

# Corporate Social Responsibility Report 2021

Sustainable: Economical, Ecological, Social



**LINDE+**  
**WIEMANN**

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# Summary Sustainability Metrics

TOPIC	GRI STANDARD	METRICS	UNIT OF MEASURE	2020 Data	2021 Data	Target
Materials	GRI 301-1	Weight of non-renewable materials used in the production and packaging	Metric Tons (t)	132,119 t	142,789 t	
	GRI 301-2	% of recycled materials used	Percentage (%)	20%	20%	
Energy	GRI 302-1	Total Energy consumption	Kilo Watt Hours (kWh)	56,932,755 kWh	62,239,260 kWh	
		Energy intensity	Mega Watt Hours (MWh) / Sales (mEUR)	144.87	147.84	3% reduction per year
		% of electric energy consumed that is renewable energy	Percentage (%)	43%	42%	100%
Water	GRI 303-5	Water consumption	Cubic meters (m <sup>3</sup> )	35,133 m <sup>3</sup>	30,177 m <sup>3</sup>	22,632 m <sup>3</sup>
Emissions	GRI 305-1	CO <sub>2</sub> emissions direct (Scope 2)	Metric Tons (t)	15,586.37 t	16,446.11 t	
		CO <sub>2</sub> emissions direct (Scope 2) intensity	Metric Tons (t) / Sales (mEUR)	39.66	39.06	5% reduction per year
Effluents and Waste	GRI 306-2	Hazardous waste	Metric Tons (t)	703.58 t	1,926.20 t	1,731.77 t
		Non-hazardous waste	Metric Tons (t)	1,128.90	328.47 t	
		Paper	Metric Tons (t)	522.02 t	421.48 t	
Employment	GRI 401-2	Permanent contracts vs temporary contracts	Percentage (%)	94%	91%	
		Average Period of Employment	Years (y)	12.86 y	10.79 y	
Occupational Health and Safety	GRI 403-2	Health and Safety Training	Percentage (%)	64%	100%	100%
	GRI 403-9	Lost Time Injury Rate 1	(Number of deadly accidents + number. of accident days/ month) x 200.000h / (plant productive hours /month)	577.16	490.06	
Training and Continuing Education	GRI 404-1	Total Number of trainings hours	Hours (h)		21,504 h	
Diversity and Equal Opportunity	GRI 405	Professional groups by gender	Absolute Numbers		S.29	
		Ratio men to female employees	Percentage (%)	18%	19%	
		Age group by gender	Absolute Numbers		S.28	
		Number of disabled employees	Absolute Numbers	55	56	

Metrics According to GRI Core 2016; excluding data from joint venture partners

## Foreword



**CSR-Officer and Board of Directors  
LINDE + WIEMANN**

“At LINDE + WIEMANN, we are convinced that Corporate and Social Responsibility (CSR) is not only important for making our contribution to a better, greener, and more diverse and fair future. We believe that CSR compliant companies are more successful in creating a more sustainable business model, in achieving long-term profitable growth, position us as a strategic supplier to our customers, and in retaining and attracting the best talents for LINDE + WIEMANN. With this CSR report we want to provide all our stakeholders with a better insight into our plans for a long-term sustainable corporate strategy.”



# Introduction

Responsibility for our environment is firmly rooted in our sense of values, as this paves the way for all of us to live together as a community and for a sustainable future. Compliance with legal regulations and regulatory orders for environmental protection and the reduction of energy consumption are a matter of course for us. Every year, an external auditor conducts the relevant audits based on ISO 14001, 45001, 50001 and IATF 16949 certifications.

Environmental protection and corporate responsibility has the same significance as the quality of the products and the efficiency of our entrepreneurial actions. We are committed to continuous improvement of our environmental and energy management system: We design our products environmentally sound and recyclable. Our energy efficiency is optimized and is in a permanent improvement process on a long-term basis. At his/her place of work, every employee contributes to the implementation of our environmental and energy objectives. And last but not least, the management is also committed to sustainable corporate governance at the social level.



In 2020, our board of directors expanded its sustainability oversight role by naming our company's first Corporate Social Responsibility Officer and we created a new Sustainability Leadership Board, responsible for sustainability control of the company. Climate-related and other sustainability issues are typically considered by the Board at least annually through the strategic planning process. Our targets align with the Paris Convention most ambitious goal of limiting the temperature increase to 1.5 degrees celsius. In addition, LINDE + WIEMANN (hereafter called Linde + Wiemann) oversees and reports on matters relating to the company's ethics, corporate citizenship, and sustainable development and stakeholder relationships.

This Sustainability Report aims to provide our customers, employees, suppliers and stakeholders with a better understanding of how we approach the creation of sustainable, long term values.

We are convinced that our efforts regarding sustainability will ultimately create long term benefits for our society, customers, shareholders, suppliers and last but not least employees. We still have a lot of work ahead of us. The next decade is crucial for the transition to a sustainable economy. With our team of approximately 2,400 employees, we aim to create a world that is safe, comfortable, and sustainable.

## **Linde + Wiemann Corporate Social Responsibility Officer & Board of Directors**



# Introduction

## At a Glance

Linde + Wiemann is a mid-cap automotive supplier in Germany's region with the highest industrial density, that produces structural components for vehicle construction. These include rockers, A- and B-pillars as well as structural parts in the front-end, cockpit and chassis area and metal parts in the exhaust system area. Linde + Wiemann has a long tradition, operating in more than 19 plants and in more than 8 countries.



Dillenburg, Germany



We are known for quality, famed for our unconventional thinking, appreciated for our values. Linde + Wiemann partners with OEMs in the international automobile industry. For over 83, years the company has supplied globally active car manufacturers and their suppliers with relevant structural components and assemblies.

Linde + Wiemann applies their know-how, gained through many years of experience, to design and form metal to find the right trendsetting solutions tailor-made to suit their customers' requirements. Linde + Wiemann focusses on developing new products that contribute towards improving the safety of vehicles while reducing their weight at the same time.

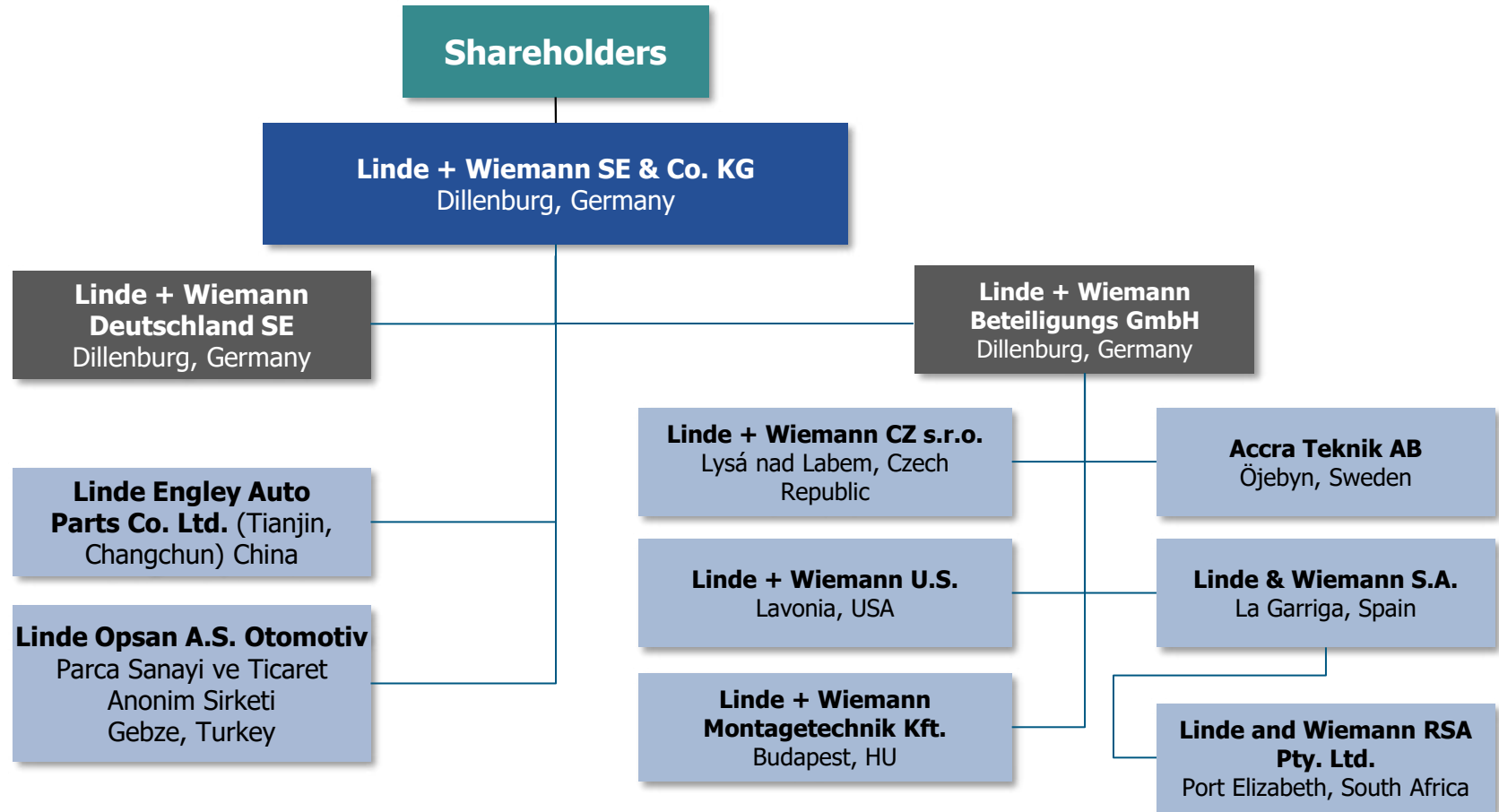


# Introduction

## Ownership Structure and Legal Form

Within the strategic management holding company Linde + Wiemann SE & Co. KG, registered in Dillenburg, Germany, business operations are organized in the individual entities.

Linde + Wiemann stands for first-class manufacturing of structural vehicle components in 19 plants in 8 countries with approximately 2,400 employees.



Our joint ventures are only considered in this report in the context of the ownership and legal structure as well as in our production network. The metrics presented do not take these into account.

# Introduction

## Our Reporting Scope & Strategic Targets

The 2021 Linde + Wiemann Sustainability Report is the first of its kind for the Company. This report has been prepared in accordance with the GRI Standards: Core-option 2016. Presented in this format, it provides a comprehensive overview of Linde + Wiemann's strategy, goals, and performance with, but not limited to, sustainability.



### Reporting Period and Scope

This report covers the period between 01-01-2021 and 31-12-2021. It relates to all business consolidated in our financial statements under Linde + Wiemann. The report will be published annually. In order to provide the best year-by-year comparison, sustainability metrics starting with fiscal 2021 reflect our current company footprint. All information in this report is based on the best available data at the time of publication.

### Restatements of Information

Since this is the first CSR Report of Linde + Wiemann, there are no restatements of information and no changes in reporting.

### Core Dimensions of Linde + Wiemann CSR Strategy

As we started our journey to become a holistic sustainable company, we first defined three mission statements for the increase of sustainability in our daily business:

#### HF 1

Linde + Wiemann is making a real contribution to ensure that the Paris Convention climate targets are met in full.

#### HF 2

Linde + Wiemann continues the tradition of the family business and focuses on social responsibility and reliability for its employees and partners.

#### HF 3

Linde + Wiemann creates the structures, processes and responsibilities to continuously work on the sustainability of the company.

HF = Hunting Field



# Introduction

## Our Reporting Scope & Strategic Targets

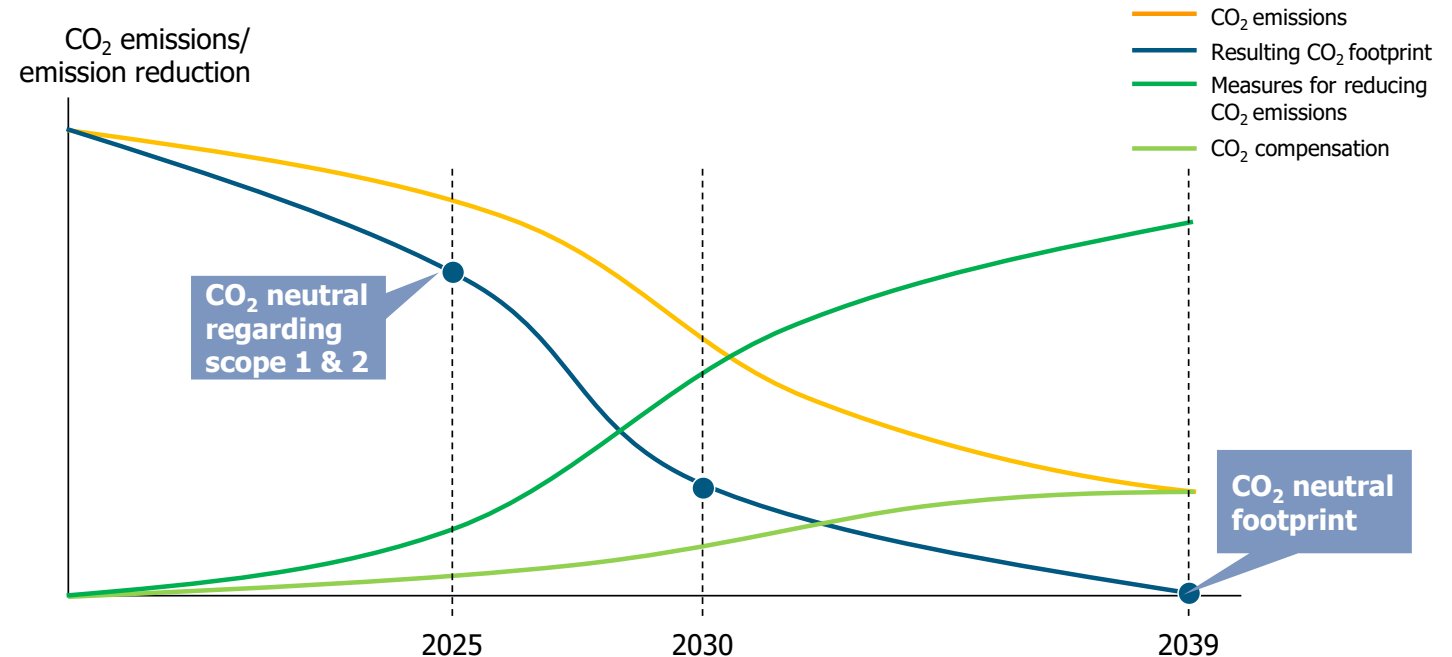
In order to specify the defined fields of action in more detail and at the same time meet the heterogeneous requirements of its various customers, we orient ourselves in each case to the most demanding goal of the industry. Therefore, the predominant goal of our CSR strategy is to reduce greenhouse gas emissions to a minimum and achieve CO<sub>2</sub>-neutrality by 2039. This includes achieving self-generated emissions (Scope 1&2) by 2025 at the latest.

To achieve this target, the first step is to create the necessary foundations and generate the corresponding transparency about the status quo (esp. Scope 1, 2 & 3) as well as the required reduction targets in all dimensions. We will create this transparency together with our supply chain partners by the end of 2022. Connected to this is the development of a roadmap and the derivation of relevant initiatives to achieve the different targets. This will include along our fields of action:

Measurements to reduce **CO<sub>2</sub>-Emissions** in our production plants, in the logistics and by our suppliers

Measurements to increase **health, safety, diversity and well-being for our people** at Linde + Wiemann as a place of work

Measurements for the **efficient and effective management of projects** to improve sustainability: economical, ecological and social



# Introduction

## Our Reporting Scope & Strategic Targets

### Further Activities

Linde + Wiemann undertakes a variety of other reporting activities in addition to this CSR-Report. On our website, for example, we provide information regarding energy policies, environmental policies, occupational health and safety policies and several certificates such as IATF and ISO.

Additionally, Linde + Wiemann participates in CDP (formally: the *Carbon Disclosure Project*) since 2018. CDP is an international non-profit organisation that helps companies disclose their environmental impact. It aims to make environmental reporting and risk management a business norm, driving disclosure, insight and action towards a sustainable economy. As such, Linde + Wiemann reports details regarding topics including GHG emissions, water use and perceived corporate risk due to climate change within the framework of CDP.

Linde + Wiemann also provides CSR reporting by means of EcoVadis and NQC. NQC is a supplier questionnaire in the automotive (supplier) industry. Which is part of an industry-wide long-term strategy and aims to successively improve the sustainability performance of suppliers. On the one hand, it is intended to improve supplier qualification, as this enables possible improvements to be identified, which are then addressed as part of joint action plans.

On the other hand, it is also intended to reduce the processing workload for suppliers by requiring them to provide their responses only on a single platform shared by various OEMs. The service provider NQC Ltd. is an independent entity that operates the platform through which the questionnaire is answered and takes over the review of the documents provided.

Another platform used by the costumers of Linde + Wiemann is EcoVadis. The objective of the EcoVadis CSR rating methodology is to measure the quality of a company's CSR management system – through its policies, actions and results. EcoVadis is mostly used by several costumers of Linde + Wiemann to assess supplier requirements.

### Report Content

To define the content of the report, several focus groups were built that covered the main topics of the report. These focus groups enclosed the main topics: Environment, People, Governance and Procurement. Within the focus groups, the topics were further broken down and detailed. The table provides an overview of the detailed topics.



# Introduction

## Our Reporting Scope



### People

- Training and Education
- Human Rights
- Employee Representative Bodies
- Diversity and Inclusion
- Charity
- Health and Safety



### Value Chain

- Environment
- Energy
- Emissions
- Water
- Waste



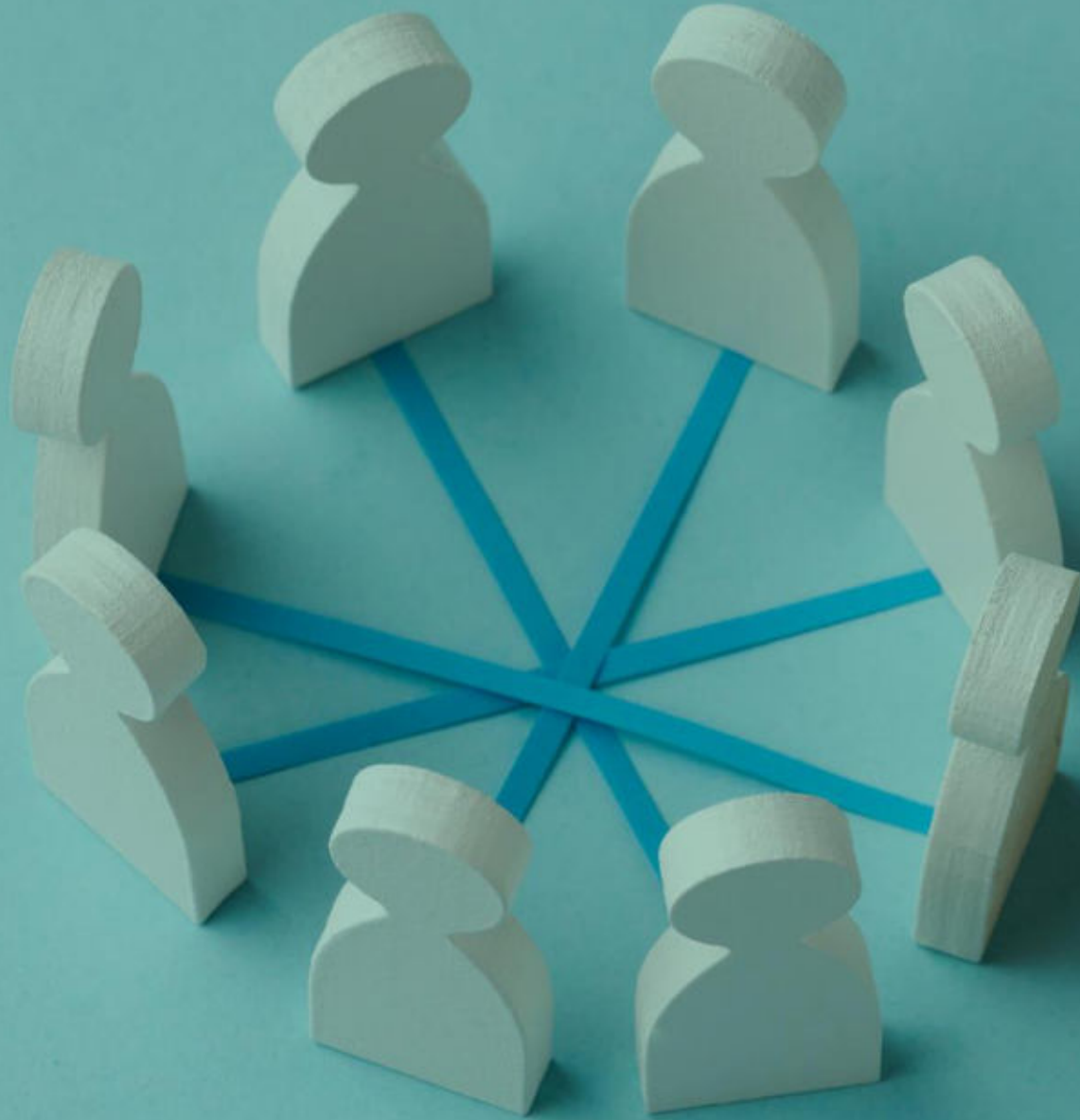
### Supply Chain

- Logistics
- Materials
- Suppliers
- Working Conditions



### Governance

- Stakeholder
- Governing Bodies
- Ethics and Regulatory Compliance
- Risk Management
- Data and Information Security
- Code of Conduct



**Linde +  
Wiemann**



# Linde + Wiemann

“For more than 83 years, we have been supplying global vehicle manufacturers and suppliers with complex and structurally relevant components and assemblies. Known for high quality, famous for our lateral thinking, appreciated for our values.”

19   
Production Facilities  
worldwide

2,400   
Employees globally

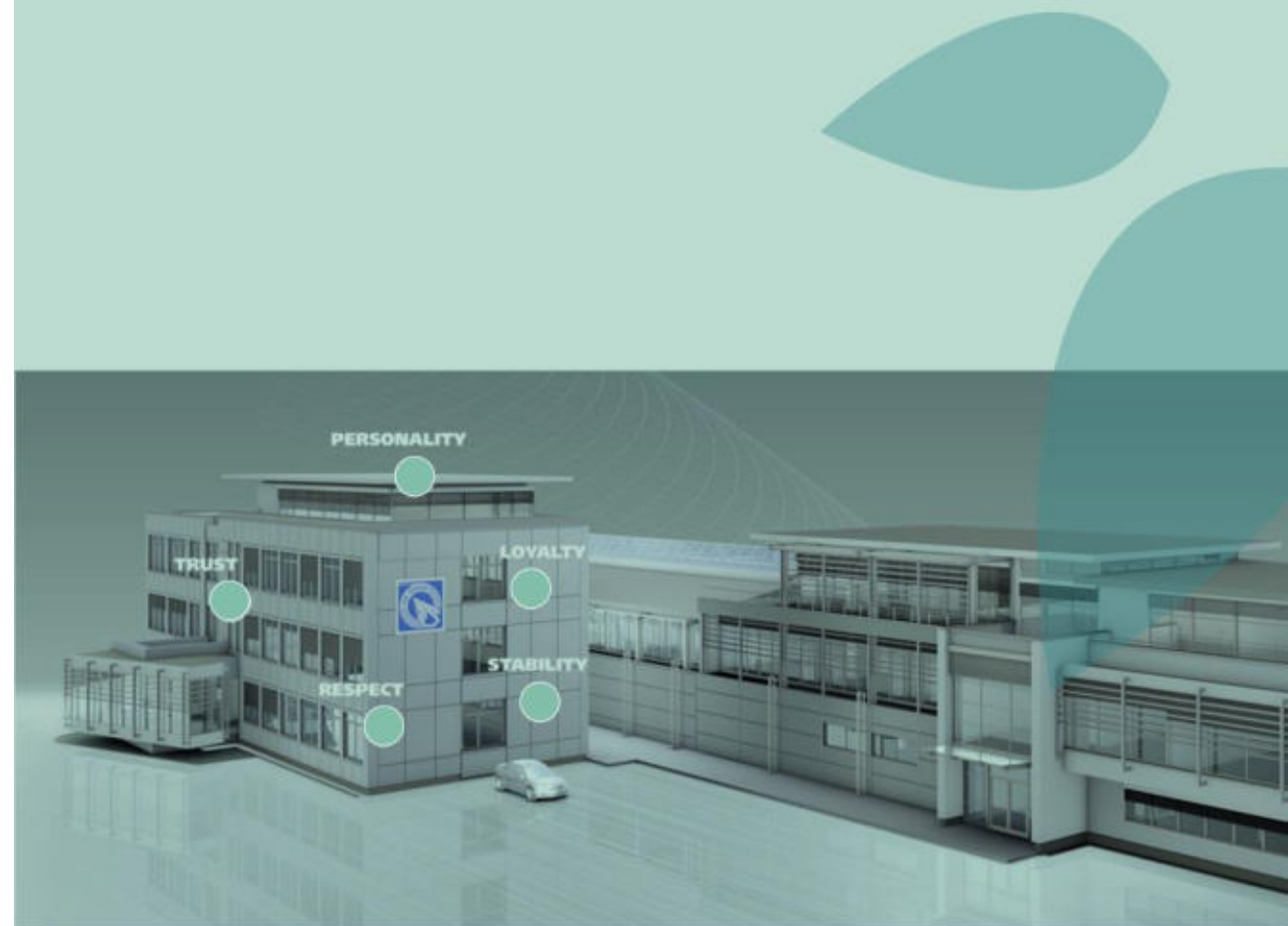
 8  
countries

425   
Mio.

# Linde + Wiemann

## Our Mission and Vision

“Our mission is to lead the field as premier global partner for our customers for high quality crash-relevant body in white components. We use our decades of expertise in the metal design and forming of metal to find the right, forward-looking solutions tailored to customers’ needs. With our strategy, we bring more value to our customers in the future and do so sustainably and responsibly for both, the environment and people that represent Linde + Wiemann.”



# Linde + Wiemann

## Our Mission and Vision

Linde + Wiemann has set clear goals for further successful years ahead:

### **Building even stronger partnerships:**

We intensify working in close cooperation with our customers to be the preferred strategic supplier and development partner through our excellent manufacturing and product development capabilities.

### **Providing advanced crash & safety solutions:**

We contribute towards improving the passive safety of vehicles, while reducing cost and weight for innovative Body-in-White, crash & safety relevant structural components and technology solutions.

### **Closing on to our customers:**

We focus our global presence to serve our key OEM customers in the relevant growth markets and regions.

### **People first:**

We aim to be an attractive place for diverse and international teams and to embrace a work culture shaped by team spirit, high performance, trust, transparency and high quality of work life.

### **Future-oriented:**

We position as key player for technology solutions for crash and safety relevant structures for non-conventional platforms, but also as market leader in the area of lightweight solutions for BEVs.

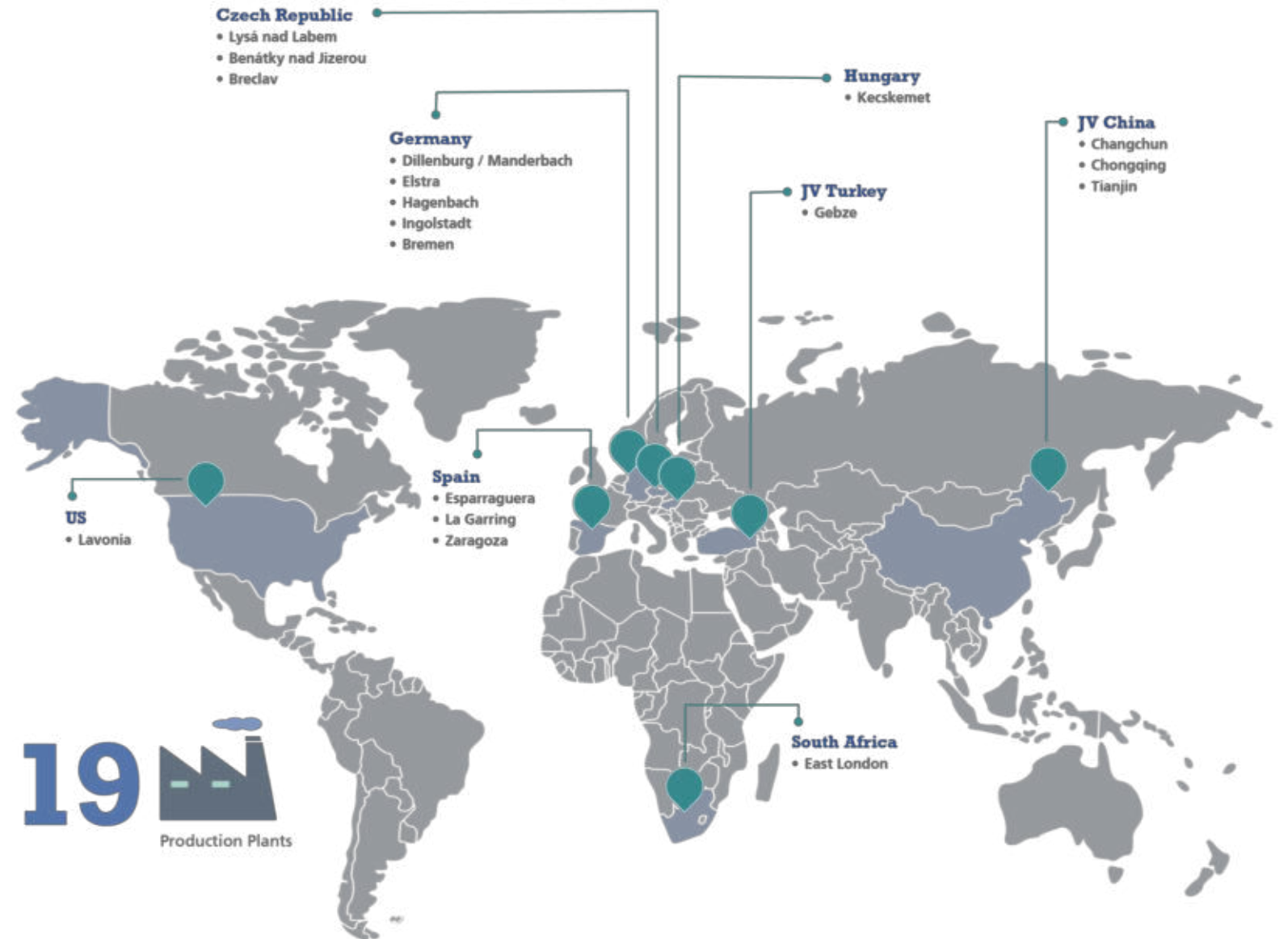
### **Front-Runner on Sustainability:**

We thrive to be the front runner for sustainability and corporate social responsibility within our competitive arena.

# Linde + Wiemann

## Our Global Presence

The sales markets for products of Linde + Wiemann encompass the four regions of Europe, North America, the Middle East and Africa as well as Asia, 19 production plants in total. With this structure, we have established ourselves as a recognized supplier to the international automotive industry.





# Linde + Wiemann

## Global Production Network

### Europe

In Germany, production currently takes place at the sites in Dillenburg, Manderbach, Elstra, Hagenbach, Ingolstadt and Bremen. The production site in Bremen started series production in fiscal year 2021. In the Czech Republic, we have a coordinated production network with sites in Lysá and Labem, Benátky nad Jizerou and Břeclav. In Spain, production is carried out at sites in La Garriga, Esparraguera and Zaragoza. The production site in Kecskemét, Hungary supports the global platform strategy of one of our customers. Linde + Wiemann is represented in Turkey via a joint venture with a production site in Gebze.

### International

In South Africa, the Group is represented in East London and Port Elizabeth. In China, production takes place at the Changchun, Chongqing and Baodi sites. Cooperation with our joint venture partner Engley (Changchun Engley Automobile Industry Co., Ltd., Changchun/China) has proved successful. In Lavonia Georgia in the US, production started in 2017, in particular to supply some of our long-standing local customers.

**Ever since building our global production network, Linde + Wiemann has been working in close alliances. This way, complete value chains can be offered, and the value creation process can be controlled.**



# Linde + Wiemann

## Our Customers

### Our Customers

As an internationally acting automotive supplier, Linde + Wiemann can count the major car manufacturers among its customers. We support our customers' mission by protecting the environment. Our customers have very ambitious climate targets that also affect the cooperation with suppliers. We offer a range of innovative products to help our customers become more resource efficient, sustainable and more competitive. By focusing our business strategy on sustainability, we are able to address the needs of our customers and further expand our competitive advantage.

# CSR



# Linde + Wiemann

## Out Corporate Social Reporting Strategy

At Linde + Wiemann, we are very aware of our responsibility for the environment and the well-being of our stakeholders. For some years now, sustainability has been a high priority in our corporate strategy. It is not enough that we have been certified for years in accordance with the DIN EN ISO 14001, ISO 45001 and 50001 guidelines; we also strive to ensure that all our corporate processes and our corporate culture reflect the theme of the responsible use of resources of all kinds. In doing so, we draw on international protocols such as the 17 goals for sustainable development (Agenda 2030), the Declaration of Human Rights and the United Nations Global Compact, the Guidelines for Multinational Enterprises of the Organisation for Economic Cooperation and Development (OECD) and the Conventions of the International Labour Organisation (ILO). All these result in our group-wide standards on human rights and labour standards, business ethics, environmental protection and safety. They are valid worldwide and also apply to our manufacturing suppliers and service providers. The contents of these principles are also part of our contractual conditions with suppliers worldwide.

In close cooperation with our customers and suppliers and in line with our overall strategy, we want to become a leading global partner that sets new standards not only in the field of technology, but also in the area of sustainability.

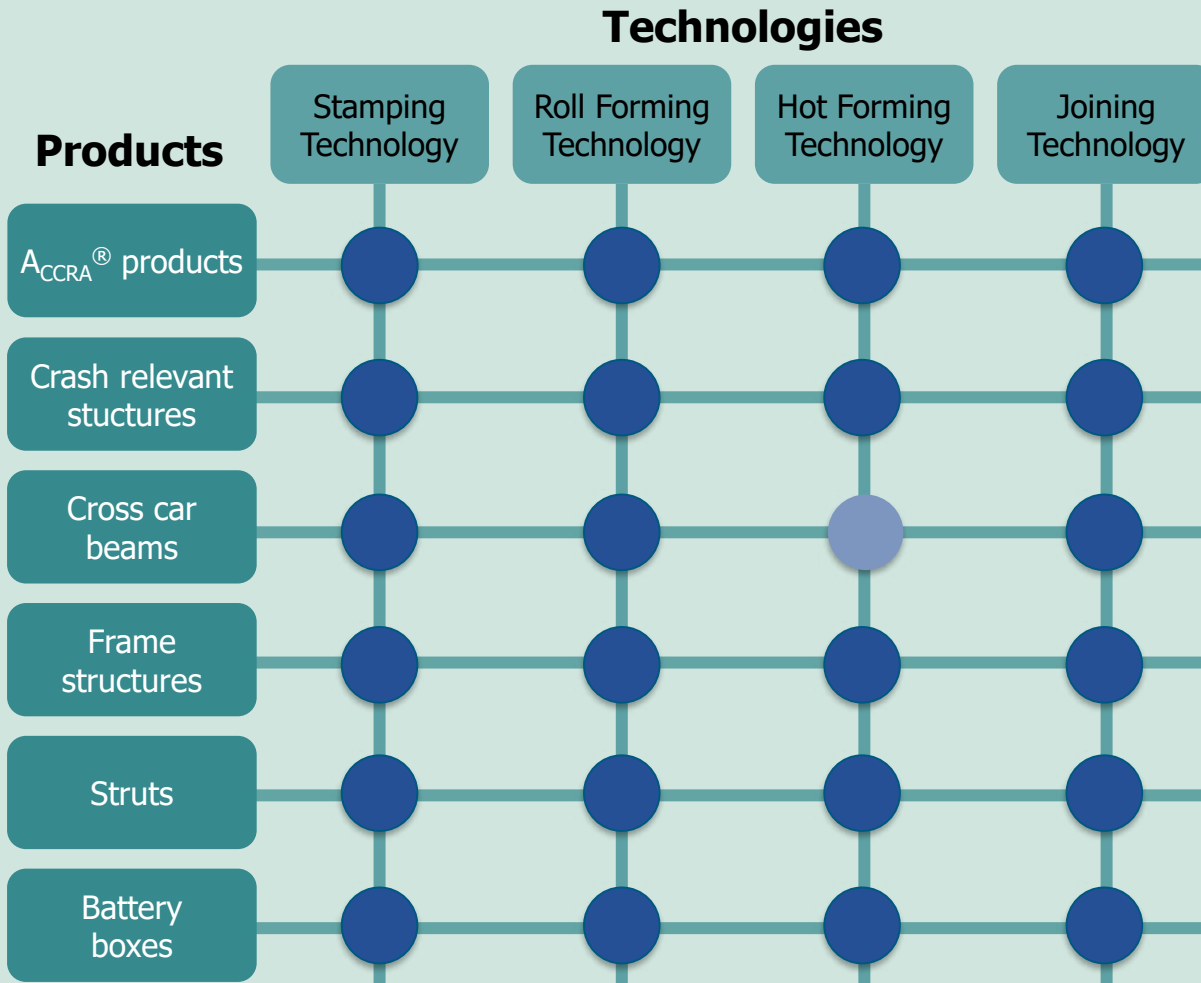


# INNOVATIVE WITH PRODUCTS AND TECHNOLOGIES

“Linde + Wiemann is a long-standing developer and manufacturer of safety-relevant metal components and subsystems for the automotive industry. We are committed to achieve the highest standards of innovation, safety and quality. With our products, we are fundamentally independent of the powertrain and thus independent of drive technologies. As a strategic supplier we develop products and technologies in close cooperation with our customers.”



# Innovative with Products and Technologies



## Products made for safety

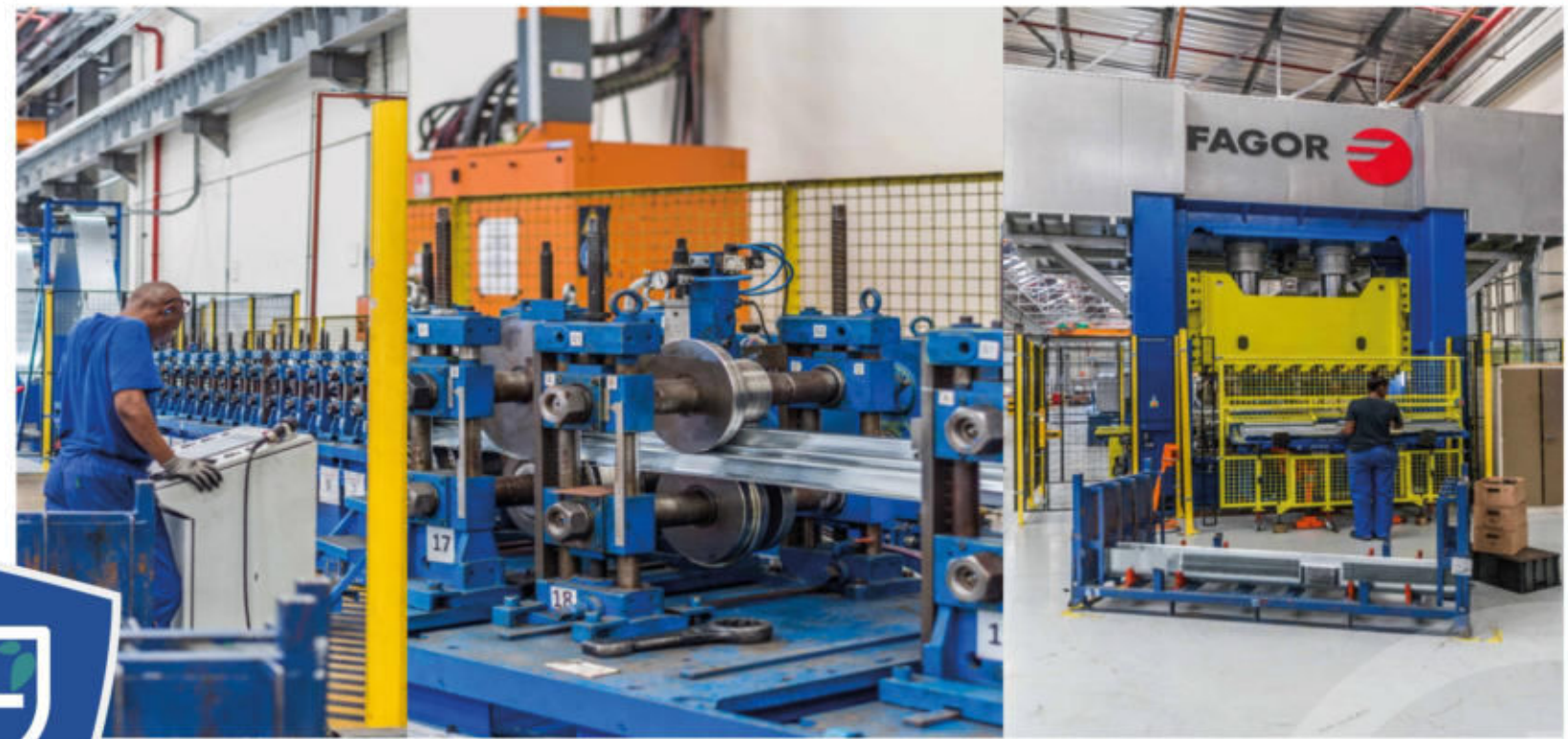
We ensure to comply with consumer legislation through various testing that is done to assess product risks so that products do not harm human life or health and that the products manufactured comply with all relevant laws. Linde + Wiemann has maintained to surveil end-consumer complaints and dissatisfaction. No disputes were brought up against Linde + Wiemann in 2021.

Delivering products of the highest quality is our highest priority. We know their importance for the safety of occupants in the event of an accident. Therefore, our products are certified in accordance with the requirements of IATF 16949. With our quality management system, we ensure highest quality down to the store floor level, where we control production quality meticulously.

To bring full transparency with respect of the product safety in terms of its constituents, Linde + Wiemann declares material data, the material and chemical compositions of components, semi-finished products and materials within the framework of the International Material Data System (IMDS), as prescribed by law. In the IMDS, hazardous and controlled substances are constantly compared with regulatory-originated lists of prohibited substances. The assessment is performed by dedicated experts to trace hazardous substances back to the individual part and work with suppliers to reduce, control or eliminate the hazard.

# Innovative with Products and Technologies

## Advanced Materials



Linde + Wiemann has become synonymous with state-of-the-art technology, a skillful approach and an unconventional solution: Concentrated knowledge! Only with absolute cutting-edge technology as the basis of all development work do we achieve innovative solutions. Customers and partners have been successfully relying on this advantage for many years: "Strength through technology". Our key technologies include but are not limited to stamping technology, profiling technology, hot forming technology and joining technology.

# Innovative with Products and Technologies

## Technology Innovation and Sustainability

Our expertise in product, technology and process development forms the basis of our current competitive position. Innovative solutions for structurally relevant components for the passenger cell are based on process innovations in the fields of stamping, profiling, hot forming and joining technologies to produce complex assemblies. In fiscal 2020, we expanded our production for the manufacture of highly complex large-volume assemblies in order to make optimum use of the competitive advantages.

In the field of hot forming technology, Linde + Wiemann holds worldwide patents on a process innovation for the production of hardened steels with closed cross-section gradients. Linde + Wiemann markets these products under its own brand - "ACCRA®". With "ACCRA®", Linde + Wiemann has developed a technology that makes it possible to produce fully or partially hardened, profile-like components with any desired cross-section and contour. This makes it possible to further optimize the energy absorption and weight of highly stressed, crash-relevant vehicle components in particular, thus making a significant contribution to sustainability and emission savings.



# Innovative with Products and Technologies

## Advanced Materials

To meet the increasing demands of our customers for safety and fuel efficiency, Linde + Wiemann uses a variety of materials and technologies. Both high-strength steels and higher-strength aluminum alloys are combined via various process technologies as innovative solutions to improve vehicle efficiency and safety. This way we are able to satisfy our Customer needs.

## Lightweight Design

Due to the increasing drive to reduce CO<sub>2</sub> emissions, the future model generations of our OEM customers will have to further reduce weight. A particular focus is therefore on lightweight construction as an important lever for reducing fuel consumption. Here we achieve added value for our customers, as weight savings also play a key role in the area of electromobility and lead to greater ranges. These challenges, while at the same time increasing vehicle safety, require the highest level of product and technology innovation expertise.

At Linde + Wiemann, we work every day on weight reduction solutions together with our customers and partners. For instance, we are working with a German OEM on an assembly consisting of 100% aluminum components that will be joined to form a complex cockpit cross-member, further decreasing vehicle weight and carbon emissions during the vehicle's life cycle. Each gram we eliminate, has direct impact on CO<sub>2</sub> emissions and therefore the environment.

Linde + Wiemann made a significant contribution to innovative lightweight design concepts as part of a consortium consisting of vehicle manufacturers, suppliers and universities, solutions for further overall vehicle-related reduction of body weight. The basis of this weight reduction is the development of a high-strength steel profile design with thin-walled cast steel nodes. Linde + Wiemann is thus making an active contribution to the broad implementation of a lightweight design concept for future electric vehicles. In addition to cooperations and developments relating to high-voltage systems and battery boxes, the "FügEL" project (joining of press-hardened profiles for mixed construction-intensive lightweight structural engineering in electric vehicles), which was funded by the German Federal Ministry for Economic Affairs and Energy, was successfully completed.

In the 2020 financial year, Linde + Wiemann also recorded further progress in the development of new and intelligent solutions within the vehicle structure. For example, the development of lightweight, space-optimized and crash-optimized A-pillars, which require fewer components due to their complex geometric structures, was driven forward. This reduces costs and weight. In close cooperation with customers, these solutions have already been implemented in series products and further pre-development projects initiated.

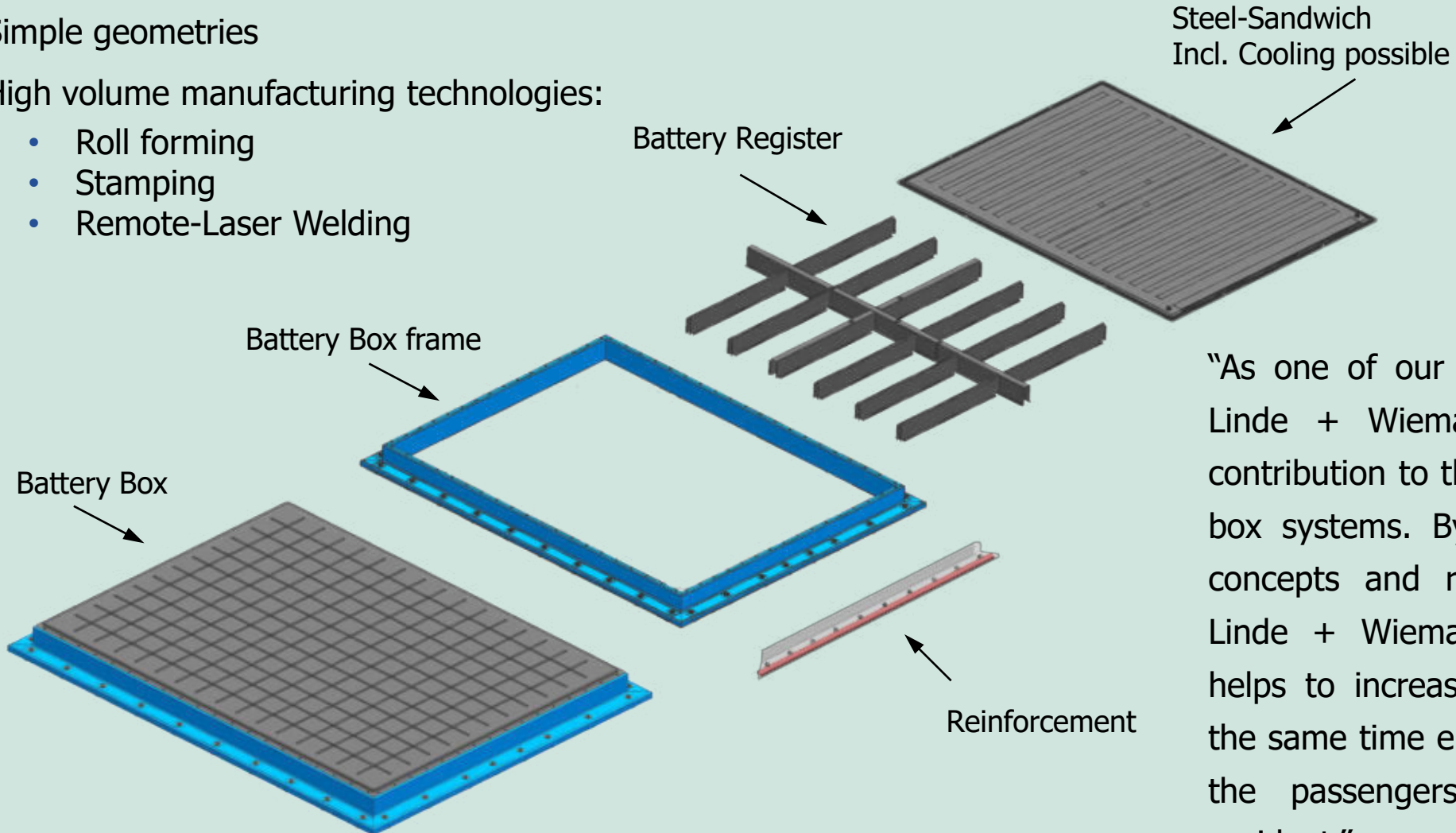




# Highlight: Battery Box Development

## High Volume Cars: Steel Concept

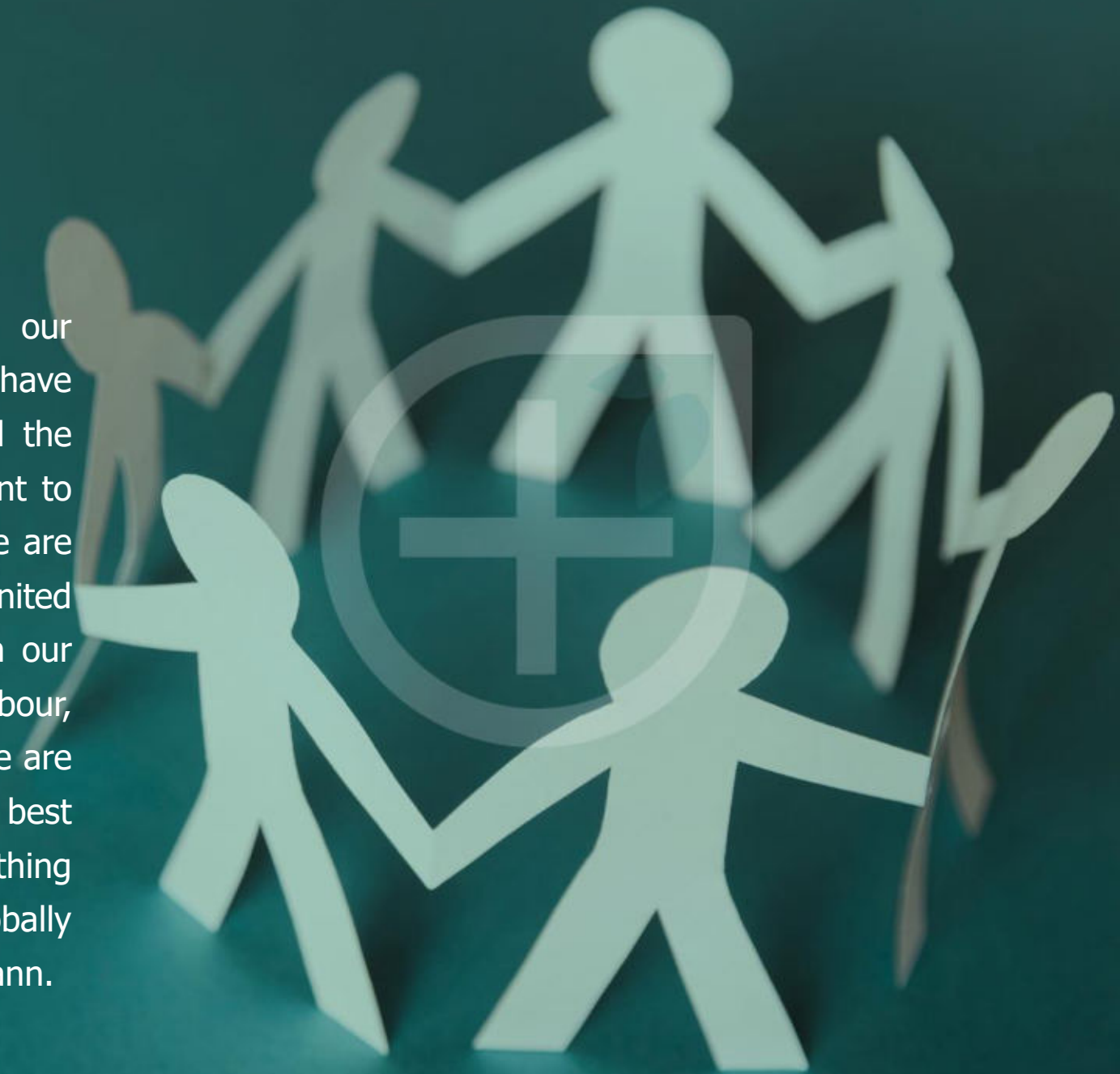
- Simple geometries
- High volume manufacturing technologies:
  - Roll forming
  - Stamping
  - Remote-Laser Welding



“As one of our strategic product groups, Linde + Wiemann makes a significant contribution to the development of battery box systems. By using light-weight steel concepts and roll forming technologies, Linde + Wiemann battery box systems helps to increase electrical range and at the same time ensures maximum safety of the passengers in the event of an accident.”

# RESPONSIBLE FOR PEOPLE

At Linde + Wiemann, we are keenly aware of our responsibility towards the people on whom our actions have an impact. These are not only our employees, but all the people we interact with in one way or another. We want to help all these people to live a just and dignified life. We are guided by the Declaration of Human Rights and the United Nations Global Compact and implement these rules in our company wide standard for human rights and labour, business ethics, environmental protection, and safety; we are guided in this by our intrinsic values; we aim to do our best to achieve our best. It is important to us to give something back and to make a difference not only locally but globally for all people who come into contact with Linde + Wiemann.



# Responsible for People

As is 2021

**91 %**

Permanent Contracts

**19 %**

Female Employees

**21,504 h**

Total Number of trainings hours

**490**

Avg. LTIR

**100 %**

Mandatory Health and Safety Training

**66**

Apprentices

**10.79 years**

Average Period of employment

Targets 2023



5 % Decrease in Lost Time Injury Rate



Digitalisation of HR Administration Processes



Expansion of the educational opportunities for our employees



Empowering women in leadership positions and technical apprentices

# Responsible for People

At Linde + Wiemann, we believe that our performance is directly linked to the skills, abilities and satisfaction of our employees. Because of that, we support and encourage our employees to develop new skills, change and grow throughout their whole career. We make sure that our managers and employees are equipped with the tools necessary to achieve their personal goals and pass on our values.

Linde + Wiemann continues to ensure that employment contracts are in line with the requirements of the Basic Conditions of Employment Act, Regulations and Codes of Good Practice. We only use reputable firms, that it do not use labour from agencies or firms involved in trafficking, debt bondage.

Linde + Wiemann is also a member of e.g. the Motor Industries Bargaining Council in South Africa and thus engages in collective bargaining and holds regular consultations with authorized workers' representatives concerning working conditions, remuneration, dispute resolution, internal relations and matters of mutual concerns.

## Top Employer

"Top employers in the SME sector 2022" that were selected from more than 10,000 employers in the period 01-01-2021 to 31-12-2021. Based on the access and reading behavior of job seekers, Linde + Wiemann has been – again – under the selected companies for this award.



## Training and Education

At Linde + Wiemann, the employee is the most important part for innovative and qualitatively out-standing products. That is why we constantly offer our employees the opportunity for further training and encourage them to do so through various means. This gives us as a Company a strategic advantage in the market and enables our employees to shape the future of the automotive industry.

This is also why we have a strong apprenticeship program with the subsequent option of a dual study degree program. In 2021, we were able to employ 61 apprentices and 21 bachelor students in our company. Of these, 11 had previously completed an apprenticeship at Linde + Wiemann. We are very pleased that we were able to recruit 71% of the bachelor students after they finished their Studies in fiscal 2021. In the US we give our apprentices the Opportunity for a Debt free college degree.

In South Africa, the Company has secured the highly coveted MERSETA Learnerships program for apprentices that are registered for 2022. The apprentices are sourced directly from East London, where our plant is situated.

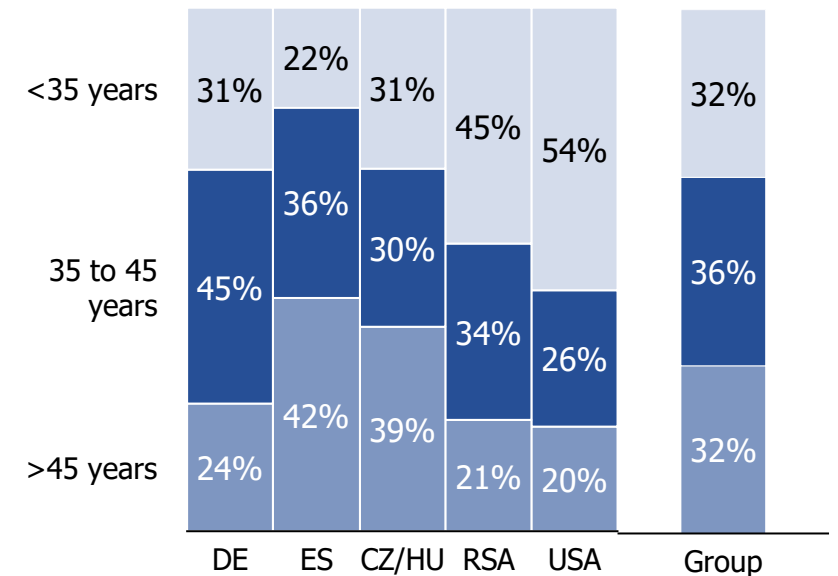
## Idea Management System

We know the potential of our employees' ideas. That's why we have a Group-wide TIP process where our employees can submit their ideas to improve the effectiveness of our company. As a thank you, they receive a share of the savings as a bonus if the idea is accepted. We are very pleased that in 2021, 468 ideas were submitted, and we were able to pay out a total of €71k in bonuses.

# 21,504 h

## Total number of training hours within Linde + Wiemann Group

Spread of age groups across the regions



# Responsible for People

## Human Rights

We pride ourselves in our reputation for respecting basic human rights, engaging in fair labour practices, being environmentally responsible and having a zero-tolerance approach to corruption. In line with same, the Company has implemented a Human Rights Policy as part of the Company's Code of Conduct as well as an Anti-Corruption and Bribery Policy.

We regard Human Rights due diligence as a process that is necessary for the Company to know and show that it respects human rights as well to identify, prevent, mitigate, and account for negative human rights impacts which the company may cause or contribute to through its own activities, products, operations or through the services provided in a business relationship. We pride ourselves on receiving clean audits in this respect and expect the same from our entire supply chain, which we secure by applying our Supplier Code of Conduct and Ethics.

## Employee Representative Bodies

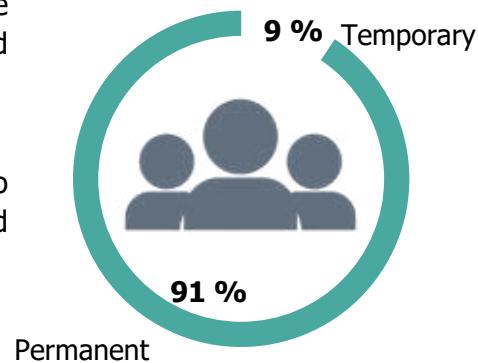
At Linde + Wiemann, we know how important it is to have strong employee representation, so we are pleased to have a regular exchange with our works council.

## Diversity and Inclusion

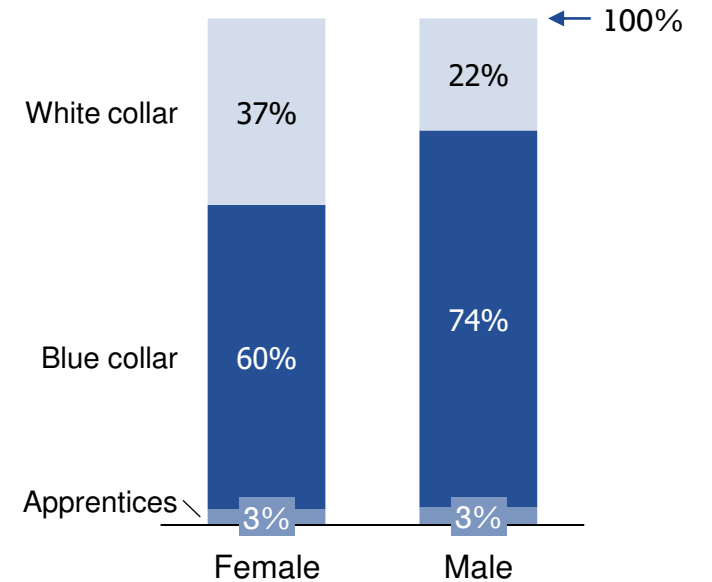
In relation to employment equity and skills development, the Committee has continued to monitor progress against its targets in relation to the Company's employment equity and skills development plan. The company has a full Employment Equity Committee that meet quarterly to ensure that the Company remains on track with its vision and targets.

People with different cultural backgrounds and ethnicities work at Linde + Wiemann. In our opinion, this enriches us as a company and as people. We as a company try to consciously deal with this diversity and try to give all people a place where they can feel comfortable. We give all people a chance, regardless of their backgrounds.

## Quote Temporary to Permanent



## Professional Groups by Gender



# 35 %

## Quote Female to Male in US

# Responsible for People

## Love, respect and kindness

Fostering ethnic diversity, social skills and respect for others is a crucial factor in achieving sustainable economic development and prosperity.

Linde + Wiemann is highly engaged in ethical economic interactions, and encouraging all employees to work together for a common goals, for example:

- Month of love
- Heritage Day
- Support of Nelson Mandela Metropolitan University and Walter Sisulu University initiatives to help students at the children's Care Centre
- Intercultural training



# Responsible for People

## Charity

### Linde + Wiemann cares.

We desire the best for others and are highly committed to alleviating the hardships of others in a plethora of charity activities, to name a few:

- Community High School Basketball (Streetball) Tournament
- Supported Cancer Run
- Open House Event
- Working with local schools in preparing students for the workforce
- Donations for employees who were victims of the tornado in South Moravia in June 2021
- Sponsor for Community charity run



# Responsible for People

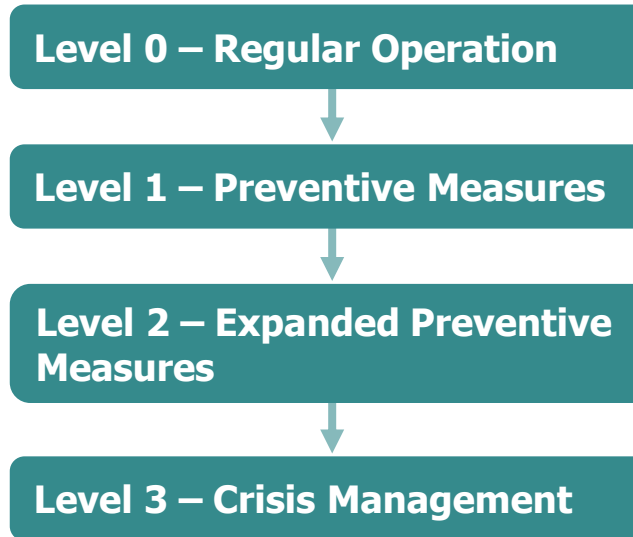
## Staying Safe during COVID-19

Due to the Covid-19 outbreak resulting in a global pandemic, key emphasis was placed on the implementation of and monitoring of the Covid-19 occupational health and safety regulations to ensure the wellbeing and safety of employees and stakeholders. No major health and safety impacts on communities, employees and/or customers in terms of the group's operations, activities and services were recorded during the year under review.

During Corona, we also offered our employees the opportunity to be vaccinated by our company medical service.

Covid-19 has had a big effect on employees and their mental health, and so the Committee investigated into and eventually partnered with mental health care services to provide our employees with assistance through the difficult times.

To ensure the safety of our employees, we have developed a four-level plan. Depending on which level is declared, different measures take effect. Already at an early stage, employees were offered vaccination through the company.



## Health and Safety

A Safe and healthy work environment is one of the topmost priorities at Linde + Wiemann. We adhere to all health and safety regulations and conduct regular safety trainings for all our employees. To control and manage these health and safety standards we employ safety officers in all our plants. To improve our safety we have regular safety meetings between the occupational health and safety departments and our management. We also conduct Health and Safety audits on a yearly basis. We strive for a continuous improvement in our plant safety. Our target is a reduction of the LTIR by 5 % percent.

## Local Engagement and Commitment

Linde + Wiemann recognizes the importance of local engagement and commitment. To achieve optimal success, Linde + Wiemann develops a community engagement plan. This tailors the approaches and communication networks to the interests of each stakeholder group. Some examples from the plant in South Africa:

- We celebrated Heritage Day in South Africa where employees were encouraged to come to work dressed in their "Tribe clothes".
- This was linked to winning prizes for the best dressed employee.
- We have introduced Idea Management in the plant and presented each employee who submitted a continuous improvement idea with a small gift.
- We have a 100 % Attendance Award each year where employees with 100 % attendance, get an award.





## Highlight: Living Inclusion



As an example of our social responsibility, Linde + Wiemann has maintained intensive relationships with various inclusion facilities for many years.

At our Bremen plant, for example, we work together with the *Lebenshilfe* association to involve disabled people in the maintenance of the plant's outdoor facilities. Furthermore, *Lebenshilfe* takes over administrative tasks at our main site in Dillenburg.

Because we want to live inclusion in various ways, this Corporate Social Responsibility Report was designed as an accessible text

# SUSTAINABLE ALONG THE VALUE CHAIN

“We take a holistic view of sustainability. However, we know that we have to start with ourselves, so we look closely at all processes in our factories and continuously improve them in terms of efficiency and sustainability. This is where we have the greatest direct impact on the sustainability of our products and our company.”

## TOP topics for 2022/2023

- The procurement of green electricity, after stabilization of the energy market
- The conversion to calibrated energy consumption measuring equipment in all German plants. This project has an investment volume of **400,000 €**. 2 plants are already connected, other will follow. Targets are:
  - Minute-precise load profile recording
  - Smooth out the energy consumption over all 3 production shifts
  - Identify top-consumers
  - Identify energy consumption reduction potential
  - Decrease energy consumption
- Global roll-out of a software for H&S-, energy- and environment data analysis and improvement programs and online trainings
- Further empowerment and development esp. of site environmental officers.

# Sustainable along the Value Chain

As is 2021

**16,446 t**

CO<sub>2</sub> Emissions

**62,239 MWh**

Energy Consumption Scope 2

**39 t/mEUR**

CO<sub>2</sub> Intensity Scope 2

**148 kWh/mEUR**

Energy Intensity Scope 2

**42 %**

Renewable Energy

**20 %**

Recycled Material used

**30,177 m<sup>3</sup>**

Water used

**2,676 t**

Waste  
(hazardous, nonhazardous, paper)

Targets 2023



22 % HEV/BEV Vehicles  
in Fleet



Increase in  
Usage of Green Energy



10 % Decrease in Harzardous  
Waste



3 % Decrease in Energy Usage



25 % Reduction  
in Water Usage



5 % Reduction in  
CO<sub>2</sub> Intensity Scope 2

# Sustainable along the Value Chain

## Energy Management

The Linde + Wiemann Group introduced an energy management system in accordance with DIN ISO 50001 at most plants. The evidence was provided in the course of certification audits.

The objective of the energy management system is:

- to continuously improve the energy performance in the company.
- to increase energy efficiency and thus reduce the environmental impact of our production.
- to design and procure our equipment with a view to increasing energy efficiency, while constantly complying with legal requirements.

We achieve these goals by:

- setting strategic and operational energy targets.
- a continuous energy reporting system that constantly monitors energy issues and improves energy performance.
- a systematic evaluation of energy efficiency criteria in our processes and at our facilities.
- motivation and qualification of our employees to act in an energy-saving manner.
- The determination of life cycle costs in the procurement of technical equipment and systems which have a significant influence on the company's energy consumption.

A number of measures have already been successfully implemented, as part of the introduction of the energy management system and by raising our employees' awareness of energy issues. These include the automatic recording of our relevant energy consumption with the existing measuring systems. The integration of our energy management system in the wider Linde + Wiemann management system, which consists of our integrated quality, occupational safety and environmental management system. This is the basis for the continuous improvement of the quality of products and processes, for sustainability as well as for the improvement of our energy balance and the reduction of CO<sub>2</sub> emissions.

The energy management system has been introduced in fiscal 2015 and is maintained in accordance with standards. The status of the energy management system is monitored by annual internal audits and external audits by accredited partners.



# Sustainable along the Value Chain

Linde + Wiemann takes responsibility to protect the environment ecologically. By avoiding waste of resources, Linde + Wiemann contributes to prolonging the availability of fossil energy sources.

## Energy

As a metal processing company, electrical and thermal energy will always be one of our most important commodities. Energy intensity is therefore already a key performance indicator and is continuously optimized.

We have defined the following measures on our roadmap for the more efficient use of energy:

- Upgrading the vehicle fleet with hybrid/e-vehicles
- Replacement of air compressors with more efficient VFD models
- Control units to coordinate multiple compressors to achieve higher efficiency
- Recuperation of waste heat from compressors
- Conversion to LED lighting (mostly implemented)
- Conversion to calibrated measuring equipment for minute-precise load profile recording
- Installation of thermal power station

Beside that we will foster the increase of the usage of green energy. Since the availability of green power is highly dependent on the region in which our plants are located, we defined region specific targets for that measure. This will lead to an overall improvement.

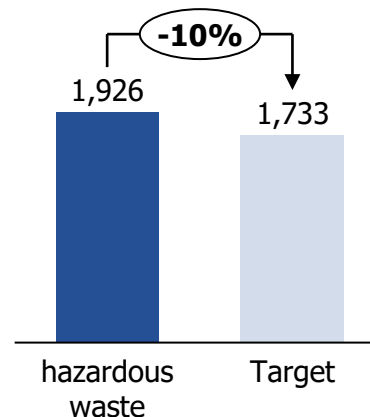
## Water

Water is one of the most important vital resources for society and industry. Because of that, it must be protected and used very carefully. At Linde + Wiemann, water is used in every plant, but the water demand is particularly high in hot moulding processes. In order to act responsibly, Linde + Wiemann adheres to the strict requirements of ISO 14001 certification. Accordingly, process-related water consumption is already reused and recycled several times. Nevertheless the total consumption needs to be limited or reduced. Therefore, Linde + Wiemann continuously monitors company-wide water consumption. If necessary, individual measures are taken at a site to optimize water consumption and wastewater generation. As a target, Linde + Wiemann committed itself for the reduction of 25 % by the end of 2023.

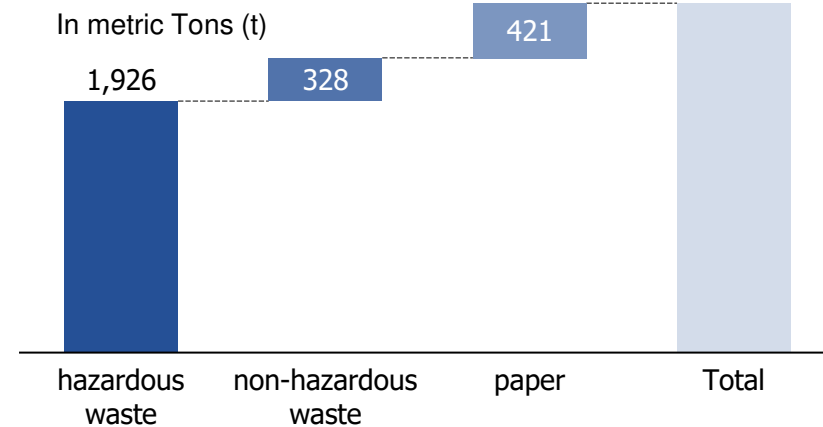
## Waste

The reduction of waste has been part of the lean philosophy of our operations for many years. As a Tier1 supplier, we have already reduced packaging material to a minimum by using special carrier boxes. Nevertheless, there is still potential, we are focusing on in the upcoming years. Hazardous materials which means different mediums like oils, emulsions etc., are process related and thus correlate with the production volume. However, we are working intensively on the replacement with materials which belong to the non-hazardous category.

**Reduction in hazardous waste**



**Waste on Group Level**



## Highlight: Thermal power Station (BHKW)



In 2021 we started the project to implement a thermal power station and in the same process the replacement of one of the existing heating boilers at our Elstra plant. The additional usage of the thermal energy which is a by-product of the electricity generation, reduces the overall primary energy consumption of the system tremendously. After the launch of the system in the beginning of 2022, we expect a reduction of about **32 %** per year. Thereby the combination of the generation of electricity and thermal energy enables the avoidance of more than **117 t** CO<sub>2</sub> per year.

The remaining heating boiler now just covers the peak requirements of the plant.

This is one of several measures in the production network which are related to the reduction of energy consumptions and emissions.

# SUSTAINABLE WITHIN THE SUPPLY CHAIN

“We know that the issue of social responsibility does not end at our factory gates. That is why we plan to further expand our close cooperation with our suppliers and invite them to work with us more closely. Especially in the area of raw material extraction it is of utmost importance to prevent and mitigate violations of human rights. We believe that it is key to know our value chain as well as possible in order to prevent any risk. Therefore, we will continue to scrutinize and optimize every step in our value chain with respect to sustainability and social responsibility.”

# Sustainable within the Supply Chain

As is 2021

**142,789 t**

Raw Materials  
(esp. Steel, Al)

**100 %**

Recyclability  
of the raw material

**-30 %**

CO<sub>2</sub> -Reduction within  
inter-Logistic Processes  
(using FLC-Boxes)

**64 %**

Local Suppliers

Targets 2023



Conflict Minerals Reporting  
Template (CMRT) from  
60 % of direct spend



+1,000 additional  
FLC-Boxes  
for Inter-Logistics



Determination of energy  
consumption and emissions in  
the supply chain (Scope3) for  
80 % of material volume



# Sustainable Processes

## Supplier Sustainability

At Linde + Wiemann, we know that our suppliers make a significant contribution to our products. Therefore, it is very important for us that our suppliers share the same values and principles as we do. For this reason, we are constantly striving to increase the transparency in our supply chain. We are also committed to helping our suppliers in their efforts to become more sustainable. Through sustainable procurement, we aim to meet the needs of our customers and end consumers.

### Supply Chain Management

Linde + Wiemann supplies automotive manufacturers all over the world. The responsibility for procurement, supply chain risk management and analysis is directly linked to a dedicated management board member. Last year, Linde + Wiemann spent 340 Mio. € in the area of procurement. The Linde + Wiemann ecosystem consists of 300 direct suppliers and about 2000 indirect suppliers. The main direct material categories are carbon steel, stainless steel and aluminum.

### Supplier Assessment

Linde + Wiemann suppliers must comply with a set of international standards and guidelines:

- on human rights and labour standards
- business ethics standards
- environmental protection and safety standards
- environmental management according to ISO 14001
- quality management according to ISO 9001

With this approach, we strive to ensure responsible and correct behaviour of the company and its suppliers.

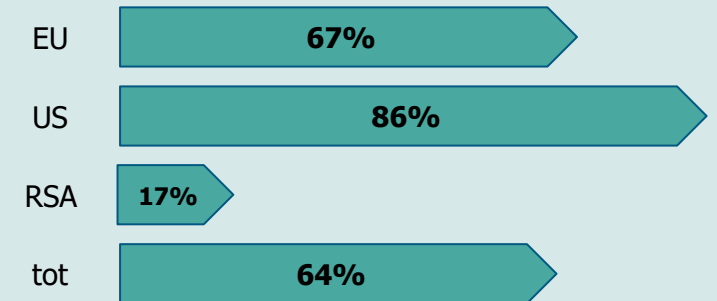
In addition, Linde + Wiemann has imposed strict conditions on itself and its suppliers in the following areas:

- Compliance with law
- Fair Competition
- Avoiding conflicts of interest
- Protection of trade secrets
- Corruption and bribery

### Local Suppliers

Wherever possible, Linde + Wiemann sources from local suppliers. As we are not totally free and independent in the choice of all our suppliers, especially for our raw material, we try to optimize at least the influenceable part continuously. In this way, we not only support the local economy, but also save additional CO<sub>2</sub> emissions in logistics. We define local suppliers as all companies located within the same country as our plants. We are also proud that in some cases, through our close relationship with our suppliers, we have managed to source raw materials locally without any packaging.

#### % sourced locally (same country)

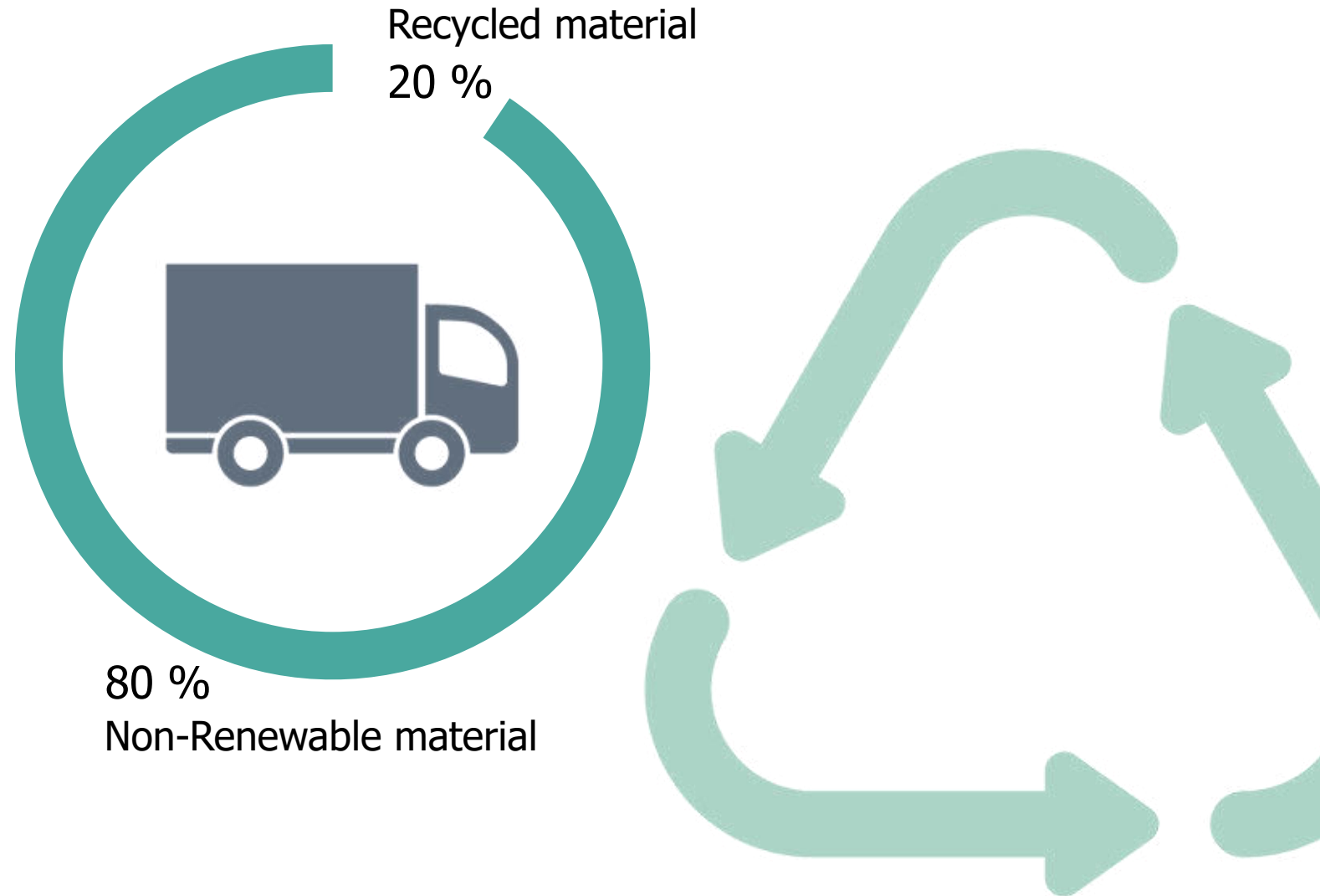


# Sustainable Processes

## Materials

To address the topic of our environmental impact, we strive to reduce total consumption and minimize waste through employee training, process improvements and by increasing the percentage of easy-to-recycle materials in our products and company's indirect processes.

An important driver of the environmental impact of our products are the materials we use for their production. Our main raw materials are steel and aluminium, which already have a very high recycling rate. For example, 90 % of the steel produced worldwide is recycled. However, we are also aware that it is not only important to use recyclable materials, but it is even more important to use materials efficiently and in as small quantities as necessary according to the 5 R principle. To achieve this goal we use several measures.



# Sustainable within the Supply Chain

## Conflict Materials

We are committed to supporting the efforts to eliminate the use of Tin, Tantalum, Tungsten and Gold, also known as conflict materials, from sources that could promote environmental and human rights abuses in the Democratic Republic of Congo (DRC) and adjoining countries. We comply with all applicable laws and regulations concerning the identification and avoidance of conflict materials in our supply chain. We expect our suppliers to undertake documented due diligence, and to develop policies, to assure that Conflict Minerals are being sourced only from mines and smelters which have been certified by an independent third party as "conflict free". As a target for 2023, we will ensure that at least 60 % of our suppliers provide a signed version of our Conflict Minerals Reporting Template (CMRT).

## Global Working Conditions

We expect that our supply chain will adhere to our business standards, which prohibit the use of child, underage, slave or forced labour. We believe in the importance of maintaining and strengthening global working conditions and standards to ensure a humane and respectful life for all our employees, as well as all those in our supply chain.

We consider the following values to be particularly important and have therefore explicitly defined them in our Supplier Codes of Conducts and Ethics:

- Respect of human rights
- Free choice of employment
- Outlawing child labour
- Equal opportunities/prohibition of discrimination
- Freedom of association and right to collective bargaining
- Fairness in wages, working hours and social benefits
- Health and safety in the workplace
- Privacy

A failure by any of our suppliers to comply with these provisions is a violation of our contract and, if any of the above provisions are found to have been breached, the relationship will be terminated.



## Highlight: Sustainable within the Supply Chain



Logistics at Linde + Wiemann is also breaking new ground in the field of transport. By changing the transport containers from lattice boxes to FLC boxes, we were not only able to reduce the empty weight of a fully loaded mega-trailer by 2,655 tons, but also increase the capacity for an empty journey by over **360 %**. By using these boxes for logistics in the German and Spanish areas, we were able to reduce our CO<sub>2</sub> emissions by over **30 %**.

# ENABLED BY OUR GOVERNANCE

“The long-term success of Linde + Wiemann is directly linked to the responsibility Linde + Wiemann has towards its various stakeholders. Therefore, we rely on a corporate governance that is guided by our values.”



## Enabled by our Governance



“Our governance is aimed at fostering an effective set of practices and promoting a culture of responsibility and accountability.

Acting sustainably at Linde + Wiemann means taking on responsibility. We believe that taking on responsibility by acting in an ecologically and socially sustainable manner also leads to sustainable economic success.

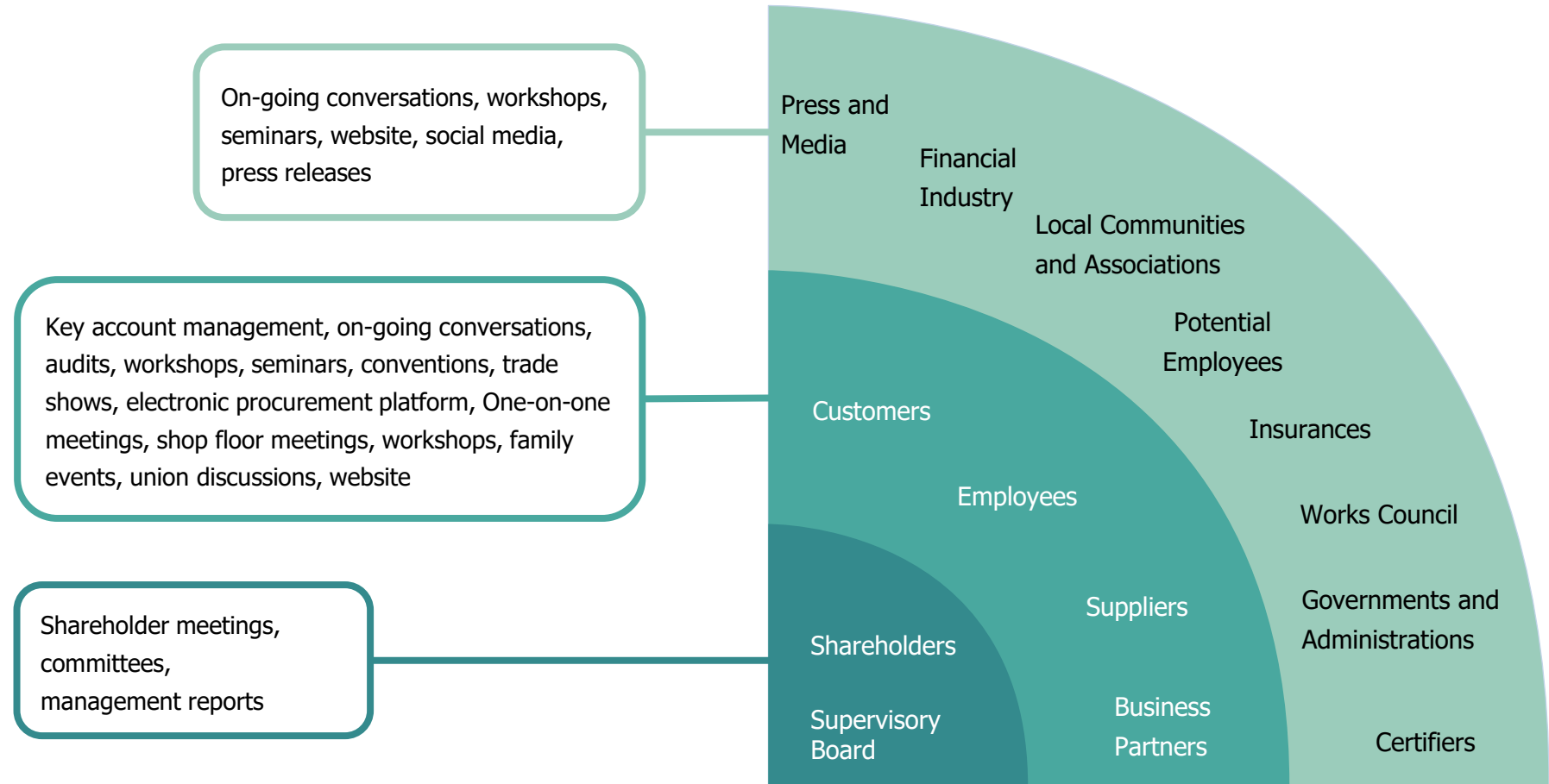
In doing so, our governance takes care of maintaining the necessary degree of effectiveness, efficiency and quality. As requirements around sustainability rightfully become more stringent, we commit ourselves to constantly reviewing and improving our standards for the benefit of society.”

# Enabled by our Governance

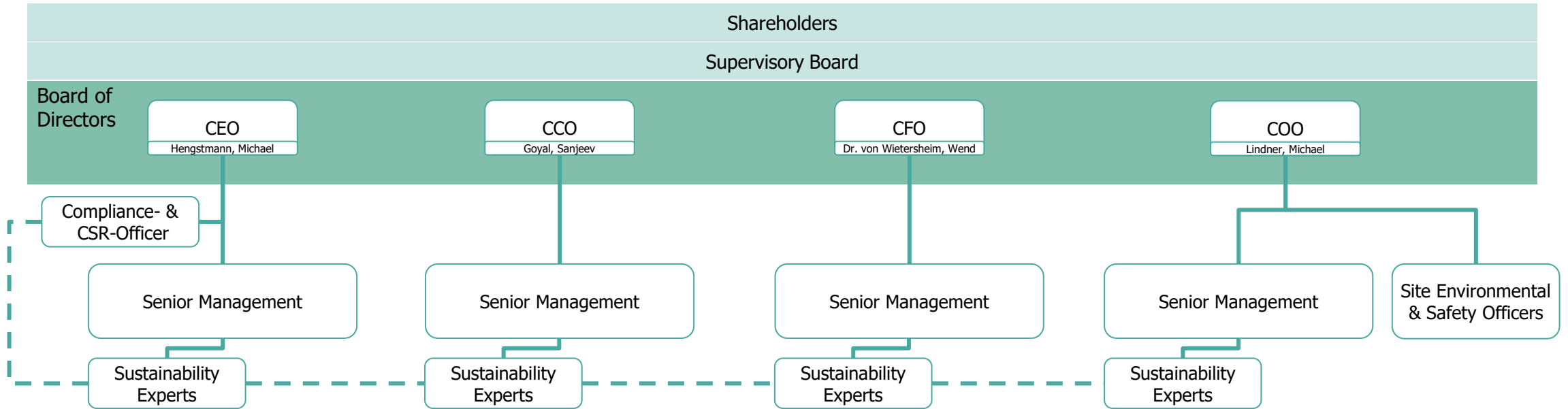
## Stakeholder

Linde + Wiemann communicates regularly with all its stakeholders, because we believe, that in order to run a successful and sustainable business, transparency and clear communication with all important parties is essential. The following illustration gives an overview of our key stakeholders and the main communication channels we maintain.

## Stakeholder groups and selected communication channels



# Enabled by our Governance



## Governing Bodies

The Board of Directors is the company's highest executive body. The Board sets the strategy for the whole company, in accordance with the law. Its main goal is to create long-term value for all stakeholders. The Board operates under a written Board Charter, in addition to applicable law, our articles of incorporation and by-laws. The duties of the Board include the monitoring of the issues of corporate culture; corporate governance; strategy; risk; shareholder engagement; environmental impact, social engagement and fundamental corporate actions.



# Enabled by our Governance

## Corporate Social Responsibility Management

To realize and maintain our targets in the area of corporate social and sustainable responsibility, we have defined an organizational structure for sustainability that operates at corporate level.

Therefore, we distinguished four main fields of action, which we have allocated to the responsibility of our CSR-Officer, supported by numerous experts in the respective Sustainability fields. Fields of action:

- External Communication & Reporting (Marketing)
- Technical Stakeholder Management & Footprint calculation
- Project Management & Continuous Implementation of CSR Strategy
- Knowledge Management, Association activities and Education & Training

Together with our sustainability experts within the factories as well as our social & ethics committee, the SLB is able to act in all these hunting fields in parallel to implement our CSR Strategy within Linde + Wiemann.

As one of our success factors, we have decided to deeply involve our factories and their local experts in the definition and realization of our sustainability targets.

## Ethics and Regulatory Compliance

In South Africa, our Social and Ethics Committee is constituted as a formal Committee in terms of the Companies Act, 2008. The Committee acts in terms of the delegated authority of and assists the Board of Directors in monitoring the Company's activities and disclosures in terms of legislation, regulation and codes of best practices relating to:

- Ethics
- Social and economic development
- Good corporate citizenship
- Customer relations
- Environment, health and public safety
- Broad-based black economic empowerment
- Labour and employee engagement
- Compliance with applicable laws and regulations

In fiscal 2021, Linde + Wiemann was not involved in any legal proceedings in the area of Anti-Competitive Behavior, Union and Monopoly Formation.



## Sustainability Experts

Trained and commissioned professionals take on the role of Sustainability Experts and advise all line managers in these topics:

- Implementing the CSR strategy
- Development and integration of CSR targets
- Evaluation
- Monitoring
- Reporting
- Potential deviation and / or grievance

# Enabled by our Governance

## Risk Management

Linde + Wiemann maintains a Risk Management System that includes procedures for identifying, reporting and managing risks. The Risk Management System covers numerous risks at the company level. At the business level Linde + Wiemann assesses risks such as operational, strategic, financial, compliance and reporting risks. Examples are:

- Risks to people's health and safety
- Risks to the quality of Linde + Wiemann's products
- Risks to profitability
- Fluctuations in markets and volumes
- Environmental risks
- Compliance risks
- Global and regional economic and political risks
- Availability and prices of raw materials
- Risks to cyber security and computer applications

Risk assessments are carried out yearly and the results are condensed in a risk report.

## Privacy & Confidentiality

At Linde + Wiemann, we know how critical our stakeholders' personal and business data is. That is why we do everything in our power to protect it. We adhere to the principle of data minimization, which means that we only collect and store the data that we absolutely need for our work. In addition, like any other asset, confidential information, which includes trade secrets and proprietary information, is a valuable part of our business and we aim to safeguard it.



In addition to our global strategy, we comply with all local laws and regulations and have adopted measures to always be up to date.

## Data and Information Security

Our Data and Information Security Strategy directly reports to the Board of Directors. Our Strategy consists of the following key points:

- Global Information Security Management System (monitoring and continuous improvement)
- TISAX certified – Dillenburg, CZ, HU
- TISAX coming soon for USA, South Africa and Spain
- Ensure the goals of information security
  - Confidentiality
  - Integrity
  - Availability
- Data Protection / Privacy policy based on the GDPR binding in Europe and verifiable for the entire Group
- Additional Privacy Policies for several countries e.g. South Africa according to POPIA

We are committed to working with our customers and other stakeholders to ensure that appropriate cybersecurity standards and requirements are continually monitored and implemented.

Information security represents an important goal for Linde + Wiemann and is part of our obligation by law, towards our customers and employees. As part of the general corporate strategy, the management of Linde + Wiemann describes the importance of information security with the "Guideline for Information Security".

The resulting tasks, the special importance and the necessary security awareness are to be communicated to every employee. Information technology supports the fulfillment of tasks to a considerable extent and thus plays an important role in the administration, development and production. Against this background, the management's information security requirements must be implemented in all projects, regardless of their nature. The core competencies of Linde + Wiemann, which lies in the development and production of components for the automotive industry, must ensure the availability and integrity of information, particularly in the area of project management and in information technology-supported production. The protection of product information and production information, in particular the prototype protection of the clients against unauthorized access and against unauthorized modification is therefore of high importance.

# Enabled by our Governance

## Code of Conduct and Ethics

The Linde + Wiemann Code of Conduct and Ethics is at the core of your compliance management system. It provides binding guidelines for all employees in all areas for the daily business. In addition, it is part of transporting our values and processes around ethics. It is subject to training and mandatory for everyone.

The Code of Conduct and Ethics covers appropriate and inappropriate behavior when interacting with colleagues, employees and employers, clients, customers, stakeholders, investors and competitors:

- Company values
- Respect for others
- Respect for the Community
- Respect for the Planet
- Due processes for violations and reporting of potential misconduct
- Relevant laws and regulations for reference

## Supplier Code of Conduct and Ethics

Linde + Wiemann prefers partners sharing our core values. In seeking and maintaining trustworthy relationships we have established a Supplier Code of Conduct and Ethics representing the standard to which we will commit our partners. Our responsibility does not end at outside of our factory gates.

It includes social, ethical and environmental criteria for selecting new suppliers as well as for the perpetuation of relationships with existing partners. Furthermore, it is in line with the German Act on Corporate Due Diligence Obligations in Supply Chains (Lieferkettensorgfaltspflichtengesetz, LkSG) and encompasses these main elements:

- Human rights
- Labor rights
- Land rights
- Health and safety
- Rights relating to access to resources
- Environmental risks
- Anti-discrimination

All existing partners and potential suppliers are subject to audit by Linde + Wiemann.

## Anti-fraud and anti-corruption policy

Linde + Wiemann conducts its business with the highest standards of integrity and accountability, avoiding all forms of embezzlement, corruption, bribery and all other forms of unfair business practices and maintains a strict anti-fraud and anti-corruption policy.

No one working for or on the behalf of Linde + Wiemann shall under no circumstances offer or receive any kind of improper advantage, neither directly nor indirectly.

Relevant internal controls are in place. All Linde + Wiemann employees are encouraged to report any suspected violations, be it compliance concerns or alleged law violations to their line managers and/ or the CSR Officer. An anonymous reporting line is in place for doing so.

# APPENDIX

# Appendix

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## GRI 102 General Disclosures

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## GRI 102 General Disclosures

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## GRI 400 Social Standards Series

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