

CORPORATE SOCIAL RESPONSIBILITY REPORT **2022**

Sustainable:
Economical, Ecological, Social



**LINDE +
WIEMANN**



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CSR-Officer and Board of
Directors LINDE + WIEMANN



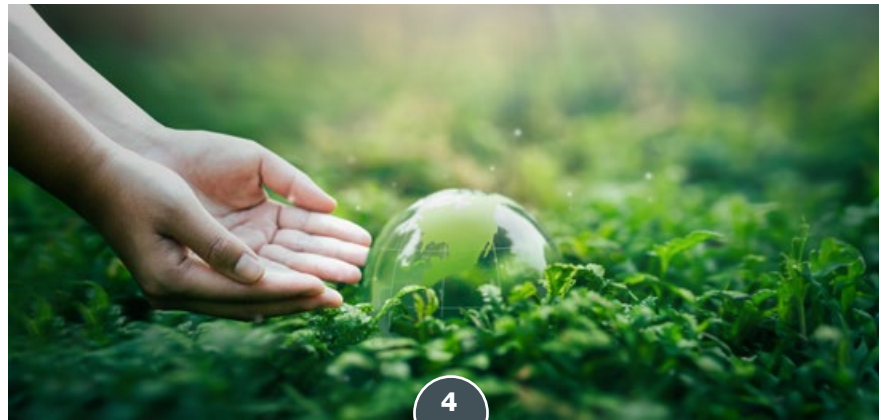
“LINDE + WIEMANN firmly believes in the significance of Corporate Social Responsibility (CSR) in shaping a better, more environmentally friendly, and equitable future. We are committed to playing our part in this endeavor. Moreover, we understand that companies adhering to CSR principles not only contribute positively to society but also enhance their own success and sustainability. Embracing CSR allows us to cultivate a more robust and enduring business model, ensuring long-term profitability and growth for LINDE + WIEMANN. It positions us as a strategic partner to our valued customers and helps us attract and retain the most exceptional talents within our organization. In line with our dedication to transparency and accountability, this CSR report aims to offer all our stakeholders comprehensive insights into our strategies for long-term sustainability. By doing so, we hope to foster a greater understanding and collaboration with our stakeholders as we collectively work towards a more sustainable future.”

INTRODUCTION

The responsibility for our environment is a collective endeavor that fosters a cohesive community and ensures a sustainable future. Complying with legal regulations and environmental protection guidelines, as well as reducing energy consumption, is ingrained in our practices. Each year, external auditors evaluate our adherence to ISO 14001, 45001, 50001, and IATF 16949 certifications.

Environmental protection and corporate responsibility hold equal importance to product quality and operational efficiency. Our commitment lies in the continual improvement of our environmental and energy management systems. We prioritize designing eco-friendly and recyclable products while constantly enhancing energy efficiency. Every employee plays a vital role in achieving our environmental and energy objectives.

Moreover, our management is devoted to sustainable corporate governance at the societal level. To strengthen our focus on sustainability, in 2022, we appointed our company's first Corporate Social Responsibility Officer and established a new Sustainability Leadership Board responsible for overseeing our sustainability efforts. Climate-related and other sustainability matters are regularly addressed by the Board during strategic planning.



Our goals align with the Paris Convention's ambitious objective of limiting temperature increase to 1.5 degrees Celsius. LINDE + WIEMANN also places emphasis on ethics, corporate citizenship, sustainable development, and stakeholder relationships, with reporting and oversight mechanisms in place. This Sustainability Report serves to provide our customers, employees, suppliers, and stakeholders with insights into our approach towards creating sustainable,

long-term value. We firmly believe that our sustainability endeavors will yield benefits for society, customers, shareholders, suppliers, and our valued employees. While we acknowledge the challenges ahead, we are committed to the crucial task of transitioning to a sustainable economy in the coming decade. With our team of approximately 2,400 dedicated employees, our mission is to build a safe, comfortable, and sustainable world.

**LINDE + WIEMANN Corporate
Social Responsibility Officer &
Board of Directors**



INTRODUCTION

AT A GLANCE

With approximately 2,400 dedicated employees at 18 locations in 9 countries on 4 continents, the LINDE + WIEMANN Group is a worldwide renowned partner in the automotive industry. We are producing structural components for the vehicle construction, including Sills, A- and B-Pillars as well as structural components in the Front End, Cockpit- and Chassis field.



**DILLENBURG,
GERMANY**

18

**PRODUCTION
FACILITIES**



With a profound understanding of stamping, profile, hot forming, and joining technology, our products at LINDE + WIEMANN are renowned for their quality and innovative approach. We pride ourselves on our unconventional thinking and commitment to our core values. For over 84 years, we have been trusted partners with Original Equipment Manufacturers (OEMs) in the international automobile industry. As a key supplier to globally active car manufacturers and their suppliers, we provide essential structural compo-

nents and assemblies. Our expertise, acquired through years of experience, enables us to design and shape metals to create trendsetting solutions tailored to meet our customers' specific needs.

At LINDE + WIEMANN, our primary focus is on developing new products that enhance vehicle safety while simultaneously reducing their overall weight. By applying our extensive know-how, we aim to deliver innovative solutions that contribute to the advancement of the automotive industry.



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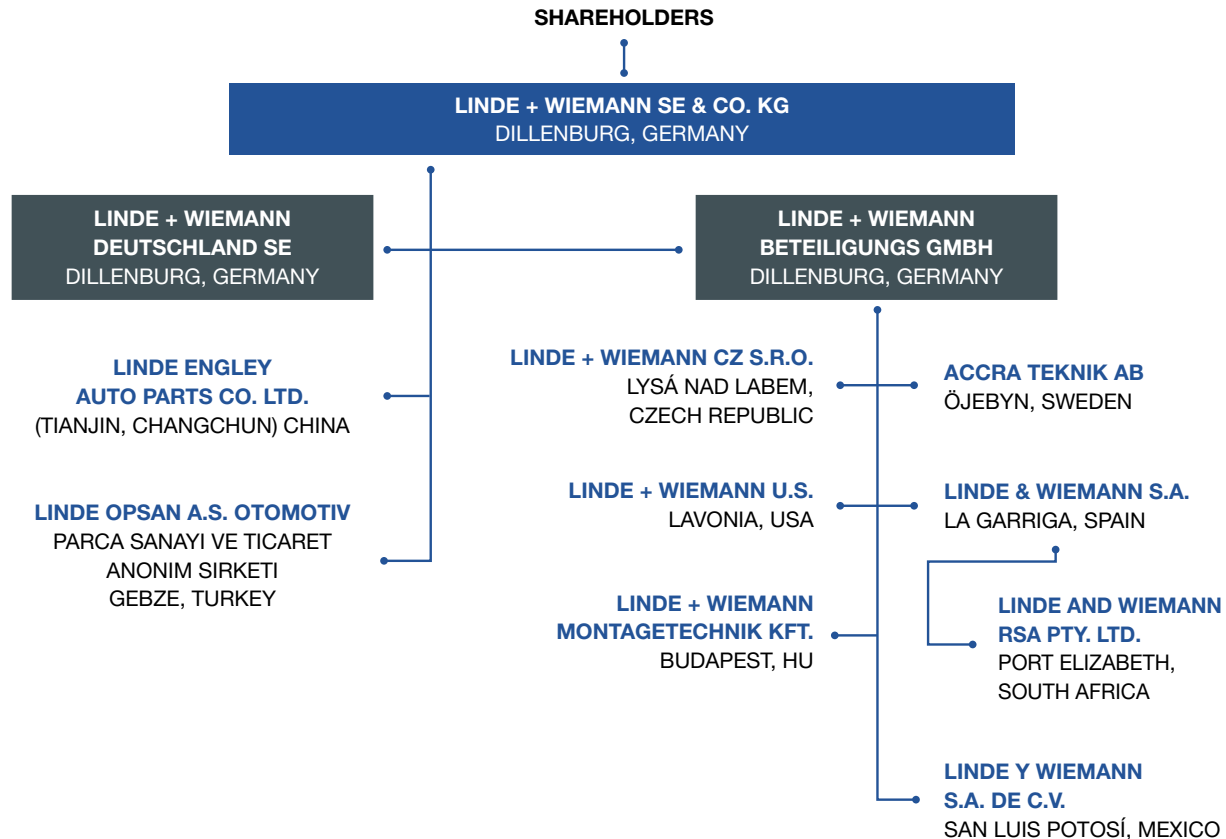
YEARS

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.



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.





OUR REPORTING SCOPE & STRATEGIC TARGETS

Building on the first CSR report in 2021, this report has been prepared in accordance with the GRI Standards. Presented in this format, it provides a comprehensive overview of LINDE + WIEMANN's strategy and performance with, but not limited to, sustainability.

Reporting Period and Scope

This report covers, in accordance with the financial reporting, the period between 01-01-2022 and 31-12-2022. It relates to all businesses con-

solidated in our financial statements under LINDE + WIEMANN. The report is published annually. All information in this report is based on the best available data at the time

of publication. This report is audited externally in Spain already. If any questions regarding the report and its published information arise, please contact us: csr@linde-wiemann.com.

Core dimensions of LINDE + WIEMANN CSR strategy

LINDE + WIEMANN

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



LINDE + WIEMANN

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



LINDE + WIEMANN

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



OUR REPORTING SCOPE & STRATEGIC TARGETS

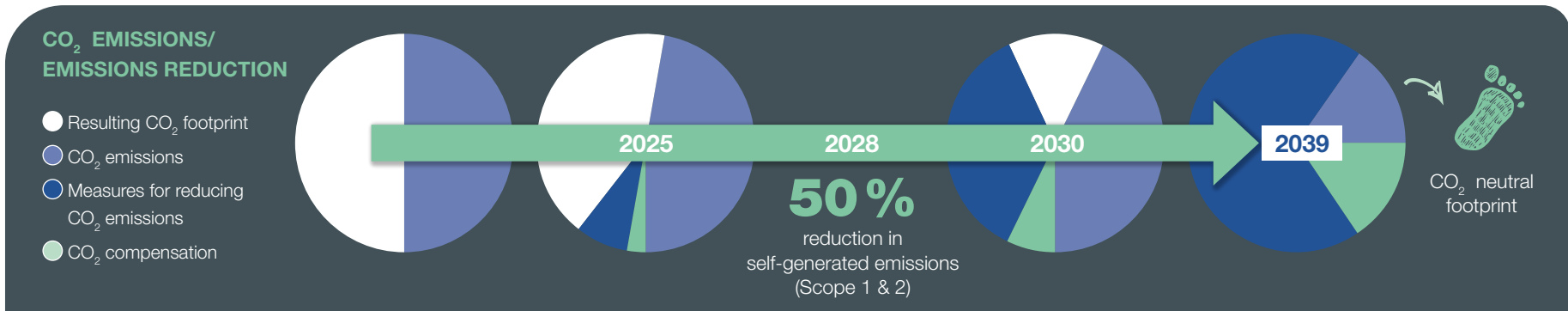
We orient ourselves in each case to the most demanding goal of the industry so that we can specify the defined fields of action in more detail and at the same time meet the heterogeneous requirements of its various customers. Therefore, the predominant goal of our CSR strategy is to reduce greenhouse gas emissions to a minimum and achieve CO₂-neutrality by 2039. This includes achieving **50% reduction in self-generated emissions (Scope 1 & 2) by 2028**.

To accomplish our goal, the initial phase involves establishing the essential groundwork and ensuring full transparency regarding the current situation, especially in terms of Scope 1, 2, and 3 emissions, as well as defining the reduction targets across all aspects. Concurrently, we will work on formulating a comprehensive roadmap and identifying pertinent initiatives that will help us achieve our diverse targets. These initiatives will encompass all our areas of focus, including:

Measurements to reduce **CO₂-Emissions** in our production plants, in the logistics and by our suppliers

Measurements to increase **health, safety, diversity and wellbeing 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



OUR REPORTING SCOPE & STRATEGIC TARGETS

Additional Initiatives

Apart from this CSR-Report, LINDE + WIEMANN engages in various other reporting activities. On our website, we provide information about our energy policies, environmental policies, and occupational health and safety policies. We also proudly display several certifications, such as IATF and ISO. In 2018, LINDE + WIEMANN became a participant in CDP (Carbon Disclosure Project), an international non-profit organization that assists companies in disclosing their environmental impact. CDP aims to promote environmental reporting and risk management as standard practices, driving transparency and action toward a sustainable economy. Under this framework, LINDE + WIEMANN reports specific details about greenhouse gas (GHG)

emissions, water usage, and perceived corporate risks associated with climate change.

Additionally, we carry out CSR reporting through platforms like EcoVadis and NQC. NQC is a supplier questionnaire utilized in the automotive supplier industry, part of a long-term industry-wide strategy to enhance sustainability performance among suppliers. The questionnaire helps identify potential areas of improvement, addressed through joint action plans, while also streamlining the response process for suppliers by using a single shared platform for various OEMs. NQC Ltd. operates the platform and reviews the provided documents independently. EcoVadis is another platform used by LINDE + WIEMANN's customers. It assesses supplier requirements and



measures the quality of a company's CSR management system, evaluating policies, actions, and results.

Report Content

The content of this report was defined through the collaboration of several

focus groups, each covering key topics: Environment, People, Governance, and Procurement. These focus groups further segmented and detailed the respective subjects. For more insights, please refer to the table below, providing an overview of the comprehensive topics covered.

OUR REPORTING SCOPE

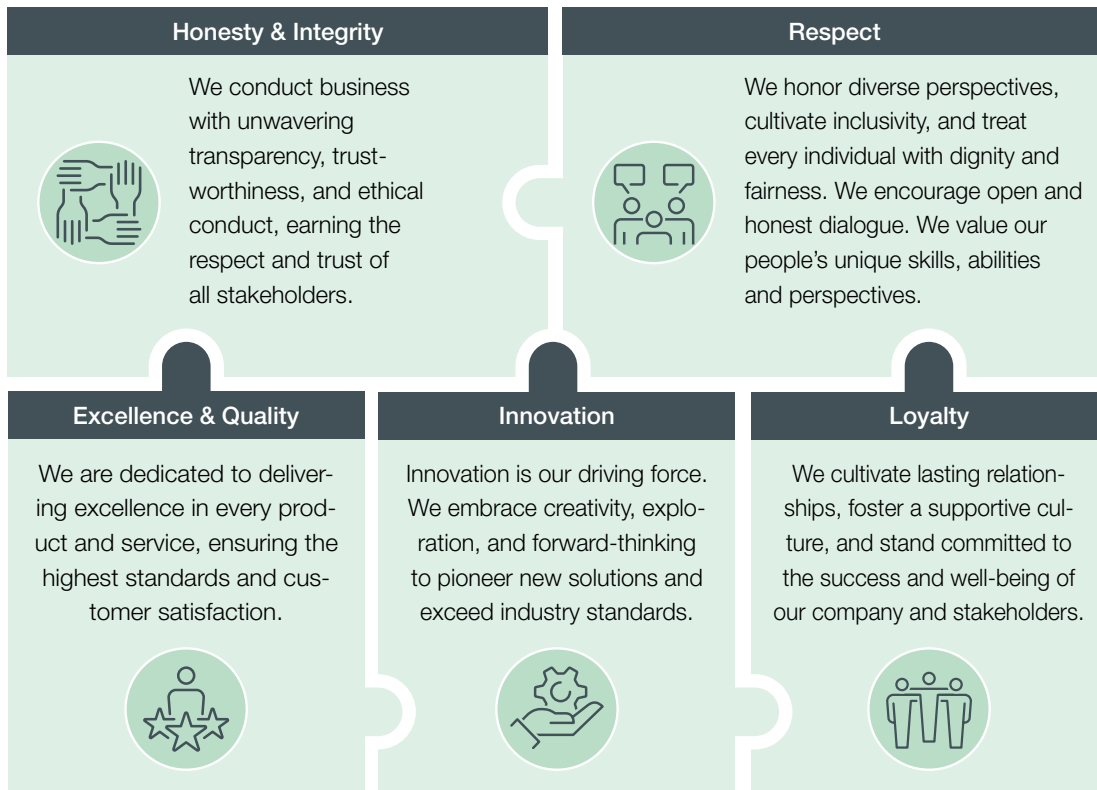


LINDE + WIEMANN



OUR VALUES

» *“Our vision is to establish ourselves as the foremost global partner in delivering high-quality crash-relevant body-in-white components for our customers. Drawing upon our decades of expertise in metal design and forming, we strive to provide innovative and future-oriented solutions that precisely meet our customers' requirements. Through our strategic approach, we aim to create enhanced value for our customers while upholding sustainability and responsibility towards both the environment and the people associated with LINDE + WIEMANN.”*



OUR VISION AND MISSION

LINDE + WIEMANN has set clear goals for further successful years ahead:



Strengthening partnerships to a higher level:

We enhance our efforts in close collaboration with our customers to become the preferred strategic supplier and development partner, leveraging our exceptional manufacturing and product development capabilities.

Providing advanced crash & safety solutions:

Our focus lies in enhancing the passive safety of vehicles, all the while optimizing cost and weight for innovative Body-in-White, crash & safety-related structural components, and advanced technology solutions.

Drawing closer to our customers:

Our global presence is centered on serving our key OEM customers in the emerging growth markets and regions.

Putting People First:

Our primary focus is to create an appealing environment for diverse and international teams, fostering a work culture defined by team spirit, high performance, trust, transparency, and an excellent quality of work life.

Future-Oriented:

We position ourselves as a key player in providing technology solutions for crash and safety-related structures for non-conventional platforms. Additionally, we aim to be the market leader in lightweight solutions for Battery Electric Vehicles (BEVs).

Leading in Sustainability:

We strive to lead the way in sustainability and corporate social responsibility within our competitive landscape.

OUR GLOBAL FOOTPRINT:

LINDE + WIEMANN's product sales span across four regions - Europe, North America, the Middle East, Africa, and Asia, encompassing a total of 19 production plants. This extensive network has solidified our position as a renowned supplier to the international automotive industry.

Europe

In Germany, LINDE + WIEMANN operates production facilities in Dillenburg, Manderbach, Elstra, Hagenbach, Ingolstadt, and Bremen. Additionally, we have established a coordinated production network with sites in Lysá nad Labem, Benátky nad Jizerou, and Břeclav in the Czech Republic. Production in Spain takes place at sites in La Garriga, Esparraguera, and Zaragoza. Furthermore, our production

site in Kecskemét, Hungary, supports the global platform strategy of one of our esteemed customers. In Turkey, we have a joint venture with a production site in Gebze.

International

In South Africa, we have production sites located in East London and Port Elizabeth. In China, production is carried out at the Changchun and Baodi sites. Our cooperation with the joint venture partner Engley (Changchun Engley Automobile Industry Co., Ltd., Changchun/China) has been a successful endeavor. Additionally, in Lavonia, Georgia, USA, production commenced in 2017, primarily to serve some of our long-standing local customers. Our newest production sites will be to come in San Luis Potosí, Mexico in 2024.



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

OUR CUSTOMER BASE:

LINDE + WIEMANN, an automotive supplier with international operations, proudly serves major car manufacturers. Aligning with our customers' goals of environmental protection, we actively contribute to their ambitious climate targets, which also impact our collaboration as suppliers. With an array of innovative products, we enable our customers to enhance resource efficiency, promote sustainability, and boost competitiveness. By prioritizing sustainability in our business strategy, we effectively cater to our customers' requirements while strengthening our competitive edge.



OUR COMMITMENT TO **CORPORATE SOCIAL RESPONSIBILITY:**

LINDE + WIEMANN is fully conscious of our responsibility towards the environment and the well-being of our stakeholders. For several years now, sustainability has held a prominent position in our corporate strategy. Being certified in accordance with DIN EN ISO 14001, ISO 45001, and 50001 standards is just the beginning; we strive to infuse the theme of responsible resource utilization into all our corporate processes and foster a culture of sustainability. In this pursuit, we draw inspiration from various international protocols, including the 17 goals for sustainable development (Agenda 2030), the Declaration of Human Rights, 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). These form the foundation of our group-wide standards concerning human rights and labor practices, business ethics, environmental protection, and safety. These standards apply globally, not only within our organization but also to our manufacturing suppliers and service providers. The principles outlined in these protocols are integral to our contractual agreements with suppliers worldwide.

By collaborating closely with our customers and suppliers, and in alignment with our overarching strategy, we aspire to become a leading global partner that sets new benchmarks not only in technological advancements but also in the realm of sustainability.



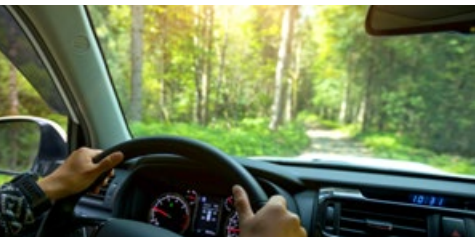
INNOVATIVE PRODUCTS AND TECHNOLOGIES



“LINDE + WIEMANN boasts a rich history as a developer and manufacturer of safety-focused metal components and subsystems for the automotive sector. Our unwavering commitment lies in attaining the highest benchmarks in innovation, safety, and quality. A significant advantage of our products is their versatility, as they are not bound to any specific powertrain or drive technology. Operating as a strategic supplier, we collaborate closely with our customers to develop and deliver products and technologies that perfectly align with their unique requirements.”



PRODUCTS MADE FOR SAFETY





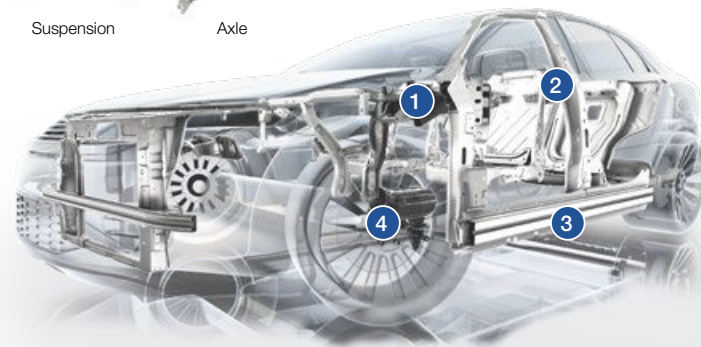
the critical role our products play in ensuring occupant safety during accidents, we certify them according to the requirements of IATF 16949. With a meticulous quality management system, we maintain a close eye on production quality at all levels to deliver the utmost excellence. LINDE + WIEMANN is committed to disclosing material data, material and chemical compositions of components, semi-finished products, and materials through the International Material Data System (IMDS) in compliance with the law. We constantly cross-check hazardous and controlled substances with regulatory lists to ensure compliance with prohibited substances. Dedicated experts assess and trace hazardous substances back to individual parts, working collaboratively with suppliers to mitigate, control, or eliminate any potential hazards.

At LINDE + WIEMANN, we prioritize compliance with consumer legislation by conducting comprehensive testing to assess product risks. Our goal is to ensure that our products are designed and manufactured in a way that safeguards human life and health while adhering to all relevant laws. We closely monitor end-consumer complaints and satisfaction, and we are pleased to report that no disputes were brought against LINDE + WIEMANN in both 2021 and 2022. Upholding the highest quality standards is at the core of our mission. Recognizing

PRODUCT FOCUS

Product portfolio (selection) for safety & crash relevant components in ICE and xEV

1	Crash relevant parts				
		Cockpit	Bumper	Rocker	Door
2	Structural parts				
		Battery housing	Roof top	Front wall	Door frame
3	Underbody parts				
		Centre floor	Wheel house	Battery frame	
4	Chassis parts				
		Suspension	Axle		



ADVANCED MATERIALS

LINDE + WIEMANN is renowned for its state-of-the-art technology, skillful approach, and innovative solutions—a testament to our concentrated knowledge. Absolute cutting-edge technology forms the bedrock of our development process, enabling us to create groundbreaking solutions. For many years, our customers and partners have placed their trust in this advantage, appreciating the strength we derive from technology. Our key technologies, including stamping, profiling, hot forming, and joining, play a pivotal role in meeting the escalating demands for safety and fuel efficiency from our customers. To achieve this, we leverage a diverse range of materials and technologies. By combining high-strength steels and advanced aluminum alloys through various process technologies, we offer innovative solutions that enhance vehicle efficiency and safety. As a result, we are well-equipped to cater to our customers' needs effectively.



TECHNOLOGY INNOVATION AND SUSTAINABILITY

Our competitive edge is built upon our expertise in product, technology, and process development. To address the structural requirements of components in the passenger cell, we devise innovative solutions that leverage process innovations in stamping,

profiling, hot forming, and joining technologies, leading to the creation of complex assemblies.

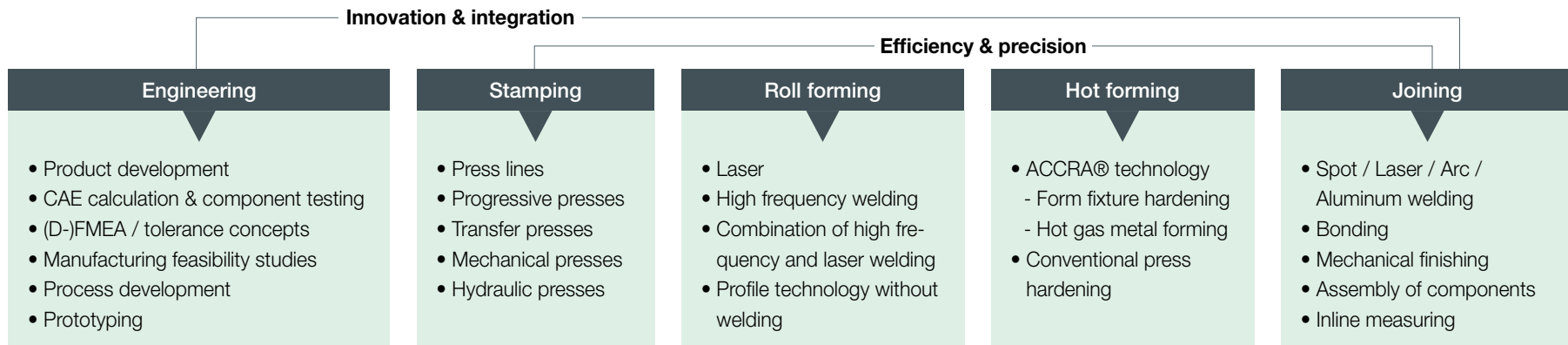
Of notable significance is our worldwide patent for a pioneering process innovation in hot forming technology, which enables the produc-

tion of hardened steels with closed cross-section gradients. We market these products under our own brand - "ACCRA®". With "ACCRA®", we have introduced a technology capable of producing fully or partially hardened, profile-like components with

versatile cross-sections and contours. This breakthrough allows us to optimize the energy absorption and weight of highly stressed, crash-relevant vehicle components, thereby making a substantial contribution to sustainability and emission reduction.



LINDE + WIEMANN provides a variety of technology solutions and an elaborated value chain from product creation to mass production



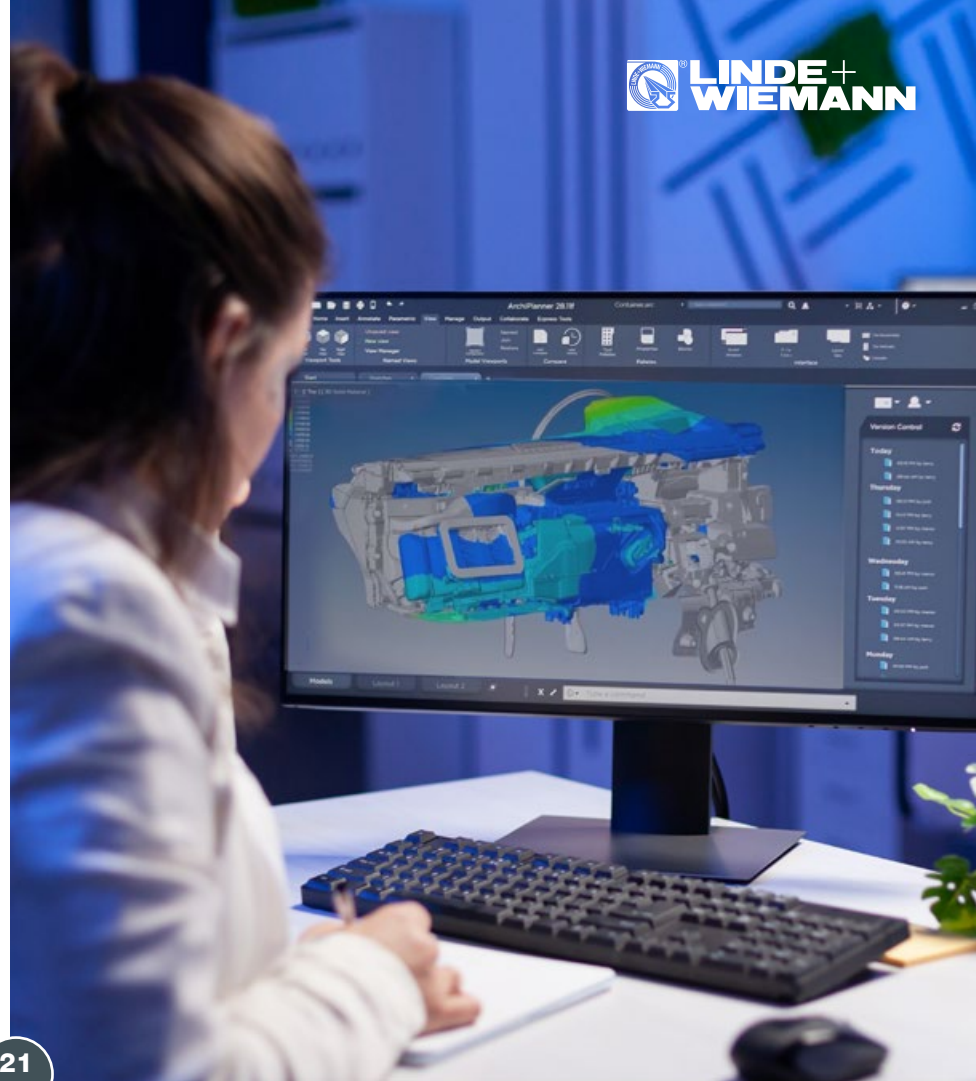
LIGHTWEIGHT DESIGN

As the drive to reduce CO₂ emissions intensifies, our OEM customers' future model generations face the need for further weight reduction. Lightweight construction becomes a crucial lever in reducing fuel consumption, bringing added value to our customers. This weight-saving focus also holds significance in the realm of electromobility, contributing to increased vehicle ranges. While addressing these challenges, we remain committed to enhancing vehicle safety, requiring a high level of product and technology innovation expertise.

At LINDE + WIEMANN, we collaborate daily with our customers and partners to develop weight reduction solutions. Every gram we eliminate has a direct impact on reducing CO₂

emissions and positively influencing the environment.

We have implemented modular plant concepts for two new series, based on cutting-edge control and technology packages, to achieve standardized implementation of a global customer platform efficiently and economically within our production plants. These platforms incorporate a significant proportion of PHEV and BEV drive concepts, optimized from the outset. Throughout fiscal year 2022, LINDE + WIEMANN made substantial progress in developing intelligent solutions within vehicle structures. We focused on creating lightweight, space-optimized, and crash-optimized door impact beams, as well as state-of-the-art cockpit systems (cross car





beams) using both steel and aluminum constructions, in close cooperation with our customers. These solutions will be integrated into future series products, and further pre-development projects are in the pipeline. Moreover, we made strides in front-end structure development for platform-based

new EV series, in addition to technology collaborations and advancements in ultra-high-strength profiles in the steel segment. Notably, we successfully developed an aluminum-based sill assembly that effectively replaced existing production technology, considering weight, cost, and performance aspects. La-

ser-welded prototypes in aluminum construction stemming from this approach were implemented with an OEM in 2022, and we anticipate results from this study/benchmark in 2023. Our efforts exemplify our commitment to the broad implementation of lightweight construction concepts for future electric vehicles.



Sketches,
First
Concepts,



Layout De-
sign, Package
Investigation



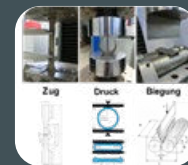
Detail Design,
Tolerance
Concept, FMEA



CAE Calculation
NVH, Crash,
Fatigue



Finished Part,
Physical
Validation

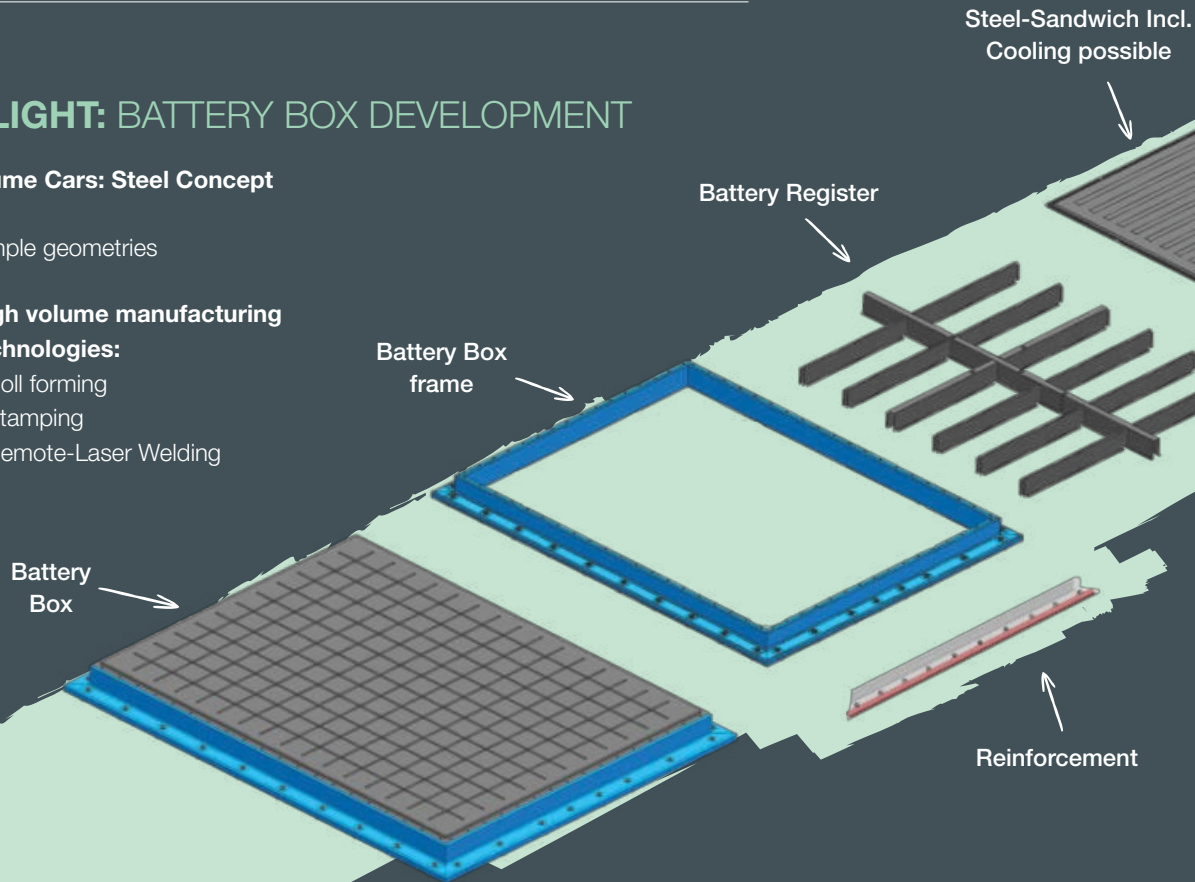


Materials
Technology

HIGHLIGHT: BATTERY BOX DEVELOPMENT

High Volume Cars: Steel Concept

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



“As an integral part of our strategic product groups, LINDE + WIEMANN plays a crucial role in advancing the development of battery box systems. Through the utilization of lightweight steel concepts and innovative roll forming technologies, our battery box systems significantly contribute to increasing the electrical range of vehicles while ensuring utmost passenger safety in the event of an accident. We focus on the supply of subassemblies to the OEM or at the individual part level to the corresponding system supplier.”

RESPONSIBLE FOR PEOPLE

At LINDE + WIEMANN, we embrace our responsibility towards all individuals impacted by our actions, not only our employees but also everyone we engage with in any capacity. Our ultimate goal is to enhance the quality of life for all these individuals, fostering a just and dignified existence. Our guiding principles are rooted in the Declaration of Human Rights and the United Nations Global Compact, which we actively integrate into our company-wide standards for human rights, labor practices, business ethics, environmental protection, and safety. These principles are further shaped by our intrinsic values, pushing us to strive for excellence in all that we do. We are passionate about making a positive impact, not just locally but on a global scale, for everyone who encounters LINDE + WIEMANN. Giving back to society and making a meaningful difference are of utmost importance to us.

At LINDE + WIEMANN, we firmly believe that the performance and success of our company are directly tied to the skills, abilities, and satisfaction of our employees. Thus, we place significant emphasis on supporting and encouraging our workforce to continuously develop new skills, grow, and embrace opportunities for career advancement. Both our managers and employees receive the necessary tools and resources to achieve their personal goals while upholding our core values.

We remain committed to maintaining employment contracts that comply with the requirements of the Basic Conditions of Employment Act, Regulations, and Codes of Good Practice. In line with our responsible practices, we solely engage reputable firms for labor and do

not utilize agencies involved in trafficking or debt bondage. As an organization dedicated to promoting workers' rights and welfare, LINDE + WIEMANN is participating in collective bargaining and regular consultations with authorized workers' representatives on matters concerning working conditions, remuneration, internal relations, and mutual concerns. LINDE + WIEMANN is also a member of the Motor Industries Bargaining Council in South Africa.

Top Employer

Furthermore, we take pride in being recognized as a "Top Employer in the SME sector 2023"



award recipient, a distinction based on our commitment to fostering a supportive work environment and attracting top talent.

Training und Education

To uphold our commitment to innovation and outstanding product quality, we prioritize the continuous training and education of our employees. Our workforce is the cornerstone of achieving our objectives and

staying ahead in the automotive industry. We offer various opportunities for professional development and actively support our employees in pursuing further training. Through these initiatives, we gain a strategic advantage in the market, while our employees actively shape the future of the automotive sector. Our strong apprenticeship program and the option for dual study degree programs demonstrate our dedi-

cation to fostering new talent and providing career growth opportunities. In 2022, we welcomed 57 apprentices and students into our company, ensuring that our workforce remains equipped with the necessary skills and knowledge. In South Africa, we are proud to secure the highly sought-after MERSETA Learnerships program for apprentices, benefiting individuals from the local community where our plant is situated.

	Czech Republic	Germany	Hungary	Spain	RSA	USA
Average training hours per employee	14,3	5	10	30,4	42,6	50
Employees with personal reviews	179	1.002	17	56	22	67
Percentage of employees with personal reviews	47 %	100 %	57 %	27 %	10 %	59 %

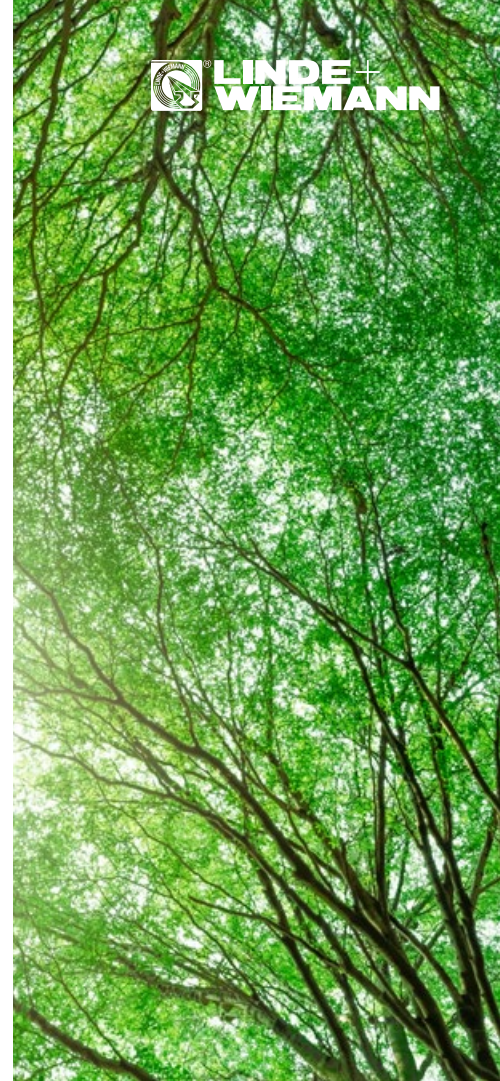
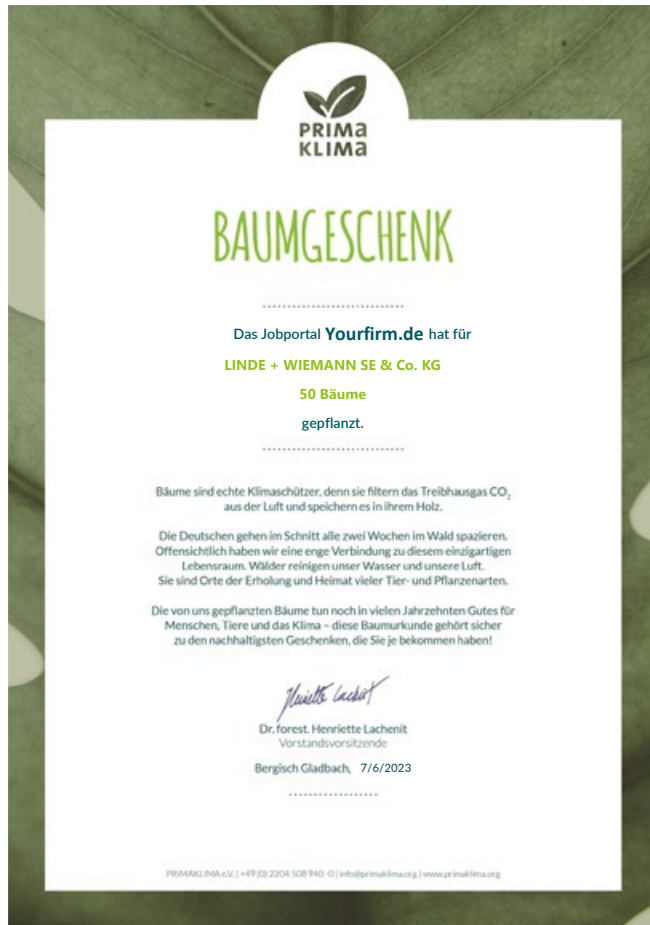
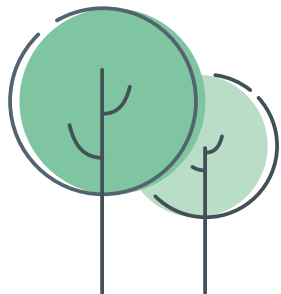
HIGHLIGHT

As a top employer, we also support our natural environment.

The job portal Yourfirm has planted

50
TREES

for us so far. Trees are real climate protectors. They filter the greenhouse gas CO₂ from the air and store it in their wood.



Idea Management System

We recognize the value of our employees' ideas and have established a Group-wide system called TIP. Through TIP, our employees can submit their ideas to enhance the efficiency and effectiveness of our company. As a gesture of appreciation, we offer a share of the savings as a bonus if the idea is accepted. We are delighted to share that in 2022, we received a total of 1.131 ideas, and as a result, paid out 92.000 € in bonuses.



1131

IDEAS WERE SUBMITTED
IN 2022

Human Rights

We take great pride in upholding fundamental human rights, promoting fair labor practices, maintaining environmental responsibility, and adopting a zero-tolerance stance towards corruption. In alignment with these principles, we have implemented a Human Rights Policy as part of LINDE + WIEMANN's Code of Conduct, as well as an Anti-Corruption and Bribery Policy. We consider human rights due diligence as an essential process to demonstrate our commitment to respecting human rights, identifying, preventing, mitigating, and addressing any negative human rights impacts stemming from our activities, products, operations, or services provided in business relationships. We are proud to receive clean audits in this regard and expect the same commitment from our entire supply chain, which we ensure by enforcing our Supplier Code of Conduct and Ethics.

Employee Representative Bodies

Recognizing the importance of strong employee representation, we maintain regular communication and collaboration with our works council at LINDE + WIEMANN.

Diversity and Inclusion

We place significant emphasis on employment equity and skills development. Our Employment Equity Committee closely monitors our progress in achieving our vision and targets. At LINDE + WIEMANN, we foster a diverse workforce comprised of individuals from various cultural backgrounds and ethnicities. Embracing this diversity enriches us as a company and as individuals. We are committed to creating an inclusive environment where everyone feels comfortable and has an opportunity to contribute, irrespective of their backgrounds. We actively strive to provide equal opportunities for all individuals. We want to enhance diversity **by targeting 30% representation in management until 2028.**



RESPONSIBLE FOR PEOPLE

Occupational Health and Safety (OHS):

At LINDE + WIEMANN, the safety and well-being of our employees and all individuals associated with our company are of utmost importance. We have a robust Occupational Health and Safety (OHS) management system in place to ensure a safe working environment. Regular communication and collaboration are key components of our OHS approach. Our health and safety committee meets at least quarterly and includes representatives from various departments, such as local OHS representatives, company doctors, HR personnel, local unions (if applicable), and plant representatives. These meetings facilitate the exchange of information, helping us implement effective occupational safety and accident prevention measures in our day-to-day operations.

We closely monitor our OHS performance, and key indicators, such as Lost Time Injury Rate (LTIR1), are tracked monthly and shared with the workforce through notices.

Any target violations or actions taken to address safety concerns are documented and tracked in our OHS log.

We prioritize the training of workers, including those who are not employees, when they start working at our LINDE + WIEMANN plants. Additionally, these workers attend annual OHS training to ensure they are aware of specific work-related hazards, hazardous activities, and safety procedures.

We are proud to say that 100% of our employees, including workers who are not employees, are covered by our OHS management system. In 2022, we had no fatalities or high-consequence work-related injuries, and there were no reported cases of work-related ill health.

The main types of work-related incidents reported in 2022 were contusions, slight cuts, hematomas/bruises, and abrasions.

We remain committed to maintaining a safe workplace for all, continuously striving to improve our occupational health and safety standards.



RESPONSIBLE FOR PEOPLE

Plant/ Region	Work- related injuries	Work- related fatalities	High consequence work-related injuries	Total hours worked [h]	LTIR	LTIR 2021
Benátky	10	0	0	182.632	11,0	7,0
Břeclav	3	0	0	221.936	2,7	8,7
Bremen	2	0	0	120.940	4,2	0,0
Dillenburg	13	0	0	477.249	10,1	11,9
Elstra	26	0	0	540.149	9,4	9,8
Esparraguera	3	0	0	69.981	8,6	8,8
Hagenbach	6	0	0	177.462	11,3	8,4
Ingolstadt	9	0	0	457.852	7,3	1,0
Kecskemét	1	0	0	46.714	4,3	4,5
La Garriga	11	0	0	238.950	9,2	14,3
Lavonia	0	0	0	199.422	0,0	0,0
Lysa	1	0	0	134.817	1,5	1,3
RSA	9	0	9	305.169	5,9	5,3
Zaragoza	15	0	0	161.696	18,6	11,0



PROFESSIONAL GROUPS BY GENDER IN 2022

	Czech Republic	Germany	Hungary	Spain	RSA	USA
Number of employees	380	1.094	27	303	211	114
Female / Male	91 / 289	146 / 948	7 / 20	59 / 244	65 / 146	40 / 74
permanent employees	380	1.002	27	268	155	114
temporary employees	0	92*	0	35	56	0
full-time employees	380	899	27	303	211	114
part-time employees	0	103	0	0	0	0
Collective bargaining agreement	181	899	N/A	154	N/A	N/A
ratio of employees under collective bargaining agreement	47,6%	89,7%	0,0%	50,8%	0,0%	0,0%
white collar	76	323	6	60	36	14
Female / Male	31 / 45	69 / 254	4 / 2	15 / 45	22 / 14	7 / 7
blue collar direct	181	364	9	105	87	71
Female / Male	56 / 125	49 / 318	3 / 6	34 / 71	32 / 55	20 / 51
blue collar indirect	123	315	12	138	88	29
Female / Male	4 / 119	19 / 296	0 / 12	10 / 128	11 / 77	6 / 23
Leavers	40	126	9	6	25	147
Female / Male	25 / 15	24 / 102	1 / 8	2 / 4	7 / 18	58 / 89
Fluctuation rate	10,5%	12,6%	33,3%	2,0%	8,5%	129,0%
Parental leave	13	6	2	1	3	N/A
Female / Male	13 / 0	4 / 2	2 / 0	0 / 1	1 / 2	N/A



The data was derived out of the HR systems. In 2022 no non-guaranteed hours employees were employed. In Hungary, South Africa and the United States, no collective bargaining agreements are in place. Taking parental leave is not applicable in the USA.

* Temporary workers are leased workers and will not be taken into account in the following data.




FACTS & FIGURES

ABOUT NEW HIRES IN 2022


	Czech Republic		Germany		Hungary		Spain		South Africa		USA	
	Amount	%	Amount	%	Amount	%	Amount	%	Amount	%	Amount	%
Age structure <30	7	25	43	37	4	36	24	32	15	34	72	41
Female	1	4	5	4	0	0	6	8	7	16	25	14
Male	6	21	38	33	4	36	18	24	8	18	47	27
Age structure 30-50	19	65	54	47	4	36	44	60	28	64	81	46
Female	5	17	5	4	1	9	15	20	14	32	28	16
Male	14	48	49	43	3	27	29	40	14	32	53	30
Age structure >51	3	10	19	16	3	28	6	8	1	2	22	13
Female	0	0	0	0	0	0	3	4	0	0	8	5
Male	3	10	19	16	3	28	3	4	1	2	14	8
Total	29	100	116	100	11	100	74	100	44	100	175	100
Rate of new employee hires	8%		12%		41%		27%		21%		153%	

FACTS & FIGURES ABOUT THE AGE STRUCTURE

In 2022, the age structure of the LINDE + WIEMANN plants in the regions Czech Republic (CZ), Germany (GER), Spain (ESP), Hungary (HU), South Africa (RSA) and USA was as follows:



	white collar	blue collar direct	blue collar indirect	Total
	%	%	%	%
Age structure <30	1	8	2	11
Female	0,5	2	0	3
Male	0,5	6	2	8
Age structure 30-50	14	27	19	60
Female	6	7	1	14
Male	8	20	18	46
Age structure >50	4	15	10	29
Female	2	6	0	8
Male	2	9	10	21
Total	19	50	31	100



	white collar	blue collar direct	blue collar indirect	Total
	%	%	%	%
Age structure <30	4	5	2	11
Female	0	0	1	1
Male	4	5	1	10
Age structure 30-50	18	14	16	48
Female	1	0	4	5
Male	17	14	12	43
Age structure >50	15	12	14	41
Female	4	1	3	8
Male	11	11	11	33
Total	37	31	32	100

FACTS & FIGURES ABOUT THE AGE STRUCTURE



	white collar	blue collar direct	blue collar indirect	Total
	%	%	%	%
Age structure <30	5	3	3	11
Female	2	0	1	3
Male	3	3	2	8
Age structure 30-50	23	30	10	63
Female	8	3	3	14
Male	15	27	7	49
Age structure >50	8	11	7	26
Female	2	0	2	4
Male	6	11	5	22
Total	36	44	20	100



	white collar	blue collar direct	blue collar indirect	Total
	%	%	%	%
Age structure <30	0	19	16	35
Female	0	3	0	3
Male	0	16	16	32
Age structure 30-50	16	16	16	48
Female	11	8	0	19
Male	5	8	16	29
Age structure >50	0	11	6	17
Female	0	0	0	0
Male	0	11	6	17
Total	16	46	38	100

FACTS & FIGURES ABOUT THE AGE STRUCTURE



	white collar	blue collar direct	blue collar indirect	Total
	%	%	%	%
Age structure <30	1	8	7	16
Female	1	2	2	5
Male	0	6	5	11
Age structure 30-50	10	33	31	74
Female	6	13	3	22
Male	4	20	28	52
Age structure >50	6	1	3	10
Female	3	1	0	4
Male	3	0	3	6
Total	17	42	41	100

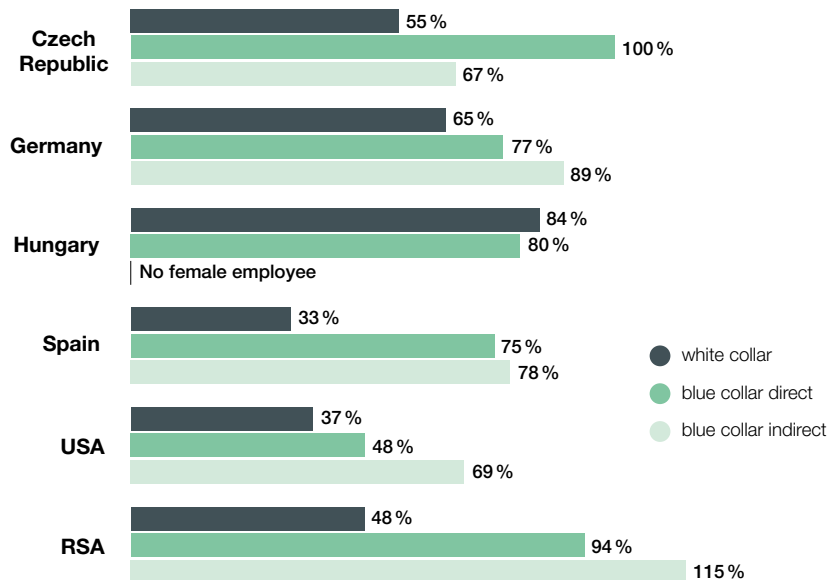


	white collar	blue collar direct	blue collar indirect	Total
	%	%	%	%
Age structure <30	3	32	6	41
Female	2	12	1	15
Male	1	20	5	26
Age structure 30-50	3	34	8	45
Female	2	11	2	15
Male	1	23	6	30
Age structure >50	0	11	3	14
Female	0	5	0	5
Male	0	6	3	9
Total	6	77	17	100



RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN

The ratio was calculated based on the monthly payroll data of 2022. Therefore, the basic salary and possible additional remuneration is included. In Germany, the basic salary is fixed in the tariff groups for each LINDE + WIEMANN plant. The tariff group depends on the task the employee is hired for.



HIGHLIGHT

Open House Day in Elstra

In total 500 guests used the chance to get an exclusive impression of our manufacturing halls and to be able to see professionals at work, as a lot of

the departments were presenting their day to day work. In addition to experiencing the production, the visitors were also delighted to receive a small souvenir.

Another highlight was our apprenticeship booth where our apprentices informed about vocational education jobs at LINDE + WIEMANN in Elstra and also about how to apply. While dad, mom, grandma and grandpa toured our large manufacturing halls, our smallest guests romped around on the bouncy house, tested the speed of the ATVs and joined the many hand-craft projects we had prepared so that there was no time at all for boredom. We are already looking forward to the next time. We see open house days as a good opportunity to present our activities to the local community and will plan more events in the future.



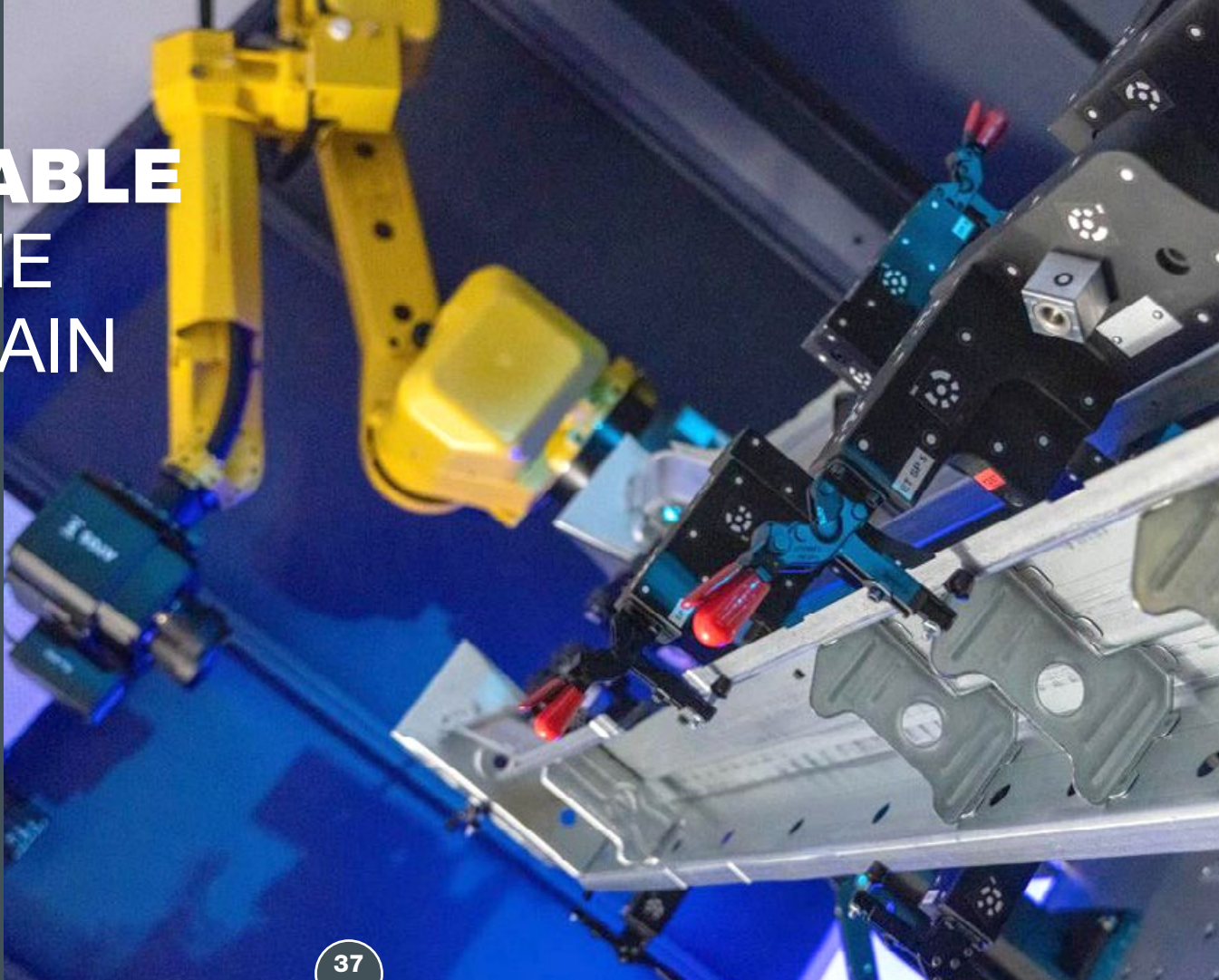
Family Days in Spain

In the summer of 2022, our plants in Esparraguera, La Garriga and Zaragoza celebrated the “Family Day”. A special day which our employees and their families enjoyed with games, fun, magic and food.

SUSTAINABLE ALONG THE VALUE CHAIN



"We embrace a comprehensive approach to sustainability. Yet, we recognize that the journey must begin with introspection. As a result, we thoroughly examine all processes within our factories and strive for continuous enhancements in efficiency and sustainability. It is in this domain where we can exert the most direct influence on the sustainability of our products and our organization"





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 €. Two plants are already connected, other will follow. Targets are:
 - Minute-precise load profile recording
 - Smooth out the energy consumption over all three 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.

ENERGY MANAGEMENT

The LINDE + WIEMANN Group has implemented an energy management system aligned with DIN ISO 50001 at most of its plants. This system's objectives are multifaceted:

1. To continuously enhance energy performance within the company.
2. To improve energy efficiency, thereby reducing the environmental impact of our production processes.
3. To design and acquire equipment with a focus on enhancing energy efficiency while adhering to legal requirements.

To achieve these goals, we have undertaken the following actions:

1. Establishing strategic and operational energy targets.
2. Implementing a continuous energy reporting system that monitors

- energy-related matters and fosters improved energy performance.
3. Systematically evaluating energy efficiency criteria across processes and facilities.
 4. Motivating and training our employees to adopt energy-saving practices.
 5. Considering life cycle costs when procuring technical equipment and systems that significantly influence our energy consumption.

Numerous measures have already been successfully executed during the implementation of the energy management system, including the automated recording of relevant energy consumption using existing measuring systems. The integration of this system into our wider management framework, which encompasses quality, occupational



safety, and environmental management, further enhances our efforts towards continuous improvement. Since 2015, we have maintained the energy management system in accordance with standards. The system's status is routinely monitored through internal audits and external audits conducted by accredited partners.

At LINDE + WIEMANN, ecological responsibility is a priority. By efficiently utilizing resources, we contribute to extending the availability of fossil energy sources. Energy intensity is a crucial performance indicator, and we continuously strive to optimize it. To achieve this, we have embarked on various measures, including upgrading our vehicle fleet with hybrid/electric vehicles, replacing less efficient air compressors with more advanced VFD models, recovering waste heat from compressors, and implementing LED lighting to reduce energy consumption.



In 2022, we achieved a substantial energy consumption reduction of

120

MWh

through measures such as installing LED lighting in the joining section and offices, adding a bypass to switch off chiller unit pumps, reducing working pressure plants, and more.

Looking ahead, we aim to increase the usage of green energy, aligning with region-specific targets where our plants are located. Additionally, we strive to foster overall improvement. Currently, we do not use self-generated energy in our plants and have no emissions of ozone-depleting substances.

In 2022, the organization successfully reduced energy consumption by 10.5% compared to the previous year (2021).

Plant	Energy type	Energy consumption [MWh]
Benátky	Electricity	1.553
	Natural gas	737
Břeclav	Electricity	1.969
	Natural gas	345
Bremen	Electricity	1.841
	Natural gas	556
Dillenburg	Electricity	4.305
	Natural gas	3.255
Elstra	Electricity	6.130
	Natural gas	7.529
Esparraguera	Electricity	766
	LPG	180
Hagenbach	Electricity	1.902
	Natural gas	483

Plant	Energy type	Energy consumption [MWh]
Ingolstadt	Electricity	5.796
	Natural gas	1.353
Kecskemét	Natural gas	9
La Garriga	Electricity	3.549
	LPG	534
	Natural gas	342
Lavonia	Electricity	1.750
Lysa	Electricity	1.984
	Natural gas	1.253
RSA	Electricity	3.566
Zaragoza	Electricity	1.778
	LPG	958
Energy consumption within the organization		54.423
Energy Intensity		94,60 MWh / Mio. EUR

The ratio will be calculated using the energy consumption within the organization and the organization specific metric sales. All types of energy are included.

EMISSIONS

The calculation of Scope 1 emissions is based on the GHG calculation tool, which accounts for the fuel consumption at each of our plants. On the other hand, Scope 2 emissions are determined by multiplying the electricity consumption with the CO₂ multiplier associated with the electricity mix provided by the supplier. In the case of Germany, the CO₂ multiplier used is from 2021 since the 2022 value is not available yet. To compute the energy intensity, we used sales as the denominator for the calculation. Moreover, we were able to estimate our Scope 3 emissions for our German plants by making a few assumptions based on our material consumption.

Plant	Scope 1 [tons CO ₂ e]	Scope 2 [tons CO ₂ e]
Benátky	149	451
Břeclav	259	571
Bremen	151	486
Dillenburg	664	1.286
Elstra	1.569	3.570
Esparraguera	41	207
Hagenbach	161	641
Ingolstadt	281	1.486
Kecskemét	2	0
La Garriga	191	958
Lavonia	0	58
Lysa	253	576
RSA	6	3.718
Zaragoza	314	480
Total	4.041	14.488
Emission intensity	7,01 tons CO ₂ e / Mio. EUR	25,18 tons CO ₂ e / Mio. EUR



WATER

Water, a crucial resource for both society and industry, requires careful protection and responsible usage. At LINDE + WIEMANN, water plays a significant role in our operations, especially in hot molding processes. To ensure responsible practices, we adhere to the strict requirements of ISO 14001 certification. Our commitment involves reusing and recycling process-related water multiple times to reduce overall consumption. Nonetheless, we continuously monitor water consumption across all our facilities to identify opportunities for further optimization and reduction. Our aim is to limit the total water consumption and minimize any potential environmental impacts.

Recognizing water as a shared resource, we handle both process water and social water in our plants, while also withdrawing and discharging third-party water. We take measures to prevent any water-

related impacts, such as runoffs, and collaborate with water suppliers to ensure compliance with water quality standards. The water discharged from our facilities undergoes cleaning and restoration at the nearest treatment plant, ensuring the preservation of water quality. We track water consumption data meticulously through calibrated water meters at each site. In comparison to 2021, there was a 7% reduction in process water consumption and a 3% increase in social water consumption in 2022. It is important to highlight that we do not use freshwater in our production processes; only dematerialized water is employed for cooling systems. We adhere to international standards to identify substances of concern and can proudly report no incidents of exceeding water discharge limits in 2022. Until 2028 we aim to improve our water efficiency by achieving a **reduction of 30 %**.

Plant	Process water [m³]*	Social water [m³]	Total water withdrawal [m³]	Water discharged [m³]	Water consumption [m³]
Benátky	0	1.443	1.443	1.443	0
Břeclav	49	945	994	994	0
Bremen	0	612	612	612	0
Dillenburg	3.690	735	4.425	1.203	3.222
Elstra	3.096	218	3.314	2.181	1.133
Esparraguera	0	452	452	452	0
Hagenbach	0	428	428	428	0
Ingolstadt	0	1.558	1.558	1.558	0
Kecskemét	0	116	116	116	0
La Garriga	0	5.781	5.781	5.781	0
Lavonia	0	652	652	652	0
Lysa	0	1.217	1.217	1.217	0
RSA	0	6.154	6.154	6.154	0
Zaragoza	0	1.765	1.765	1.765	0
Total	12.989	15.922	28.911	24.556	4.355

* If no data is available, process water and social water are not measured separately.

WASTE

For many years, waste reduction has been an integral part of our lean operations philosophy. As a Tier1 supplier, we have already minimized packaging material by using specialized carrier boxes. Additionally, we make efforts to divert our generated waste from disposal, ensuring that it can be recycled and utilized by other organizations. Despite these efforts, we recognize that there is still potential for improvement, and we are committed to addressing it in the coming years. Our focus is on hazardous materials, such as various mediums like oils and emulsions, which are process-related and correlate with our production volume. Nevertheless, we are actively engaged in finding suitable replacements with non-hazardous materials to enhance sustainability.

In our value chain, steel and aluminum are the primary input materials, leading to metal scrap generation as the most common waste. However, we ensure

that this metal scrap is sold to other businesses for recycling, contributing positively to the circular economy. Additionally, for transporting our products between production plants and to customers, we prioritize using reusable bins and containers whenever possible. At LINDE + WIEMANN, our commitment is to divert all waste from disposal so that it can be effectively reused or recycled by other companies. We work with a third-party waste management company that complies with contractual and legislative obligations, including environmental laws and regulations in each region. The data related to waste is meticulously collected and monitored by our Quality Management teams in each region, while the recovery options are carried out offsite. We remain dedicated to continuously improving our waste management practices and ensuring a more sustainable approach throughout our operations.

Plant	Hazardous waste diverted from disposal [metric tons]	Non-hazardous waste diverted from disposal [metric tons]	Total waste generated diverted from disposal [metric tons]
Benátky	12	94	106
Břeclav	55	109	164
Bremen	2	438	440
Dillenburg	12	5.824	5.836
Elstra	14	16.855	16.869
Esparraguera	4	116	120
Hagenbach	0	410	410
Ingolstadt	4	2.066	2.070
Kecskemét	0	210	210
La Garriga	12	20.126	20.138
Lavonia	12	142	154
Lysa	123	3.732	3.855
RSA	0	503	503
Zaragoza	4	462	466
Total	254	51.087	51.341

Plant	Hazardous waste directed to disposal [metric tons]	Non-hazardous waste directed to disposal [metric tons]	Total waste generated directed to disposal [metric tons]
Benátky	3	12	15
Břeclav	8	21	29
Bremen	2	0	2
Dillenburg	54	0	54
Elstra	141	18	159
Esparraguera	2	3	5
Hagenbach	0	0	0
Ingolstadt	8	0	8
Kecskemét	0	0	0
La Garriga	2	36	38
Lavonia	12	16	28
Lysa	10	6	16
RSA	7	32	39
Zaragoza	1	13	14
Total	250	157	407

HIGHLIGHT

HEAT RECOVERY FROM AIR COMPRESSORS

Compressor heat used to save electricity and gas in our plant in Elstra and Ingolstadt

Compressors for pressurized air generate waste heat and need to be cooled down. As a previous standard, this was done by air heat exchangers which dismiss most of the waste heat to the outside. With our newly installed oil heat exchangers, we can now use a majority of waste heat directly for hot water production which is then utilized to heat up production radiators and office buildings. Warm water processing with electrical or gas boilers is no longer required.

THEREFORE, WE REDUCE
OUR ENERGY COST
SIGNIFICANTLY BY OVER

80%



SUSTAINABLE WITHIN THE SUPPLY CHAIN

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.

SUPPLIER SUSTAINABILITY

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 606 Mio. € in the area of procurement. The LINDE + WIEMANN ecosystem consists of 381 direct suppliers and about 1119 indirect suppliers. The main direct material categories are carbon steel, stainless steel and aluminum.

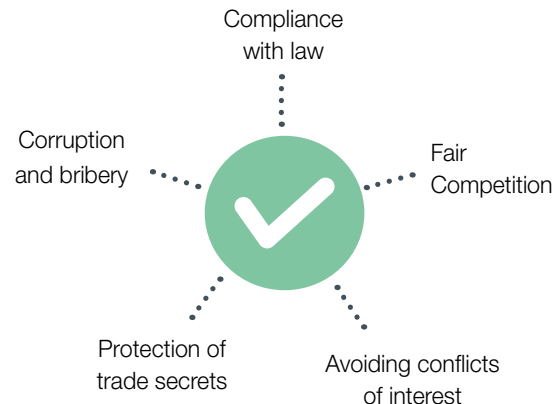


Supplier Assessment

LINDE + WIEMANN suppliers must comply with a set of international standards and guidelines:



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:



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 CO₂ 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, new suppliers 2022)



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. Our products are permanently installed and at the end of the life cycle the vehicles are scrapped. Therefore, we cannot reclaim our products. For the future, we collaborate with our customers to elaborate if green alternatives comply with the safety requirements.



Material	Total weight of material [metric tons]	Total weight of recycled material [metric tons]	Recycled Materials [Percentage]	Total weight of reclaimed material [metric tons]	Reclaimed materials [Percentage]
Steel	132.214	23.799	18	0	0
Aluminum	1.580	0	0	0	0

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”.



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 Conduct 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

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 CO₂ EMISSIONS BY OVER

80%



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.”





Eva Issa, CSR-Officer
Rechtsanwältin (Syndikusrechtsanwältin)
Geschäftsführende Direktorin Deutschland SE



“At LINDE + WIEMANN, our governance model is designed to promote effective practices and instill a culture of responsibility and accountability. Sustainability lies at the core of our responsibilities, and we firmly believe that acting in an ecologically and socially sustainable manner is essential for achieving long-term economic success.

In our commitment to sustainability, we ensure that our governance maintains the required levels of effectiveness, efficiency, and quality. As the demands for sustainability increase, we proactively embrace the challenge of continually reviewing and enhancing our standards to benefit society as a whole. Our goal is to uphold responsible and sustainable practices that positively impact our environment and communities.”

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.



Key account management, on-going conversations, audits, workshops, seminars, conventions, trade shows, electronic procurement platform, One-on-one meetings, shop floor meetings, workshops, family events, union discussions, website

Customers

Employees

Business Partners

Suppliers Business

On-going conversations, workshops, seminars, website, social media, press releases

Potential Employees

Financial Industry

Local Communities and Associations

Governments and Administrations

Works Council

Insurances

Certifiers

Press and Media

Shareholder meetings, committees, management reports

Shareholders

Supervisory Board

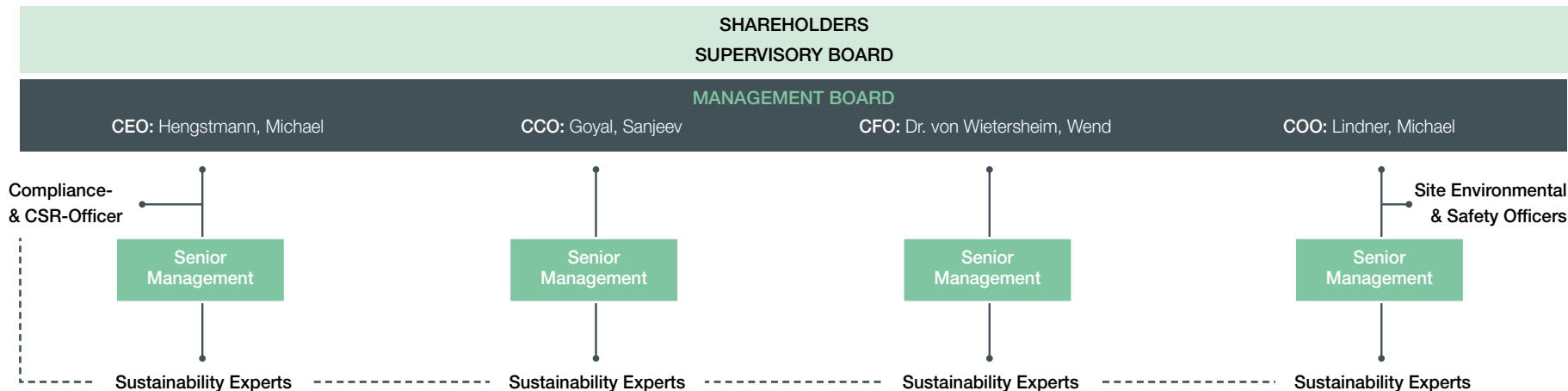
GOVERNING BODIES

The Management Board serves as the highest executive authority within our company. Its primary responsibility is to establish the strategic direction for the entire organization, ensuring full compliance with relevant laws and regulations. The ultimate objective of the Board is to create sustainable long-term value for all stakeholders.

To maintain effective governance, the Board adheres to a comprehensive Board Charter, which supplements the existing legal framework, including the articles of incorporation and bylaws. The Board's diverse range of duties encompasses the diligent monitoring of essential aspects, such as corporate culture, corporate governance

practices, strategic initiatives, risk management, shareholder engagement, environmental impact, social responsibility, and fundamental corporate decisions. At the apex of the governance structure, the CEO assumes the vital role of the Chair of the highest governance body. This position entails

leading and overseeing the company's operations, ensuring that the principles of good governance and responsible leadership guide our actions. Additionally, the CEO fosters open communication and collaboration within the organization, facilitating effective decision-making processes that align with our mission and values.



CORPORATE SOCIAL RESPONSIBILITY MANAGEMENT

To achieve and maintain our corporate social and sustainable responsibility objectives, we have established a dedicated organizational structure for sustainability at the corporate level. This structure comprises four main fields of action, overseen by our CSR Officer, who is supported by experts in respective sustainability domains:

1. External Communication & Reporting (Marketing)
2. Technical Stakeholder Management & Footprint Calculation
3. Project Management & Continuous Implementation of CSR Strategy
4. Knowledge Management, Association Activities, and Education & Training

Working in tandem with our sustainability experts within the factories and the social ethics committee, the Sustainability Leadership Board (SLB) ensures effective

action across these fields, enabling the successful implementation of our CSR Strategy throughout LINDE + WIEMANN. We recognize the crucial role of our factories and their local experts in defining and achieving our sustainability targets. The highest governance body is responsible for reviewing and approving the material topics and reported information. Collaboratively, the highest governance body and the CSR Committee determine the material topics. Subsequently, the highest governance body reviews and approves the report, paving the way for measures to attain future targets. The CSR Committee, initiated by our CEO, is instrumental in advancing CSR initiatives at LINDE + WIEMANN. Comprising CSR officers and members from quality management and HR departments, this committee plays a pivotal role in driving ethical and regulatory compli-



ance. With this structure, we cultivate leadership in sustainability and **aim to secure top rank until 2025.**

As per the Companies Act, 2008, the Committee carries out delegated authority to monitor the Company's activities and disclosures in alignment with relevant legislation, regulations, and codes of best practices. Areas of focus include ethics,

social and economic development, corporate citizenship, customer relations, environmental stewardship, employee engagement, and compliance with applicable laws and regulations.

In fiscal year 2022, LINDE + WIEMANN was not involved in any legal proceedings concerning Anti-Competitive Behavior, Union and Monopoly Formation.

RISK MANAGEMENT

LINDE + WIEMANN has implemented a comprehensive Risk Management System, which encompasses procedures for identifying, reporting, and effectively managing various risks. This system addresses a wide range of risks at both the company and business levels. At the business level, we assess risks such as operational, strategic, financial, compliance, and reporting risks. Examples of these risks include:

1. Risks related to people's health and safety
2. Risks affecting the quality of LINDE + WIEMANN's products
3. Risks impacting profitability
4. Market and volume fluctuations
5. Environmental risks

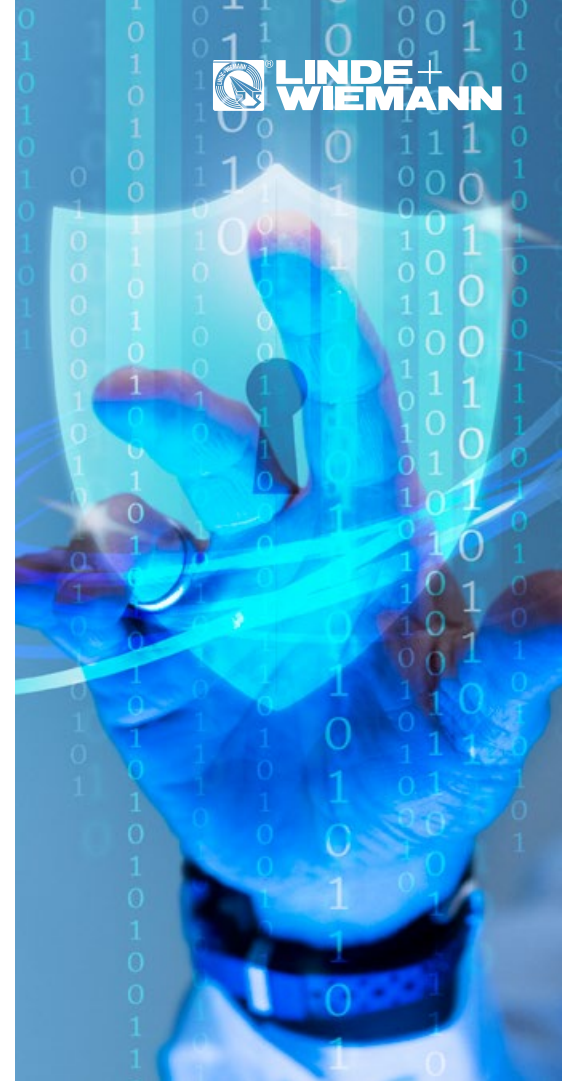
6. Compliance risks
7. Global and regional economic and political risks
8. Availability and prices of raw materials
9. Risks to cyber security and computer applications

To ensure ongoing effectiveness, we conduct risk assessments annually, and the findings are consolidated into a comprehensive risk report. This enables us to proactively address potential challenges and develop strategies to mitigate and manage risks effectively. By continuously monitoring and evaluating risks, we enhance our ability to make informed decisions and safeguard our operations, assets, and stakeholders.

PRIVACY & CONFIDENTIALITY

At LINDE + WIEMANN, we prioritize the security and confidentiality of our stakeholders' personal and business data. Safeguarding this data is of utmost importance to us. To ensure data protection, we strictly adhere to the principle of data minimization. This means that we only collect and retain the data that is absolutely necessary for our operations. Confidential information, including trade secrets and proprietary data, is considered a valuable asset within our organization. We take great care to protect and preserve this sensitive information, recognizing its critical role in our business. As part of our global strategy, we not only comply with all local laws and regulations related to data protection but also regularly update our measures to stay current with the evolving data security landscape.

In fiscal year 2022, we are pleased to report that no complaints were received regarding breaches of customer privacy or losses of customer data. This demonstrates our commitment to maintaining the highest standards of data protection and our dedication to earning the trust of our stakeholders.



DATA AND INFORMATION SECURITY

Our Data and Information Security Strategy directly reports to the Management Board, and it encompasses the following key aspects:

1. Global Information Security Management System: We continuously monitor and improve our information security practices to maintain a robust system.
2. TISAX Certification: All our plants are TISAX certified, ensuring adherence to high-security standards.
3. Ensuring Information Security Goals: We prioritize three critical aspects of information security - confidentiality, integrity, and availability.
4. Data Protection and Privacy Policy: Our policies comply with the GDPR, making them binding and verifiable across the entire group. Additionally, we have specific Privacy Policies for various countries, such as South Africa, in line with POPIA regulations.

We are dedicated to collaborating with our customers and stakeholders to monitor and implement cybersecurity standards effectively.

Information security is a vital objective for LINDE + WIEMANN, not only to fulfill legal obligations but also to protect our customers and employees. To emphasize the importance of information security, we have a "Guideline for Information Security" as part of our general corporate strategy. This guideline communicates the essential tasks, emphasizes the significance of security awareness, and applies to all employees.

Since information technology significantly supports our operations in administration, development, and production, we prioritize implementing management's information security requirements in all projects. As a core competency of LINDE + WIEMANN lies in the development and production of automotive components, we

place special emphasis on the availability and integrity of information, especially in project management and technology-supported production.

The protection of product and production information, particularly prototype

protection, against unauthorized access and modifications, is a top priority. To ensure our employees are well-informed and equipped to contribute to information security, we conduct annual information security training.



CODE OF CONDUCT AND ETHICS

The LINDE + WIEMANN Code of Conduct and Ethics serves as the foundation of our compliance management system. It provides essential guidelines that bind all employees across every department in their daily business operations. This Code plays a crucial role in promoting and reinforcing our ethical values and processes. To ensure its effectiveness, we conduct training and make it mandatory for everyone. The Code of Conduct and Ethics encompasses appropriate and inappropriate behavior in interactions with colleagues, employees, employers, clients, customers, stakeholders, investors, and competitors. It covers the following aspects:

1. Company Values: Uphold-

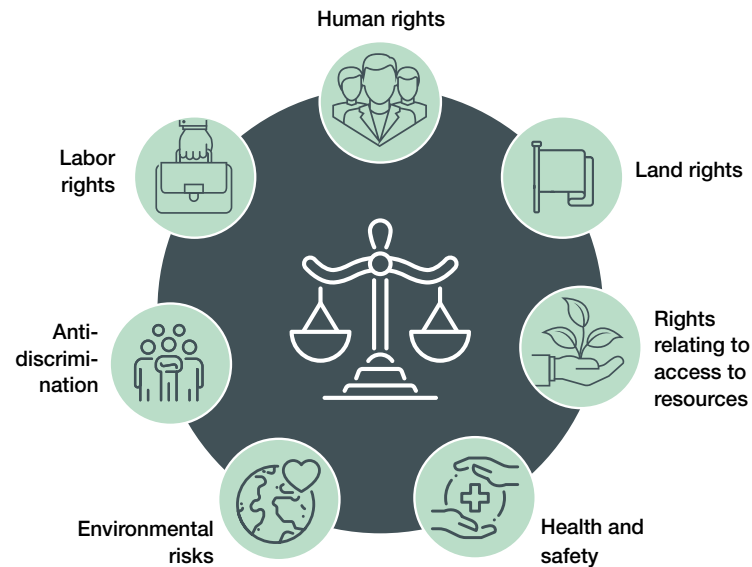
ing and promoting the core values of our organization.

2. Respect for Others: Demonstrating respect and consideration for all individuals.
3. Respect for the Community: Engaging responsibly and positively with the community.
4. Respect for the Planet: Complying with environmental standards and promoting sustainability.
5. Due Processes for Violations and Reporting: Establishing procedures for reporting misconduct and addressing violations.
6. Relevant Laws and Regulations: Providing a reference for compliance with applicable laws and regulations.

Supplier Code of Conduct and Ethics:
At LINDE + WIEMANN, we prioritize partnerships with suppliers who share our core values. To maintain trustworthy relationships, we have developed a Supplier Code of Conduct and Ethics. This code sets the standard to which our partners are expected to commit. Our responsibility extends beyond our factory gates, and we consider social, ethical, and environmental criteria when selecting new suppliers and sustaining relationships with existing partners. Therefore, we want to ensure ethical practices by **reaching 100 % compliance until 2028.**

Moreover, our Supplier Code of Conduct and Ethics aligns with the German Act on Corporate Due Diligence Obligations in

Supply Chains (Lieferkettensorgfaltspflichtengesetz, LkSG) and includes the following main elements:



ANTI-FRAUD AND ANTI-CORRUPTION POLICY

LINDE + WIEMANN operates with unwavering integrity and accountability, adhering to the highest ethical standards. We firmly reject any form of embezzlement, corruption, bribery, or unfair business practices. To combat fraud and corruption, we have a stringent anti-fraud and anti-corruption policy in place. This policy is communicated to all employees and business partners, ensuring a shared commitment to ethical conduct.

Before establishing partnerships with other businesses, we transparently communicate our anti-corruption policy to potential future partners. It is our unequivocal stance that no employee, under any circumstance, shall offer or accept any improper advantage, either directly or indirectly. Our

robust internal controls provide further assurance of compliance. To foster a culture of reporting and transparency, all LINDE + WIEMANN employees are encouraged to promptly report any suspected violations, compliance concerns, or alleged law infringements to their line managers or the CSR Officer. We also offer an anonymous reporting line to enable discreet reporting.

In the year 2022, we are pleased to report that there were no incidents of corruption, either internally or externally. Furthermore, no critical concerns were raised or reported during this period. Additionally, no incidents of non-compliance concerning product and service information and labeling were reported. In 2022, there were no pending or completed legal actions related to

anti-competitive behavior, anti-trust, or monopoly practices.

At LINDE + WIEMANN, we value the input and concerns of our employees. We provide various channels, including the organization-wide intranet, for employees to raise concerns. All concerns are thoroughly investigated by the compliance team, and escalation processes are available to involve higher management levels if needed.

Our policies are deeply ingrained in our organization-wide intranet, ensuring that all employees have access to and are bound by these policies. The highest governance body regularly reviews and implements the policy commitments. These policies serve as the foundation for all our operational business activities, reinforcing our commitment to ethical and responsible conduct.





APPENDIX

GRI STANDARDS

GRI Standard	Description	Comment	Page
GRI 2-1	Organizational details		5, 6, 14
GRI 2-2	Entities included in the sustainability reporting		6
GRI 2-3	Reporting period, frequency and contact point		7
GRI 2-4	Restatements of information	no restatements of information	
GRI 2-5	External assurance		7
GRI 2-6	Activities, value chain and other business relationships		20
GRI 2-7	Employees		30
GRI 2-8	Workers who are not employees	most common types are temporary employees, security	
GRI 2-9	Governance structure and composition		55
GRI 2-11	Chair of the highest governance body	CEO	55
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	Impacts are reported to the highest governance body. The highest governance body manages these impacts and ensures the compliance to our strategies, policies and targets.	
GRI 2-13	Delegation of responsibility for managing impacts	The highest governance body delegates the responsibility of managing impacts to the responsible center of competence.	
GRI 2-14	Role of the highest governance body in sustainability reporting	The highest governance body is responsible for reviewing and approving the reported information.	
GRI 2-16	Critical Concerns	Critical concerns are reported to the highest governance body in regular meetings.	

GRI STANDARDS

GRI Standard	Description	Comment	Page
GRI 2-20	Remuneration Policies		35
GRI 2-21	Statement on sustainable development strategy		16
GRI 2-23	Policy commitments		54-60
GRI 2-24	Embedding policy commitments		54-60
GRI 2-27a	Non-Compliance Issues	no issues	
GRI 2-27b	No. of Fines	no fines	
GRI 2-27b	Value of Fines	no fines	
GRI 2-28	Membership associations	no significant role in an association	
GRI 2-29	Approach to stakeholder engagement		54
GRI 2-30	Employees under collective Bargaining Agreement		30
GRI 2-30	Ratio of Employees under collective Bargaining Agreement		30
GRI 202-1	Ratio Entry Level of Wages by Gender compared to local minimum wage	no difference in Germany due to tariff groups. Entry level wages are higher than local minimum wage	35
GRI 202-2	Percentage of Local Senior Management	75 % of the highest governance body were hired from the local community (same country)	
GRI 204-1a	Local Procurement		49
GRI 205-2	Internal Recipients of Anticorruption Policies	every employee	

GRI STANDARDS

GRI Standard	Description	Comment	Page
GRI 205-2	Percentage of Internal Recipients of Anticorruption Policies	100 %	
GRI 205-2	Business partner Recipients of Anticorruption Policies	every business partner	
GRI 205-2	Percentage of BP Recipients Anticorruption Policies	100 %	
GRI 205-2	Trained People in Anticorruption	every employee	
GRI 205-2	Trained People Anticorruption Ratio	100 %	
GRI 205-3a	Corruption Incidents	no incidents	
GRI 205-3b	Sanctioned Internal Corruption Incidents	no incidents	
GRI 205-3c	Sanctioned External Corruption Incidents	no incidents	
GRI 205-3d	Legal Cases Corruption	no cases	
GRI 206-1	Legal Actions regarding unfair Behaviour	no cases	
GRI 301-1	Materials Used		49
GRI 301-2	Recycled Materials Used		49
GRI 301-2	Percentage of Recycled Materials		49
GRI 301-3	Reclaimed Materials Used		49
GRI 301-3	Percentage of Reclaimed Materials	not applicable	49
GRI 302-1a+b	Total Fuel Consumption within the organization		41

GRI STANDARDS

GRI Standard	Description	Comment	Page
GRI 302-1c	Total Energy Consumption within the organization		41
GRI 302-1	Self-generated Energy not consumed	not applicable	41
GRI 302-1d	Energy sold	not applicable	
GRI 302-1	Total Energy and Fuel Consumption within the organization		41
GRI 302-2	Consumed Energy Outside the organization	not applicable	
GRI 302-3	Energy Intensity Ratio		41
GRI 302-4	Achieved Energy Consumption reduction		41
GRI 302-5	Achieved energy consumption reduction per sold products/ services in use	not applicable	
GRI 303-3	Total water withdrawal		43
GRI 303-4	Total water discharge all areas		43
GRI 303-5a+b	Total water consumption		43
GRI 303-5c	Change water storage	not applicable	
GRI 304	Biodiversity	no production plants owned in high biodiversity areas	
GRI 305-1	CO ₂ e-Scope 1		42
GRI 305-2	CO ₂ e-Scope 2		42
GRI 305-3	CO ₂ e-Scope 3		42

GRI STANDARDS

GRI Standard	Description	Comment	Page
GRI 305-4	GHG-emissions intensity		42
GRI 305-5	Reduction of GHG emissions		
GRI 305-6a	Emissions of ozone-depleting substances (ODS)	no emissions	41
GRI 305-7a	Significant air emissions	no emissions	
GRI 306-3	Number of significant spills	no spills occurred	
GRI 306-3	Volume of significant spills	no spills occurred	
GRI 306-3a	Total waste generated		45
GRI 306-4a	Total weight of waste diverted from disposal		45
GRI 306-4b	Total weight of hazardous waste diverted from disposal		45
GRI 306-4c	Total weight of non-hazardous waste diverted from disposal		45
GRI 306-5a	Total waste directed to disposal		45
GRI 306-5b	Total hazardous waste directed to disposal		45
GRI 306-5c	Total non-hazardous waste directed to disposal		45
GRI 308-1	New Suppliers Screened Environmental	38	
GRI 308-1	Percentage of New Suppliers Screened Environmental	36,84 %	
GRI 308-2a	All Suppliers Screened Environmental	140	

GRI STANDARDS

GRI Standard	Description	Comment	Page
GRI 308-2b	Suppliers Negative Environmental Impact	0	
GRI 308-2d	Percentage of Suppliers with Environmental Improvements	0 %	
GRI 308-2e	Percentage of Terminated Supplier Relationships with Environment	0 %	
GRI 401-1	New Hires		31
GRI 401-1	Percentage of New Hires		31
GRI 401-1	Employee turnover		30
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees	Bike leasing in Germany is not provided to employees with a temporary contract due to the leasing duration of 3 years	
GRI 401-3a	Entitled to parental Leave		30
GRI 401-3b	Actual Parental Leave		30
GRI 402-1	Minimum notice periods regarding operational changes		
GRI 403-1	Occupational health and safety management system		29
GRI 403-2	Hazard identification, risk assessment, and incident investigation		29
GRI 403-3	Occupational health services		29
GRI 403-4	Worker participation, consultation and communication on occupational health and safety		29

GRI STANDARDS

GRI Standard	Description	Comment	Page
GRI 403-5	Worker training on occupational health and safety		29
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	not applicable	
GRI 403-8	HSM Coverage of Employees and Workers		29
GRI 403-8	HSM Coverage Rate of Employees and Workers	100 %	29
GRI 403-9a+b_i	Work-related fatalities	no work-related fatalities	29
GRI 403-9a+b_ii	High-consequence work-related injuries	no high-consequence work-related injuries	29
GRI 403-9a+b_iii	Work-related Injuries		29
GRI 403-9a+b_i	Rate of work-related fatalities	no work-related fatalities	29
GRI 403-9a+b_ii	Rate of high-consequence work-related injuries	no high-consequence work-related injuries	29
GRI 403-9a+b_iii	Rate of work-related Injuries		29
GRI 403-9	Hours Worked		29
GRI 403-10	Work-related ill-health fatalities	no work-related ill-health fatalities	
GRI 403-10	Work-related ill health	no work-related ill-health	
GRI 404-1	Training Hours		25

GRI STANDARDS

GRI Standard	Description	Comment	Page
GRI 404-1	Total employees with personal reviews		25
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	In Germany, each year the educational needs for each employee are assessed. Transition assistance programs are in place (partial retirement)	
GRI 404-3	Percentage of employees with personal reviews		25
GRI 405-1a	Governing Bodies Diversity		
GRI 405-1b	Staff Diversity		32-34
GRI 405-2	Salary		
GRI 405-2	Ratio of basic salary and remuneration of women to men	Significant locations are all production plants.	35
GRI 406-1	Discrimination Incidents	0	
GRI 407	Freedom of Association and Collective Bargaining	no operations or suppliers at risk	
GRI 408	Child labor	no operations or suppliers at risk	
GRI 409	Forced or Compulsory Labor	no operations or suppliers at risk	
GRI 410	Security personnel trained in human rights policies or procedures		
GRI 410-1	Number of trained security personnel	not applicable	
GRI 410-1	Percentage of trained security personnel	not applicable	

GRI STANDARDS

GRI Standard	Description	Comment	Page
GRI 411-1	Incidents Violations Indigenous People	0	
GRI 413	Local Communities		36
GRI 413-2	Operations with significant actual and potential negative impacts on local communities	0	
GRI 414-1	New suppliers that were screened using social criteria		48
GRI 414-2a	Suppliers Screened Social		48
GRI 414-1	Percentage of New Suppliers Screened Social		48
GRI 414-2	Negative social impacts in the supply chain and actions taken	no negative impacts	
GRI 414-2d	Percentage of Supplier with Social Improvements	0%	
GRI 414-2e	Percentage of Terminated Supplier Relationships Social	0%	
GRI 415-1	Financial Contribution Political Organizations	0	
GRI 416	Customer Health and Safety	not applicable	
GRI 417	Marketing and Labeling		18
GRI 418-1a	Complaints Breaches Customer Privacy	no complaints	
GRI 418-1b	Incidents Customer Data	no incidents	



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logies that achieve market acceptance; changes to or uncertainties in laws or policies, including such laws or policies concerning governing foreign trade law; trade restrictions; the outcome of litigation proceedings; the availability of and price increases in raw materials and component products; fluctuations in currency exchange rates; labor strikes and other labor union measures; cancellation to or changes of commercial agreements; deterioration of refinancing possibilities. If any of these risks and uncertainties materialize or if the assumptions underlying any of our forward-looking statements prove to be incorrect, the actual results, including, among others, the financial position, results of operations, the development or performance of the LINDE + WIEMANN Group may be materially different from those expressed or implied by such statements. Potential investors should consider these factors in evaluating the forward-looking statements and should not place undue reliance on such statements. All forward-looking statements – unless otherwise specified – are made only as of the date of this document. It is not intended nor any obligation is assumed to update these forward-looking statements since they are based solely on the circumstances at the date of publication.