Group	1,250	1,689	1,430



Taking water from the existing ecosystem means that other stakeholders, such as nature and wildlife, other businesses, and communities, initially have less water available for their own needs. We therefore, continually monitor our water withdrawals to identify opportunities to reduce water demand. Over the past three years, our total water withdrawal has increased from an initial 1.25 million cubic meters (m³) in 2021, to a peak of 1.69 million m³ in 2022, to a current 1.43 million m³ in 2023. To validate and verify any potential performance improvements, it is important to match water demand with a company's production output.

Water withdrawal intensity

Mubea Group 2021-2023, in cubic meters per millions of euros

	2021	2022	2023
Mubea Group	551	567	462

As a measure of intensity, we use the total volume of water withdrawn per operating performance (internal + external sales). Operating performance is generally a good indicator of production output and therefore a good basis for optimizing water use. The water withdrawal intensity in 2022 was at the same level as in 2021, underlining that the sudden increase in water demand was indeed caused by higher production output. For 2023, we have achieved a reduction in water withdrawal intensity to 462m³/M€, a decrease of more than -18% compared to the previous reporting year. Although this is a remarkable success at first sight, we cannot ignore the effect of unnaturally high inflation in 2023. It is therefore necessary to monitor and evaluate these figures in the coming years.

86% of our wastewater can be released to surfaces or municipal water systems without any special treatments!



- Surface water
- Municipal water system

Water withdrawal by source

Mubea Group 2023, in 1,000 cubic meters

	2023
Surface water	225
Groundwater	164
Seawater	0
Municipal water system	1,041

The majority of our fresh water comes from local municipal water systems (73%), followed by surface waters such as rivers and lakes (16%) and groundwater from wells (11%). Seawater is due to the high salt concentration not an option for our production processes.

As a second sustainability aspect, ensuring good wastewater quality is essential for protecting ecosystems and public health. The "quality of discharge wastewater" refers to the characteristics of water released into the environment after being used in industrial, agricultural, or domestic activities. It includes factors like chemical composition, temperature, pH, and levels of contaminants such as heavy metals, nutrients (like nitrogen and phosphorus), and biological pollutants (e.g., bacteria). The quality of water discharge is strongly influenced by the application. Reports from our sites indicate that water is used for three main purposes: cooling, washing, and coating.

Water discharge by destination

Mubea Group 2023, in 1,000 cubic meters

	2023
Surface water	537
Groundwater	0
Seawater	0
Municipal water system	860

The high proportion of cooling water means that 86% of our wastewater is of a quality that can be discharged either into municipal water systems (62%) or even surface water (38%) without any special treatment (physical or chemical) on our part.

Tracking and reducing water consumption is crucial for companies as it supports environmental sustainability, operational efficiency, and regulatory compliance. By conserving water, companies help preserve vital natural resources, reduce their environmental impact, and lower the risk of water scarcity.

Water consumption

Mubea Group 2023, in 1,000 cubic meters

	2023
Mubea Group	464

In theory, the difference between water withdrawal and wastewater discharge should give a company's total water consumption. When we used this method in the past, we had almost zero water consumption. We then found discrepancies between our reports and the situation in our sites. Further analysis showed that around 30% of our water discharge is rainwater - which passes through our sites without ever being used in our production processes but is not recorded as a water input. As a result, we had to change our reporting structure to correct this significant error. In 2023, our water consumption is significantly higher - but not comparable anymore - to previous reporting periods. We will be able to assess our progress in reducing water consumption in future years.

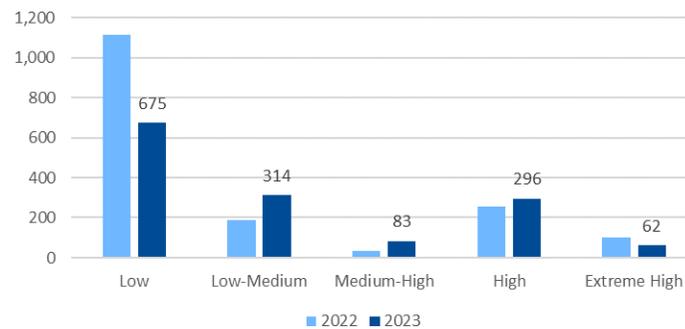
Aqueduct Water Risk Atlas

Site(s)	Country	Overall Water Risk
Sanand	India	Extreme High
Chakan	India	
Pirangut	India	
Shenyang	China	
Melfi	Italy	High
Manisa	Türkiye	
Kunshan	China	
Saltillo	Mexico	
Celaya	Mexico	
Taicang	China	
Rayong	Thailand	Medium - High
Agreda	Spain	
Cerkezköy	Türkiye	
Ergene	Türkiye	
Kezmarok	Slovakia	
Taubate	Brazil	Low - Medium
Ujazd	Poland	
Wendlingen	Germany	
Prostejov	Czech Republic	
Ololmouc	Czech Republic	
Dingelstädt	Germany	
Weißensee	Germany	
Gyoda	Japan	
Amurrio	Spain	
Dolni Kralovice	Czech Republic	
Bedano	Switzerland	Low
Arbon	Switzerland	
Oberriet	Switzerland	
Attendorn	Germany	
Daaden	Germany	
Weitefeld	Germany	
Florence	USA	
Cerhovice	Czech Republic	
Zebrač	Czech Republic	
Schwerin	Germany	
Dietach	Germany	
Salzburg	Austria	

Responsible use of water is a high priority across the Mubea world. As in all aspects of sustainability, we defined a strategy to prevent further tightening of already existing water shortages in some areas. Therefore, we began analyzing all Mubea plants according to the water risk filter provided by the World Resource Institute in 2019.

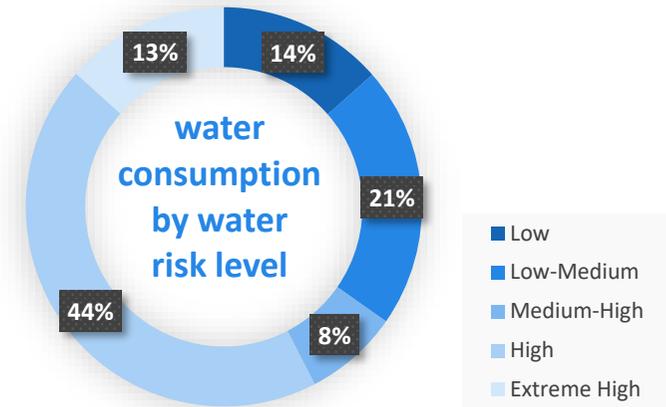
Water withdrawal by WRI water risk levels

in 1,000 cubic meters



Using open data from the World Resource Institute's Aqueduct, we categorized our sites in local regions as having extremely high, high, medium-high, low-medium, and low overall water risk. Using this classification, we were able to categorize our total water withdrawals into water risk levels for the second year. On the positive side, our total water demand and water sourced from regions with extreme water scarcity is lower in the current year than in 2022. However, we also see a shift towards an increase in water withdrawals from regions with higher water stress. This is mainly due to a new and higher classification of sites by the World Resource Institute as a result of the climate crisis rather than a shift of Mubea's production to regions with higher water risks. In summary, the share of water withdrawals in regions with high and extremely high-water scarcity has increased from 21% to 25%.

Applying the same methodology to water use, we estimate that more than 50% of our total water use is in areas of high or very high-water risk. The majority of this is attributable to our sites in China, where legal requirements mean that polluted water is evaporated to separate it from dissolved impurities. It should also be noted that 18 out of 39 sites consume no water at all.



In the absence of government restrictions on the use of fresh water at the above sites, Mubea has not yet formulated a specific strategy for water conservation in regions with increased water stress. The majority of the water used in Mubea's production processes is not consumed, but rather reused or recycled, thereby reducing the environmental impact.

Wherever possible, Mubea implements solutions for water reuse and reduction. With this approach, we exceed the legal obligations regarding water stewardship at around half of all our sites.

Resource use and circular economy

Our commitment to responsible resource management extends to our diligent efforts to minimize our environmental footprint in our day-to-day operations. We adhere to the principles of the waste hierarchy, which emphasizes waste prevention measures, including material avoidance, reduction, recycling, and reuse. We also continually seek innovative solutions to improve the recycling of our non-metallic materials. Most of our products are fully recyclable at the end of their life, while for other parts we actively work with customers to find more sustainable solutions.

As a result, Mubea has established a comprehensive company-wide scrap monitoring system, complete with specific targets for both mass and cost reduction at each of our facilities. This initiative not only allows for benchmarking, but also facilitates the sharing of best practice within and across our product groups. Our commitment to environmental responsibility is reinforced by regular internal communication, which promotes ongoing awareness among our team members.

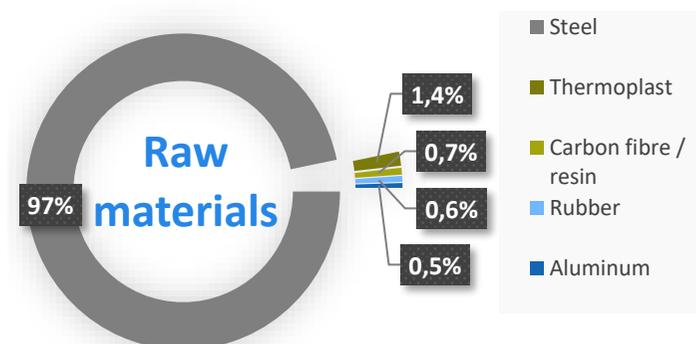
Through strategic partnerships, such as working with pioneering green steel suppliers such as H2Green Steel and our commitment to using green electricity, we are actively working towards manufacturing more sustainable products from cradle-to-gate. We also emphasize the importance of high levels of secondary material utilization in our processed materials. In parallel, we are seeking similar solutions for the more challenging non-ferrous metals and plastics. Many of our injection molded parts contain recycled short fibers and we aim to incorporate a significant proportion of recycled material into our matrix wherever possible. Our vision is one of robust implementation of closed-loop recycling systems that provide multiple benefits, including reduced energy consumption, minimized waste and reduced depletion of natural resources.

Raw material usage

Mubea Group 2023, in metric tons

	2023
Steel	685,545
Thermoplast	10,191
Carbon fibre / resin	4,901
Rubber	4,305
Aluminium	3,481

The predominant materials used throughout the Mubea Group are steel alloys, a fully recyclable substance. In 2023, Mubea processed approximately 685,545 tons of steel. Other raw materials such as thermoplastics, carbon fiber & resin, rubber, and aluminum amount to 22,878 tons.



Mubea is still primarily a manufacturer of steel-based lightweight products. However, with the expansion into the aerospace markets and the shift in mobility towards electric vehicles, we expect to see a significant increase in the use of aluminum materials over the next few years.

95% of our waste gets reused or recycled!

Proper waste management at the end of a product's life cycle is of paramount importance to Mubea. Waste management practices at each of our sites not only meet the requirements of the country in which they are located, but also meet the standards of our Mubea Integrated Management System. Each manufacturing facility has a certified environmental management system and manages its waste disposal locally. Waste data is meticulously collected from multiple sources to ensure transparency and accountability.

Total Waste

Mubea Group 2021-2023, in metric tons

	2021	2022	2023
Hazardous waste	4,300	7,700	5,516
Non-hazardous waste	127,979	70,800	97,908

Our waste reports show that we have successfully reduced the use and disposal of such hazardous waste compared to the previous reporting period. In 2002, we organized the professional disposal of approximately 5.5 kilotons of hazardous waste at all our sites worldwide by certified waste management companies. This includes used absorbents, filter media containing production dust or other aerosols, packaging waste from purchased components, and dissolved lubricants and greases from maintenance activities. At the same time, the volume of non-hazardous waste increased to 97,908 tons. Non-hazardous waste consists mainly of scrap steel, plastics and wood from production and transport.

As a dedicated automotive and aerospace supplier, we strictly adhere to industry standards for substances of very high concern such as REACH (Registration, Evaluation, Authorization and Restriction of Chemicals), GADSL (Global Automotive Declarable Substance List) and the stringent IMDS (International Material Data System) to ensure strict compliance with regulatory and legal obligations.

Hazardous waste by disposal method

Mubea Group 2023, in metric tons

	2023
Preparation for reuse	316
Recycling	2,478
Incineration	286
Landfilling	153
Other	2,283

Circular economy

51%

The proper and legally compliant disposal of hazardous waste is a paramount responsibility entrusted to each local site management team within Mubea. Our core commitment is to the protection of people and the environment, which underlines our unwavering goal to reduce the use of hazardous substances. More than half of our hazardous waste is either prepared for reuse or recycled for other purposes - both considered necessary steps in a circular economy.

Non-hazardous waste by disposal method

Mubea Group 2023, in metric tons

	2023
Preparation for reuse	4307
Recycling	91,308
Incineration	907
Landfilling	663
Other	723

Circular economy

98%

The majority of our non-hazardous waste is scrap, which is re-melted and processed into semi-finished steel products, which are then either reused by us in a closed loop or by other companies for other purposes. As a result, 93% of our non-hazardous waste is recycled and a further 5% is actually reusable, which means that 98% of all our non-hazardous waste is disposed of in a sustainable manner.

Social

Own Workforce

Our employees are the backbone of our company – without them, we would not be where we are today. This is especially true in the last turbulent years.

We want to be an attractive employer for our employees as well as for potential future employees. This is the only way we can ensure that we attract and keep people in our company who fit our values. Our success is based on motivating and encouraging ambitious individuals.

In addition, we want to provide our employees and externals the safest and healthiest work environment possible. By establishing a worldwide set of standards, we regularly track and check performance. We want to be an employer where varieties of people enjoy working.





As an innovative, technology-driven, lightweight specialist, Mubea relies on qualified, motivated employees and management teams. The unstoppable power of innovative ideas ensure we are always at the technological forefront. Therefore, attracting employees with superior skills and knowledge is a primary source of competitive advantage. This applies even more in a time where mobility concepts and vehicle technologies are changing more quickly and more fundamentally.

In addition to other benefits, these are among the best reasons to join and stay with Mubea:

- Growth and global outlook
- Pioneering innovator and technology leader
- Family business and value driven approach
- Common principles for leadership and collaboration

With a successful history that spans more than 100 years, we can claim with pride that “The Mubea Way” has proven our position as a preferred employer.



This is expressed by local awards achieved from suppliers, customers as well as Best-Places-to-Work designations – but also by low level of group wide average monthly employee turnover of 1.5%.

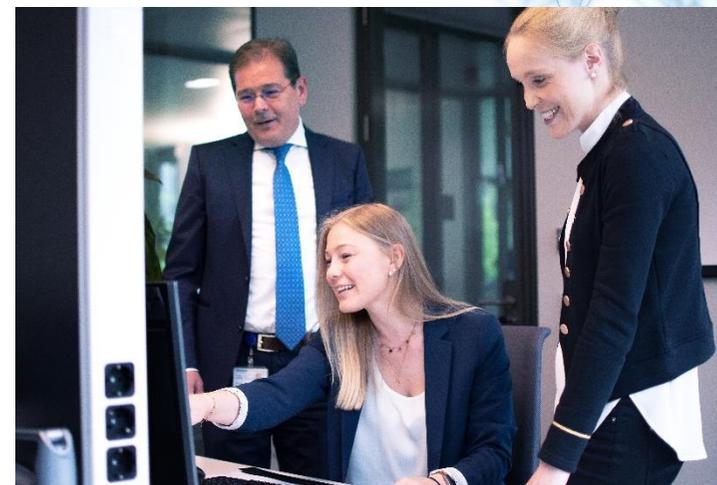
Moreover, local benchmarking and analysis of resignation reasons, we take as input for further improvement initiatives and measures. About 65% of all Mubea employees are covered by collective bargaining agreements, which enables appropriate market-driven compensation and adheres to the fulfillment of minimum wage rules globally. Mubea offers different additional benefits such as special health insurances, discounts, retirement provisions, parental leave, and other benefits - each best matched to every single

location's needs. These benefits are offered to both full-time and part-time employees.

Mubea conducts a standardized annual employee development dialogue - Mubea Development Dialog (MDD), for all salaried employees worldwide (24% of employees). All managers conducting the MDDs are properly trained. In addition to the MDD, there is an annual performance review process focusing on target setting, with a midyear and final review of the targets. This also includes detailed feedback to overall performance and behavior of the employee.

Mubea employs more than 31 nationalities at our 54 worldwide locations. As typical in the automotive sector, around 77% of our workforce is male and 23% female over all employee groups (shop floor and salaried). Even with initiatives as if STEM (Science, Technology, Engineering and Math) and philosophies of equal treatment at all locations, the statistics have not changed significantly so far.

Globally, out of the 625 upper management level supervisors, 10% are female. In our top management, 8% of employees are female.



Fair and equal treatment is one of our guidelines for all Mubea locations, as described in our Code of Conduct as well as in our Guideline for Leadership and Collaboration. It is part of our philosophy of the Mubea Way with our values of Ambitious, Focused and Open-minded. Every year, managers and/or colleagues nominate local teams for special achievements. Three teams from each location win the DBTB Award (one per category) in recognition of their efforts. From there, those winners can submit to receive the one of the global awards.



For Mubea, a skilled and motivated workforce is key to success. Our ability to provide innovative products combined with a clear customer focus in the development process demands a dynamic and education-driven culture. For those reasons, we not only encourage but also provide opportunities for our employees to broaden their skillsets and competencies.

We set a global educational standard for our management team. Each region and country have the freedom to add training programs and opportunities, which best fit their specific working environment and customer needs.

As one initiative for a future well-developed workforce, Mubea developed – based on years of good experiences with the German dual apprenticeship program – to implement this concept globally at those locations, which expected bigger growth in workforce for the future.



The idea is to train and educate local apprentices on practical and theoretical skills in a minimum two year-program. This is accompanied by global trainers to convey the established and evolving company needs for future opportunities. As one indicator of good apprenticeship - program may serve the official local designation as an 'Ausgezeichneter Ausbildungsbetrieb' in Attendorn, received continuously in the last years from 2014.

We focus on corporate programs provided globally. With our standardized management training approach, we can offer comparable management training programs for different target group levels globally, aligned with the Mubea culture and philosophy. In addition, we have a rich and diverse training catalog, available in different variations worldwide.



We provide our employees and external service providers with safe and healthy working conditions at our premises. We seek to protect them from potential health hazards and injuries. Risk assessments - such as a Process Risk Analysis or Workplace Health Risk Assessment - are conducted on a regular basis.

Our machines and equipment are designed to operate safely. Hazardous substances are limited and handled with care. Employees are provided with personal protective equipment for their daily work. Management is responsible for implementing and maintaining good health, safety, and environmental practices by leading by example.



Employees are encouraged to propose specific improvement ideas and are expected to take prompt action if deviations occur. We prepare and practice for emergencies, and draw lessons learned from accidents and events. These are used to raise and improve our standards and are communicated to prevent recurrence.

We are convinced that responsible Health & Safety Management does not simply involve complying with local law and binding obligations. Consequently, all our efforts and actions are based on an extensive, integrated management system for the environment, health, safety, and quality.

Our approach combines globally standardized rules for the entire Mubea Group with additional local operating procedures to take account of site-specific needs and legal requirements.

Compliance with relevant requirements is regularly checked by independent internal system audits. The group-wide audit program is monitored corporately.

In addition, the number of our production sites that are certified by an accredited certification body in accordance with the recognized occupational health and safety standard ISO 45001 is growing.



To obtain an objective overall picture of the organization's local health & safety requirements, audits were conducted in the operational areas at all European Mubea production site areas (39) in H2/2023 in cooperation with TÜV Süd GmbH and most of the findings were implemented promptly. Nine of these sites had to be audited again to confirm that the improvements were appropriate and effective.

As we commit ourselves to permanently improve our occupational health and safety performance, and drive to a zero-accident culture, we internally report and communicate status and activities regularly. Our Key Performance Indicators (KPI) for occupational safety is calculated as the average number of accidents per 100 employees per year.

In 2023, 482 accidents occurred in the 102 areas (+8 areas compared to 2022) to be reported within the Mubea Group. The ambitious target of less than 2.0 accidents per 100 employees was not achieved.

Analysis of accident showed injuries were primarily caused by negligent behavior. Consequently, it is our aim to improve the awareness for safety at the workplaces for all employees.

The occurrence of accidents continues to vary greatly from region to region. The influences for a healthy and safe working environment must be given even greater attention in the future and additional prevention work with different focal points must be conducted. As a result, we expect fewer incidents and an increased desire of the workplace in the long run.

This knowledge serves as input for regular workplace risk assessments and provides feedback for the reevaluation of risks. Results of hazard assessments help us proactively implement suitable preventive measures to minimize risks for work related injuries. Furthermore, the information is being used for regular health and safety trainings. Generally, training and awareness activities needs to be identified and tracked locally to ensure compliance with specific local statutory and regulatory requirements.

Preventive healthcare also includes preventive medical check-ups when necessary. Medical data gained is subject to confidentiality and protected in accordance with applicable data protection regulation.

Our health and safety management system benefits from the knowledge and experience of our employees worldwide. Here, the employees are intensively involved under the company's ideas management. In addition to local initiatives, regular global video conferences established with the aim to analyze data and share best practice.

In case employees feel not treated adequately, there is a system in use to avoid and solve unfair treatments. At the larger locations, local works councils as well as an official global contact are in place to help employees with any problems or complaints. We are proud to report that hardly any complaints have been reported in our electronic whistleblower system in the last three years.



To improve all levels of communication, feedback and dialogues, an internal App (We@Mubea) was introduced in 2021. The App undergoes continuous improvements and additions – as the need arises.

Workers in the value chain

The supply chain occupies the fourth pillar of Mubea's sustainability framework.

The increasing sustainability requirements and expectations of our stakeholders are not only limited to our company itself, but they also mandate the transfer of these through our supply chain. This is why we defined standards for sustainable development of upstream suppliers as part of our due diligence. While downstream our supply chain, we want to create the highest transparency towards our stakeholders.

Corporate Social Responsibility does not end within one's own company. The concept of sustainability is to broaden one's mind beyond the limit of your own company to include your whole supply chain. While our customers are firm regarding the topics of sustainability, we have the responsibility to inform, control and develop our suppliers and service providers.

Therefore, we expect our suppliers and service providers to uphold our own values regarding sustainability, which includes our requirements in the areas of ethics, working conditions, human rights, environment, and their supply chain management.

In addition, we have integrated an assessment of the supplier's sustainability performance into the general approval process for new suppliers. Therefore, 100% of new suppliers in 2023 disclosed their social and environmental standards.

To monitor our supplier's compliance with our values in areas of business ethics, working conditions, human rights, and environmental protection, we created a self-assessment questionnaire, which is completed by every new supplier and will be distributed to our existing supply chain in the future, based on priority and scope of delivery.

Mubea performs independent supplier audits and collects self-assessments, which include compliance checks of our sustainability standards on site. Compared to previous years, the total number of supplier audits has increased significantly, reaching an accumulated number of 2054 in the period 2017 to 2023.



During screening activities in 2023, 5 suppliers were identified as having slight deficits regarding social sustainability topics in the supply chain. Mubea established and implemented improvement actions for those suppliers. In addition, 17 suppliers have been identified as having slight negative environmental impacts in the supply chain. Again, improvement actions were identified and implemented for those suppliers. While the improvement process for social and environmental impacts is ongoing, it can end up in termination of the business relationship if the improvement execution fails.

During the 924 supplier audits in 2023, no suppliers were identified with incidents of forced or compulsory labor, child labor or violation of the right to freedom of association and collective bargaining.

Mubea is implementing a Risk Management Process (as required also for the Act on Corporate Due Diligence Obligations in Supply Chains) to identify the risk of incidents of forced or compulsory labor and child labor based on the suppliers' location. Nearly 2030 suppliers with a potential risk have been identified based on their geographic location so far. As a next step, Mubea will adapt the audit schedule to the results of the risk assessments. In addition, Mubea aims to increase the number of audits in risky regions by further implementing local responsibilities.

As a global player with 54 locations in Europe, Asia, North & South America, Mubea is spending 96% of the procurement budget on local suppliers. Mubea's definition of "local" for procurement: The receiving Mubea plant is located in the same region as the supplier. Not only does this reduce emissions in our supply chain but allows us to support the local economy as much as possible. By shortening the supply chain, we simultaneously decrease our response time on varying demands while also lowering the risk for shortages of supplies to our customers.

Affected communities

As a company, we understand our social responsibility by providing long-term, sustainable assistance to people in need through no fault of their own. We support international development projects and promote the education and training of children and young people worldwide.

Originally initiated by our employee representatives, the first projects were launched in 2011 in cooperation with globally active aid organizations. This finally gave rise to the first Mubea Helps Foundation in 2016 in Germany that has supported and still supports global but also local aid projects.

In addition, local Mubea foundations have been established in the USA, India, China, Mexico and the Czech Republic. The "help for self-help" as well as the sustainability of our projects are the central concept of our foundation work.

Together with Mubea employees and the Mubea management, we want to offer people in developing countries but also where our locations are sited, perspectives for a secure future. All employee donations worldwide are doubled by the company, which encourages our employees' engagement.

Mubea Helps started in Haiti in 2011 with the project "Mango trees for the future". With donations totaling 450,937 euros, we have achieved a great deal in the country, which was devastated by natural disasters: 1,500 families were able to improve their living and financial situation, thus enabling their children to receive a school education.

With the completion of the Haiti projects, the Mubea Helps Foundation supported the "Fruit Trees Create Perspectives" project in Malawi in 2019. Here, too, we have focused on "helping people to help themselves" and gave 4,500 people the chance of a better life.

Together with the Reiner Meutsch Foundation "Fly & Help," we built two Mubea schools with a total capacity for 400 students in Malawi in 2019. The schools were such an enormous success that we expanded one of the two schools from 200 to over 800 students. The Project was successfully implemented end of that year 2022. Currently another Mubea school in in Togo is in planning.

In addition to the major projects, the Mubea Helps Foundation has so far supported almost 290 smaller aid projects in our German locations as well as abroad.

Almost 165,000€ in donations were handed over to aid organizations by the Mubea Helps Foundation in 2023 for 51 national and international projects. Our goal is to establish foundations at Mubea sites worldwide and to support long-term and sustainable projects.



Consumers and end users

As an owner-managed family business with a high degree of flexibility and the ability to make quick decisions, loyal and satisfied customers are our number one priority. They form the basis of our long-term and sustainable business success. In order to satisfy our customers, we rely on outstanding product quality, an attractive cost-benefit ratio that focuses on the conservation of natural resources, and our comprehensive management systems.

As a result, Mubea has seamlessly integrated product safety and compliance into our concept of "Product Integrity" as part of the Mubea Integrated Management System. We have established a standardized process with clearly defined roles and responsibilities to create a communication network for addressing product integrity issues. This network enables the rapid sharing of early warnings and valuable lessons learned.

Mubea has established robust procedures to involve consumers and end users in assessing the impact of our products and services. In addition to regular sustainability-focused customer dialogues to gather feedback and assess satisfaction, we are committed to creating transparent communication channels through which customers and end-users can voice their concerns and suggestions.

As concerns about climate change and environmental degradation continue to grow, sustainability has become a strategic imperative for organizations in general and stakeholders in the automotive sector in particular. As a result, the majority of our stakeholders have incorporated sustainability ratings into their criteria for awarding new projects. These assessments are usually carried out by independent third parties.

The following sections present our ratings from three prominent sustainability evaluators: NQC, EcoVadis and CDP. These platforms are widely recognized as the primary sustainability evaluators for

companies across a range of industries, with a particular focus on automotive suppliers. By participating in their questionnaires and providing evidence on their respective platforms, Mubea engages with over two-thirds of its customers (based on our generated turn-over), as well as many other stakeholders, including financial institutions and the wider community. This engagement helps Mubea to increase transparency about our strategies, initiatives, and progress in the area of Corporate Social Responsibility.

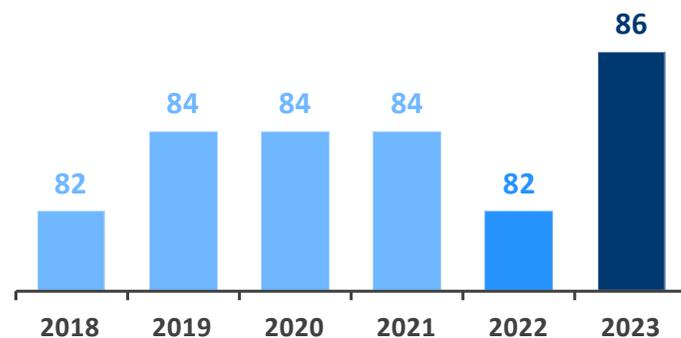
In return, these platforms aggregate our responses into a single rating, which serves as a valuable benchmark for peer comparison, a tool to demonstrate our progress, and an assessment tool for our stakeholders to evaluate our sustainability performance.

NQC

NQC Ltd is a service provider specializing in supply chain risk management solutions. They have been selected by the Drive Sustainability initiative, the largest partnership of automotive manufacturers, to establish and maintain sustainability standards and assess the sustainability performance of their suppliers.

NQC rating

average rating of all questionnaires in %



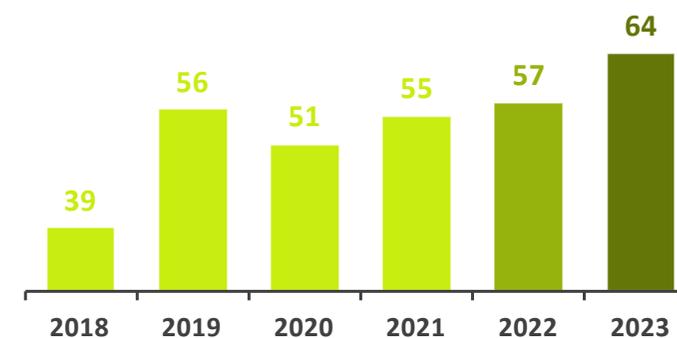
Mubea became a member of the NQC platform in 2014 and has consistently engaged our customers by answering the Sustainability Self-Assessment Questionnaires (SAQs) for our various sites, providing updates and responses for a total of 53 different assessments. Over the years, our customers have gradually increased their sustainability requirements. Remarkably, we've not only maintained our high ranking, but have increased it to 86% since 2018.

EcoVadis

EcoVadis is a specialized service provider focused on assessing the sustainability performance of companies on behalf of other companies. They have developed their own set of sustainability standards and methodology. EcoVadis assesses sustainability policies, key performance indicators (KPIs) and corrective actions in the event of non-compliance. They also conduct ongoing online monitoring to capture any relevant developments or incidents.

EcoVadis rating

overall score of group-wide questionnaire in %



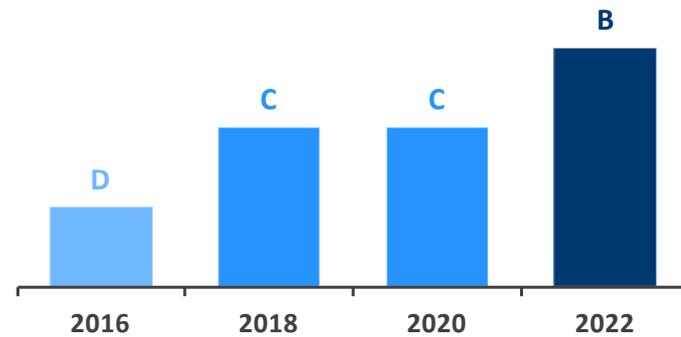
While covering less customers, EcoVadis is considered the most recognized provider of sustainability ratings. Thus, the evaluation by EcoVadis is considerably more complex. We tackled this challenge by forming an interdisciplinary work group, constantly analyzing new requirements and improve our sustainability processes and reports. As a result, we managed to improve our stagnating ratings from 39 percent in 2018 to above 50 percent and finally to 64 percent in 2023. Our ambition is to improve our evaluation to the next level, and position Mubea as a top 5% ranking company.

CDP

CDP, originally the Carbon Disclosure Project, is a non-for-profit organization dedicated to encouraging companies and governments to disclose environmental information in order to increase transparency and provide a data set for assessing trends and developments. They focus on three environmental issues: disclosure of CO2e emissions under Climate Change; disclosure of water quantity and quality under Water Security; and deforestation under Forest.

CDP rating

grades of group-wide Climate Change report



Since 2016, Mubea has participated in the CDP in the categories of Climate Change and Water Security. In 2018, we have improved both grades from a "D for disclosure" to a "C for awareness". Since 2022 we are even graded "B" in the category Climate Change, which is considered a good result for participants. In addition, our stakeholders, who are requesting member in CDP, rate our customer-specific disclosures as 'A' - the highest grade for supplier engagement. According to the CDP timeline, our results for 2023 will be available at the beginning of 2025. We will also be answering the Forest questionnaire for the first time. Our long-term goals are increasing the ratings in all categories to good "B" grades.

Other

Mubea is a member of several associations, including VDA - Verband der Automobilindustrie, AIAG - Automotive Industry Action Group, VDFI - Verband der Deutschen Federindustrie, as well as various organizations and chambers of commerce.

Mubea takes a proactive approach when it comes to actions that have a significant impact on consumers and end users. We implement strict quality control and safety measures to minimize risks and ensure the safety of our products. Our sustainability efforts also include developing environmentally friendly products and promoting resource efficiency.

We regularly monitor and evaluate the effectiveness of these measures and approaches by tracking key performance indicators and evaluating customer feedback. Our aim is to continually improve and ensure that we meet the needs of our consumers and end users to the best of our ability, while minimizing negative impacts.

Governance

Governance and Compliance

The following chapters contain how we govern our different management methods in our daily working routine. They include our corporate culture, worker promotion for best practices, compliance management, integrated management systems, and our approach to guarantee high IT-security and data protection.

At Mubea, our executive management board and our advisory board play a pivotal role in overseeing and ensuring the highest standards of business conduct throughout our operations. The executive board is responsible for setting and upholding ethical guidelines and our values, promoting compliance, and fostering a culture of integrity in order to protect the interests of stakeholders, and promote sustainable business practices.

Both, our executive board, and our advisory board consists of experienced professionals who possess a diverse range of expertise in business conduct matters. Our boards' collective expertise enables them to provide strategic guidance, assess risks effectively as well as address complex challenges.

Integrity and compliance are basic principles of our business. For Mubea, integrity means we will do the right thing based on our guiding principle "The Mubea Way." Compliance means we observe the applicable legal environment. Both, integrity, and compliance are underpinned by our core values "ambitious, focused and open minded."

In our core business area, we prioritize risks that have the potential to significantly impact decision making, stakeholder trust and long-

term sustainability. Typical compliance-related risks in our sector include:

- Corruption
- Antitrust and competition law
- Economic crime
- Human rights

These risks can be further categorized as material topics based on the identification of market trends and emerging opportunities in the automotive sector. Factors such as technological advancements, sustainable business practices, and new customer preferences may influence governance practices, making them essential considerations for our risk assessment.

Other relevant areas are:

- Worldwide sanctions
- Money laundering rules
- Data and IP protection
- IT security

For purposes of ensuring compliance with applicable laws, regulations, and internal policies, we have established a global Governance & Compliance Process (Compliance Management System "CMS"). This process description makes a clear, defined commitment for both Mubea shareholders and managers, regarding their roles and responsibilities.

The main pillar of the CMS is our Code of Conduct and the Supplier Code of Conduct. Our Code of Conduct sets out the values, business practices, and the standards we uphold. Based on the principles of the "UN Global Compact," the International Labor Organization (ILO) Conventions and the United Nations Universal Declaration of Human Rights, amongst others, our Code of Conduct covers com-

pliance with laws and legislation, adherence to fair and free competition and zero-tolerance regarding corruption. Anti-discrimination principles, the freedom of association and social standards are considered as well as prohibition of harassment and disclosure of conflicts of interest. Furthermore, we focus on the protection of the environment, resources, and safety in the workplace and on protection of data and confidentiality. The Code of Conduct is supplemented by a Gifts Guideline, which sets out in more detail expectations of our employees in terms of acceptance and granting of gifts.

Our Code of Conduct applies to all employees worldwide regardless of location or position within the company. To ensure that our values and compliance with the Code of Conduct are understood and practiced by every employee, we require new employees to acknowledge the Code of Conduct. We ensure understanding through an introduction to the Code of Conduct during the onboarding process.

In order to enforce compliance in our supply chain we also expect our suppliers to adhere to our principles provided for in the Supplier Code of Conduct which covers topics of our Code of Conduct and includes additional requirements regarding protection of the environment and product safety. Observance of these rules by suppliers is ensured by regular supplier audits performed by the purchasing department.

As part of our CMS, we also offer an electronic grievance system in order to allow employees and business partners to submit reports related to risks or violations of human rights and the environment in accordance with the German Supply Chain Due Diligence Act as well as reports related to violations of applicable law and internal regulations.

2023 compliance topics

Reviewed and adjusted in 2023, Mubea's Governance & Compliance process, consists of seven elements, each with clear responsibilities for the corporate bodies involved.



In 2023, the compliance efforts were focused on the implementation of the German Due Diligence Supply Chain Act (“Supply Chain Act”) which was applicable to Mubea as of January 1, 2023. While in 2022, the preparational measures for compliance with the Supply Chain Act were already taken, at the beginning of 2023, the respective management instruction for its implementation was executed and a Human Rights Officer for supervision of the implementation was nominated. In accordance with the management instruction, the central purchasing department, the central quality department, central HR as well as the legal department are respon-

sible for ensuring compliance with the Supply Chain Act. At the beginning of 2023, also the electronic Mubea grievance system (accessible under <https://www.mubea.com/de/compliance>) was rolled out globally in order to comply with the grievance mechanism requirements under the Supply Chain Act.

In the course of 2023, the management also published a policy statement in accordance with the Supply Chain Act which is retrievable under <https://www.mubea.com/de/nachhaltigkeitsberichte>.

An effectiveness analysis conducted by the Human Rights Officer has demonstrated that the measures taken by the responsible departments were in all material aspects effective and appropriate to comply with the Supply Chain Act. Also, an initial review by the competent authority (Bundesamt für Wirtschaft und Ausfuhrkontrolle) revealed no material deficiencies and was concluded with minor suggestions for improvement.

In response to the EU Whistleblower Protection Directive, which was implemented in various member states during 2023, Mubea adjusted its grievance system to comply with national whistleblowing laws and introduced these changes in the relevant countries. In addition, in 2023, the compliance organization succeeded in legal actions against an Asian competitor for infringement of intellectual property rights. Further, it was involved in investigations of work accidents, clarifications of unjustified harassment allegations and minor employment related compliance matters.

Driven By the Best

Mubea significantly contributes to the success of conventional and electrified vehicles with our core competency: The development and production of best-in-class lightweight solutions. Furthermore, we want to successfully establish our core Know-how in other mobility sectors, especially in the aviation industry. We are committed

to creating exceptional value for all our stakeholders with sophisticated expertise and extraordinary engagement.



We stand for trustful and fair collaboration with our employees and offer long-term career opportunities. Our future success will be based upon the solid and proven values of our family-owned company. We will act in a long-term sustainable manner while building upon our "Driven By The Best" corporate culture! "The Mubea Way" is the guiding principle followed by all company employees around the world. It represents the way we see ourselves and everything that we experience daily at Mubea.

“We strive to do things better at Mubea – in every respect! To succeed, we must be ambitious, focused, and open minded.”

Light: For most of our products, we strive for weight reductions. We create innovative solutions for future vehicle generations. This is based on extensive expertise in optimizing springs and spring-related products as well as the application of high-strength materials and state-of-the-art production processes. We have contributed to reducing material input and fuel consumption thus conserving the natural resources of our environment!

Efficient: If you do not move forwards, you go backwards! For this reason, we aim for continuous improvements and implement these as lessons learned throughout our company. The ideas of every single employee are essential in securing the long-term success of our company. Mubea also has the target to remain a “lean” company, eliminating waste throughout the entire value-added chain. This way we will be able to maintain our position among the best and most competitive international markets.

Global: Global markets require a global presence. For this reason, our customers can find Mubea production locations in all the major markets of the automotive industry. Over the past few years, we have established a worldwide production network, which we are gradually expanding. We make certain that our company-specific expertise paired with our knowledge of local culture is available at all these locations. On the one hand, we are a global player, and, on the other hand, we are a family-owned business with its own identity, high-flexibility, and long-term direction.

Ambitious: We set ourselves ambitious targets and advance our innovations to be successful. It is not always immediately apparent how a vision can become a reality. This requires not only courage and endurance, but above all, highly committed employees. We encourage and support our employees in their work – for the benefit of our customers with the objective to reach excellence.

Focused: We set few but essential priorities. We concentrate on what we can do best. Outstanding achievement is based on patience, perseverance, commitment, and detailed work! Our customers must have the safe feeling that their orders are safe.

Open minded: Progress requires cosmopolitanism! For this reason, we are always open to innovative ideas and developments. Differing views and constructive discussions always produce the best solutions – which is what our customers want. After all, these solutions help us maintain our position in international competition and ensure the long-term success of our company – which is what our employees and stakeholders want. Loyalty and sustained effort are the key to success for all concerned. Sharing of best practices is an essential part of the “Mubea Way”: an open-minded collaboration based on experience, data. The starting point is the identification of best practice procedures. It can be achieved by internal benchmarking of our locations thru KPI reporting followed by a gap analysis. Another method is “Go to Gemba” – where our management and support staff break away from their day-to-day tasks to walk the plant floor to identify and solve issues. Go to Gemba:

1. Provides employees with extensive experience for developing and deciding improvement steps
2. Allows them to share essential improvements, which are then transferred into the new standard

The **Mubea Best Practice** process describes structured ways to identify, share, and standardize best practices. Since 2014, the “Best Practice Award” has been an integral part of the Mubea Group.



Projects already realized can be submitted worldwide in the categories “Safety, Sustainability, Quality and Efficiency.” A committee consisting of members from various business units evaluates all new nominated projects annually and selects the best practices of their categories. In addition, all nominated projects are listed in the worldwide published “Mubea Good Practice Handbook.”

Mubea Integrated Management System (MIMS)

At Mubea, efficiency is a priority across all aspects of our daily operations. Early on we recognized that operating multiple entities under a common integrated management system can leverage efficiencies, enhance governance, and foster collaboration.

We firmly believe that centrally defined processes, clear roles & responsibilities, and data driven performance tracking are essential for an effective collaboration in a rapidly growing company.

This led to the creation of the Mubea Integrated Management System (MIMS), which incorporates the relevant Quality, Health & Safety, Environment, and Energy management system standards into a single, cohesive system. To enhance accessibility and knowledge sharing, the system is documented in a user-friendly, web-based wiki platform.



Our corporate management systems are third-party certified by accredited bodies in accordance with IATF 16949, ISO 9001, DIN EN ISO 14001, DIN EN ISO 50001, DIN ISO 45001, and ISO 27001. For entities operating in the aviation sector, we also maintain industry specific EN 9100 quality management system certifications.

As part of our global HSE strategy, all Mubea sites have implemented a certified environmental management system in accordance with ISO 14001. We are also moving forward with our Health

and Safety roll-out initiative with the aim of group wide ISO 45001 certification across all entities by the end of 2025.

IT-Security and Data Protection

The safeguarding of data is of paramount importance at Mubea. Consequently, ensuring IT security constitutes a fundamental objective within the company, extending beyond the legal requirements. As an employer, customer, supplier, and business partner, Mubea engages in the processing of a multitude of sensitive and critical data sets and records belonging to a diverse array of parties. During its business activities, Mubea ensures the highest possible level of data security for all parties involved and complies with all applicable legal and compliance-related requirements.

In addition, the relevant European General Data Protection Regulation (GDPR) is duly observed in addition to the respective specific local and national legal frameworks. The company is constantly striving to achieve excellence in this area, especially regarding more far-reaching and comprehensive frameworks such as the EU Network and Information Security Directive (NIS-2 Directive), ISO 27001 or the VDA Information Security Assessment (TISAX), which are also subject to regular external audits.

We are committed to the fundamental principles of data lawfulness, purpose limitation, data minimization, accuracy, and data integrity, as well as to the associated legal framework. Furthermore, we are continuously developing the use of resilient, future-proof, and sustainable security architectures based on the principles of privacy by design, privacy by default, and zero trust. We consider this to be part of our responsibility towards employees, customers, suppliers, and other relevant stakeholders.

Mubea has a comprehensive, multi-faceted data security policy that has been subjected to rigorous internal and external verification. This policy delineates the domains of risk management, responsibilities, procedures, organizational coordination, and the underlying regulatory processes for the handling of personal data in the context of day-to-day business operations. In order to fulfill this objective, VIA Consult GmbH & Co. KG (Mrs. Dr. Hanni Koch) was designated as the external data protection officer, whose role is to ensure compliance with GDPR requirements, to monitor compliance with data protection regulations and the strategies to protect personal data at Mubea and serves as a point of contact for the data protection supervisory authorities. Moreover, data protection coordinators have been designated at multiple company locations. The data security concept comprises comprehensive instructions pertaining to central data processing activities within the company. In this context, the handling of the rights of the data subjects is also relevant. A central directory of processing activities (VVT) in accordance with Article 30 of the GDPR provides an overview of all relevant activities in connection with the processing of personal data. The directory provides information on the legal basis, the data categories, and the deletion periods.

To ensure the security of critical and sensitive data, several technical and organizational measures are used to minimize the risk of incidents and irregularities.

It is of paramount importance to cultivate awareness and provide training to our employees regarding the appropriate handling of IT security issues, particularly in the context of personal data. To this end, a best-in-class qualification concept comprising a comprehensive training plan has been designed, developed, and implemented in collaboration with SoSafe GmbH, an external training provider that is a leader in this field. Training via the security awareness and human risk management is provided to employees in accordance with their respective roles. In addition to the fundamental tenets

of IT security and data security, employees are instructed in the optimal utilization of physical, technical, and professional tools, processes, and methodologies for the comprehensive protection of sensitive data across 52 discrete instructional modules, encompassing nearly nine hours of didactically structured content.

As part of the onboarding process, these points are explained with the objective of raising awareness. The employee's binding consent to comply with the confidentiality of classified information is obtained. This information is intended solely for internal use or for the company. The handling of personal data within the company is subject to a documented monitoring process, which is controlled and evaluated according to the respective international governance, risk, and compliance frameworks and standards. This process also includes the targeted planning of internal and external audits.

As part of these external audits, individual sites are regularly monitored by the external data protection officer, internal and external auditors. The audit covers all necessary IT security and data protection activities, in particular the storage or processing of critical data and data components. The results of the audits, including positive and negative deviations and any action plans, are processed in a standardized process, and documented in the form of an audit report, which is then communicated to the managing directors.

The protection of personal data is a top priority at Mubea. IT security is therefore a central task in the company, which we fulfil far beyond the minimum legal requirements. As an employer, customer, supplier, and business partner, Mubea processes different personal data and data files of numerous stakeholders. As part of our business activities, we ensure the highest possible level of data security for all stakeholders and comply with all applicable legal requirements.

Annex

Legal Entities

The following Mubea legal entities are included in the consolidated financial statements 2023: Muhr und Bender KG, Attendorn

Muhr und Bender KG

Muhr und Bender KG, Attendorn/Deutschland	Mubea Automotive Components India Pvt. Ltd., Pune/Indien
Mubea International GmbH, Attendorn/Deutschland	Mubea Otomotiv Parc.San.Ve. Tic. Ltd., Manisa/Türkei
Mubea Fahrwerksfedern GmbH, Attendorn/Deutschland	Mubea Stabilizer Bar Systems s.r.o., Prostejov/Tschechische Republik
Mubea Tellerfedern GmbH, Attendorn/Deutschland	Mubea Precision Steel Tubes s.r.o., Prostejov/Tschechische Republik
Mubea Motorkomponenten GmbH, Attendorn/Deutschland	WEBA Werkzeugbau Betriebs GmbH, Steyr/Österreich
Mubea Tailor Rolled Blanks GmbH, Attendorn/Deutschland	WEBA Olomouc s.r.o., Olomouc/Tschechische Republik
Mubea Aftermarket Services GmbH, Attendorn/Deutschland	Mubea Präzisionsstahlrohr AG, Arbon/Schweiz
Mubea Halbzeuge GmbH, Attendorn/Deutschland	OBR Steel Tubes AG, Oberriet/Schweiz
Muhr und Bender Verwaltungs-GmbH, Attendorn/Deutschland	Mubea Tailor Rolled Blanks LLC., Florence/Kty./USA
Mubea Inc., Florence/Kty./USA	Mubea Automotive Components (Shenyang) Co. Ltd., Shenyang/China
Mubea Engineering AG, Heiden/Schweiz	Yangsen Precision Tubes (Yangzhou) Co., Ltd., Yangzhou/China
Mubea Leasing AG, Heiden/Schweiz	Mubea Automotive Poland Sp. Z.o.o., Zimna Wodka/Polen
Mubea Carbo Tech Holding GmbH, Salzburg/Österreich	Mubea Performance Wheels GmbH, Salzburg/Österreich
Mubea Carbo Tech GmbH, Salzburg/Österreich	Industria Auxiliar Alavesa S.A. ("Inauxa S.A."), Amurrio/Spanien
Mubea spol s.r.o., Zbrak/Tschechische Republik	Inauxa de Mexico S.A. de C.V., Celaya/Mexico
Mubea Fabbrica Molle S.A., Bedano/Schweiz	Engineering Developments for Automotive Industry S.L. („EDAI S.L.“), Amorebieta-Echano/Spanien
Mubea do Brazil Ltda., Taubaté/Brasilien	Inautek Automotive Components Co. Ltd., Kunshan/China
Mubea-HZP s.r.o., Prostejov/Tschechische Republik	Mubea Micromobility GmbH, Attendorn/Deutschland
Mubea France S.A.S.U., Issy les Moulineaux/Frankreich	Mubea Automotive Slovakia s.r.o., Kezmarok/Slowakische Republik

Mubea Italia Srl, Como/Italien	Mubea Aviation Holding GmbH, Attendorn/Deutschland
Mubea Iberia S.A., Agreda/Spanien	Mubea Aviation GmbH, Schwerin/Deutschland
Mubea de Mexico S. de R.L. de C.V., Ramos Arizpe/Mexico	Mubea Rollbonding Products ek. Mon. San. Ve Tic. A.S., Çerkezköy /Türkei
Mubea Precision Springs Inc., Florence/Kty./USA	Mubea Aviation Havacılık Sanayi ve Ticaret A.Ş., Ergene/Türkei
Mubea North-America Shared Services Inc., Florence/Kty./USA	Jansen GmbH, Dingelstädt/Deutschland
Mubea Real Estate Inc., Florence/Kty./USA	Gatzsch Schweißtechnik GmbH, Attendorn/Deutschland
Mubea IT Spring Wire s.r.o., Prostejov/Tschechische Republik	Mubea Rollbonded Products Slovakia s.r.o., Kezmarok/slowakische Republik
Mubea Automotive Components (Taicang) Co. Ltd., Taicang/China	Mubea Beteiligungs-GmbH, Attendorn/Deutschland
Mubea Korea Co. Ltd., Seoul/Korea	Mubea Windpark 1 Schlüchtern GmbH & Co. KG, Attendorn/Deutschland
Mubea Japan Co. Ltd., Yokohama/Japan	Mubea Windpark 2 Haunetal GmbH & Co. KG, Attendorn/Deutschland
Mubea Suspension Components Japan Co. Ltd., Gyoda City/Japan	Mubea Somboon Automotive Co. Ltd., Rayong/Thailand
Mubea Transmission Components s.r.o., Zbrak/Tschechische Republik	Mubea Carbo Tech BH d.o.o., Banja Luka/Bosnien und Herzegowina
Mubea Seating Components s.r.o., Cerhovice/Tschechische Republik	

About this report

The Mubea Group's sustainability report has been issued 2014, 2017, 2019 and 2021, 2022. Since the last iteration, it is intended to be published every year. The present report describes the progress made in terms of sustainable business practices in the 2023 fiscal year.

The Mubea Group has reported the information cited in this GRI content index for the period from January 1, 2023, to December 31, 2023, with reference to the GRI Standards. This report has been prepared with the motivation to meet the standards of ESRS in the future. We have not sought external assurance for the content.

Unless indicated otherwise, all disclosures in this report relate to the entire current consolidated group for 2023.

All forward-looking statements in this report are based on assumptions that were valid when this report was authorized for issue. Actual results, developments, and the company's performance may diverge from our forecasts, estimates, and announcements as a result of unknown risks, uncertainties, and other factors.

The sustainability report 2023 is available online in PDF format in English on our company homepage at mubea.com. The next sustainability report is scheduled for publication in 2025.

Contact point for questions regarding this report:

Muhr und Bender KG
Corporate Quality Management
P.O. Box 360
D-57427 Attendorn
Email: sustainability@mubea.com

GRI-Index

GRI Standard	Disclosure	Location
GRI 201: Economic Performance 2016	Disclosure 201-1 Direct economic value generated and distributed	pp. 6-8
	Disclosure 201-2 Financial implications and other risks and opportunities due to climate change	pp. 30, 31
GRI 204: Procurement Practices 2016	Disclosure 204-1 Proportion of spending on local suppliers	pp. 43, 44
GRI 205: Anti-corruption 2016	Disclosure 205-1 Operations assessed for risks related to corruption	pp. 44-48
	Disclosure 205-2 Communication and training about anti-corruption policies and procedures	pp. 49-51
	Disclosure 205-3 Confirmed incidents of corruption and actions taken	pp. 49-51
GRI 206: Anti-competitive Behavior 2016	Disclosure 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	pp. 49-51
GRI 301: Materials 2016	Disclosure 301-1 Materials used by weight or volume	pp. 37, 38
	Disclosure 301-2 Recycled input materials used	pp. 37, 38
	Disclosure 301-3 Reclaimed products and their packaging materials	pp. 37, 38
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