

EVERY PART IS A PART OF US



2021



Content



03

Introduction

07

Corporate key
figures

08

Declaration



09

Stakeholder-
Dialogue

11

The four action
fields of
sustainability



12

Responsibility for
the employees

21

Social
commitment



29

Products and
innovations

34

Environment
and quality



Dear Sir or Madam,

2021 is behind us and the GEDIA Automotive Group has performed well in this challenging year full of ups and downs.

For the company, 2020 was marked in particular by the cyberattack and the effects of the Covid crisis. Accordingly, we had high hopes that the global situation would be much better and, above all, more predictable in 2021. Unfortunately, these hopes were not fulfilled. Despite rapidly developed vaccines and successful vaccination campaigns in many countries, supply chain disruptions continued unabated and the Covid 19 pandemic remains a concern at the end of 2021.

In addition to the ongoing pandemic, we were confronted with extremely high volatile call-offs from our customers in the first months of 2021, while the opposite happened in the second half of the year: our work was massively hampered by sudden order cancellations.

This presented our production and logistics with challenges that were almost impossible to master. All this took place in an unpredictable procurement market with skyrocketing prices and limited availability of steel, fasteners, electricity and many other goods. Resource-efficient production was almost impossible to carry out in this environment. Our energy-intensive processes in particular require continuous production. As it is technically impossible to switch our equipment on and off at short notice, the relative energy consumption for some of our existing production processes increased significantly due to the ongoing fluctuations.

Despite these significantly more difficult ambient conditions, we continued our activities to improve sustainability in all areas unabated.

By using new technologies, we succeeded overall in achieving a significant reduction in relative energy consumption compared with previous processes.

Introduction



Our established Temperbox® process was transferred to series production at several locations simultaneously and a large number of molds were run in with it. We have developed a wide range of technical solutions to utilize this innovative technology. One of these numerous successes was the significant reduction in cooling and associated energy requirements. .

Our foreign sites are also making significant progress in the area of sustainability:

In Georgia (USA), we succeeded in building a completely new plant in a very short time. State-of-the-art production facilities have been installed and the first parts have already been successfully manufactured. In addition, 200 future-oriented jobs have been created locally.

The hot stamping plant with our Temperbox® technology installed in Spain in 2020 was transferred to series production. Our team in China commissioned a new, larger plant located close to our customers and started parts production for new orders.

All plants are equipped with state-of-the-art, energy-saving technology.

We have converted the first plants to purchase 100% green electricity and have agreed further contracts for the conversion from 2022.

Our development work focused on the manufacture of resource-saving products.

Thanks to intelligent product design, we were able to make the manufacturing process more energy-efficient and design a new product with a lower weight that significantly improves the CO2-balance and driving safety of the finished vehicle. But it is not only in the area of energy saving and resource efficiency that we have made significant progress under the difficult conditions of the pandemic and the market turbulence. The areas of compliance, employee protection, health promotion and human resources development were also further developed and continuously improved.



Some examples are given below:

An external whistleblower office was set up to simplify the reporting of compliance violations. The aim of this office is to make it easier and faster to identify and deal with suspected cases. Any weaknesses identified will be eliminated in the long term.

Equipping all employees with personal protective equipment, training courses on the subject of occupational safety and many other measures have helped to significantly reduce the number of occupational accidents in the GEDIA Group despite increased working hours.

Our global initiative "GEDIA goes Zero" was launched group-wide. Here, sustainability is to be established as a fixed working principle. A team consisting of sustainability managers of the GEDIA sites is continuously working on this objective.

We are proud to present these and many other steps on our way to CO2 neutrality and the continuous improvement of our sustainability in this report.

Even under the difficult conditions of the Covid pandemic, the international GEDIA team succeeded in making tangible and groundbreaking progress in 2021.

We will continue to consistently improve our contribution to optimizing the living conditions of all our stakeholders - from the environment to society, employees, customers, shareholders and suppliers - in the future.

With this fourth sustainability report of the GEDIA Automotive Group, we are pleased to give you an insight into our activities and the status we have achieved.

With best regards

Helmut Hinkel, MBE and
Markus Schaumburg, MBA
Executive Board GEDIA Automotive Gruppe



SUSTAINABILITY REPORT 2021

With the present sustainability report the GEDIA Automotive Group informs its stakeholders about Corporate Social Responsibility (CSR) in the Group.

The report provides an overview of our strategy, our goals and our performance. It shows the focus and progress in our sustainability action areas for the year 2021.

For reasons of better readability, gender-related double designations are not used in the following when referring to mixed groups of persons. Of course, this always refers to persons of any gender.

9

PRODUCTION
SITES
WORLDWIDE

GEDIA AT A GLANCE

Every GEDIA part is a part of us. Family-owned company. Medium-sized business. International Enterprise. Above all we are people who are there for each other while working together.



Executive Board:

Helmut Hinkel, MBE
Markus Schaumburg, MBA



Industry:

Automotive Supplier



Product Range:

Lightweight automotive technologies
and chassis components



Certifications:

IATF 16949
DIN EN ISO 9001
DIN EN ISO 14001
DIN ISO 45001
TISAX
AEO-Certificate

4.300

EMPLOYEES
WORLDWIDE

1000

EMPLOYEES IN
ATTENDORN

690

MIO. EUROS
TURNOVER IN 2021

1910

FOUNDED IN
ATTENDORN



REPORTING IN ACCORDANCE WITH THE GLOBAL REPORTING INITIATIVE (GRI)

The Sustainability Report 2021 was prepared in accordance with the guidelines of the Global Reporting Initiative (GRI), reporting option "Core". We report in accordance with the requirements for all key areas of activity. The stakeholder matrix forms the basis for the selection of the key aspects and performance indicators in this report.

OUR KEY FIGURES

All data and information for the 2021 financial year mentioned in this report were determined by the respective departments using recognized methods.

The figures shown have been rounded; environmental and personnel indicators were determined locally at the sites and aggregated centrally at the headquarters in Attendorn. These are supported by management systems. The financial data were compiled in accordance with German commercial law.

REPORTING PERIOD AND SCOPE

The reporting period corresponds to the data and information from the fiscal year 2021. The sustainability report covers all locations of the GEDIA Automotive Group.



These include:



GEDIA Gebrüder Dingerkus GmbH,
Attendorn, DE



GEDIA España S.L.,
Sta. Margarida i els Monjos, ES



GEDIA Poland Sp.z.o.o, Nowa Sól, PL



GEDIA Hungary Kft., Tata, HU



**GEDIA Automotive Systems
(Changzhou) Co., Ltd.,** Changzhou, CN



GeNI de México S.A. de C.V.,
Puebla, MX



GEDIA Michigan, Inc., Lake Orion, US

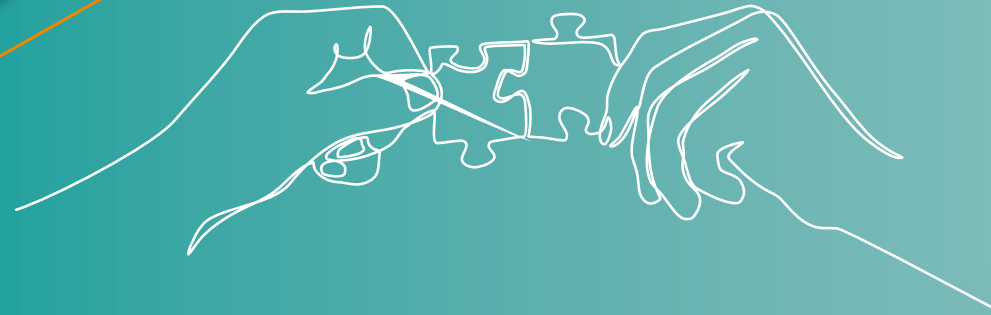


GEDIA Georgia LLC., Dalton, US



**GEDIA India Automotive
Components Pvt. Ltd.,** Pune, IN

There were no significant changes in the reporting period compared with the previous year. No external audit or confirmation was carried out for this report.



STAKEHOLDER- DIALOGUE

Trust and open dialog: Basically, this describes well how we clarify future issues with our stakeholders. And of course the topic of sustainability with all its facets plays an important role in shaping GEDIA's future. Our goal is to create a broad acceptance for this

topic. In the stakeholder dialog, we take up suggestions, expectations and criticism and make corporate decisions accordingly.



STAKEHOLDER

GEDIA is in continuous intensive dialog with all relevant target groups. Stakeholders close to the company include all those who are influenced by the decisions or actions of the GEDIA Automotive Group or who can influence these decisions themselves.

Our primary stakeholders primarily include employees, customers, shareholders and suppliers. In addition, we maintain active contact and close networking with the media, associations and organizations, with science and politics, as well as with authorities and society.

PRIMARY

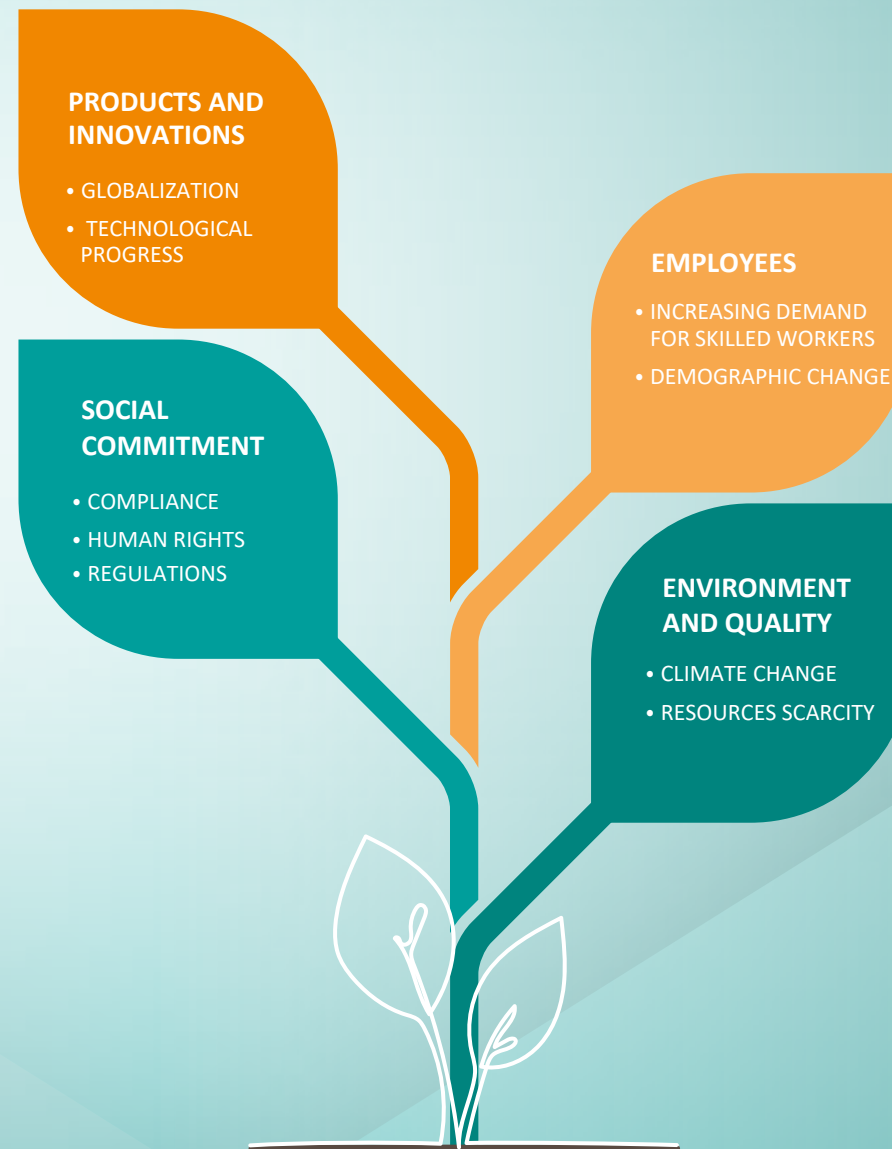
SECONDARY

For more information please click on the respective icon.

THE FOUR FIELDS OF ACTION IN SUSTAINABILITY

We explicitly incorporate the issue of sustainability into our corporate responsibility for the long-term success of our business. Ecological and social aspects are important topics in the continuous dialog with our stakeholders. Safeguarding human rights, countering climate change, conserving resources: These are all fundamental drivers for our responsible, entrepreneurial actions. The key aspects with a high impact on the sustainable business activities of the GEDIA Automotive Group are:

- **Products and innovations**
- **Environment and quality**
- **Responsibility for our employees**
- **Social commitment**





RESPONSIBILITY FOR EMPLOYEES

GEDIA is an attractive, internationally positioned employer with qualified specialists and managers at all nine locations.





EVERY PART IS A PART OF US

At GEDIA, every part counts: every part, because we develop and manufacture innovative structural parts for lightweight car body construction together with almost all major automotive manufacturers, and every part because this would not be possible without our 4,300 motivated and competent employees. We attach great importance to a corporate culture that is characterized by mutual respect and support. We promote the

competence, creativity and performance of our employees actively and thereby continuously increase their motivation and sense of responsibility. The international growth of the GEDIA Group radiates positively on all employees and leads to continuous development through shared values and a strong identity. International perspectives open additional options for development and career. This provides security and motivation for the employees.

Employment figures GEDIA Group

EMPLOYMENT GEDIA GROUP	Ø 2021 HEADCOUNT
Direct employees	3.573*
Toolmaking	143
Administrative employees	696
Total	4,412

* incl. temporary employees



External "whistleblowing" point

**"It's necessary to put
your finger on the
wound."**

As part of our continuous development and adaptation of our compliance regulations, an external contact point for whistleblowers was established in 2021. In the future, this office will document all compliance reports that are transmitted within the GEDIA Automotive Group. It will react immediately and take the necessary measures and steps.

The early reporting of suspicious cases helps us to recognize damage quickly and to minimize it by appropriate countermeasures. As a matter of principle, every suspicious case is consistently investigated. Anonymous reports are passed on to GEDIA without restriction by the whistleblower office. If whistleblowers do not report anonymously, they will be contacted and the facts will be determined in a personal meeting. All information on the case of suspicion and in particular on the whistleblower's personal data may only be passed on to GEDIA or third parties with the whistleblower's express consent.



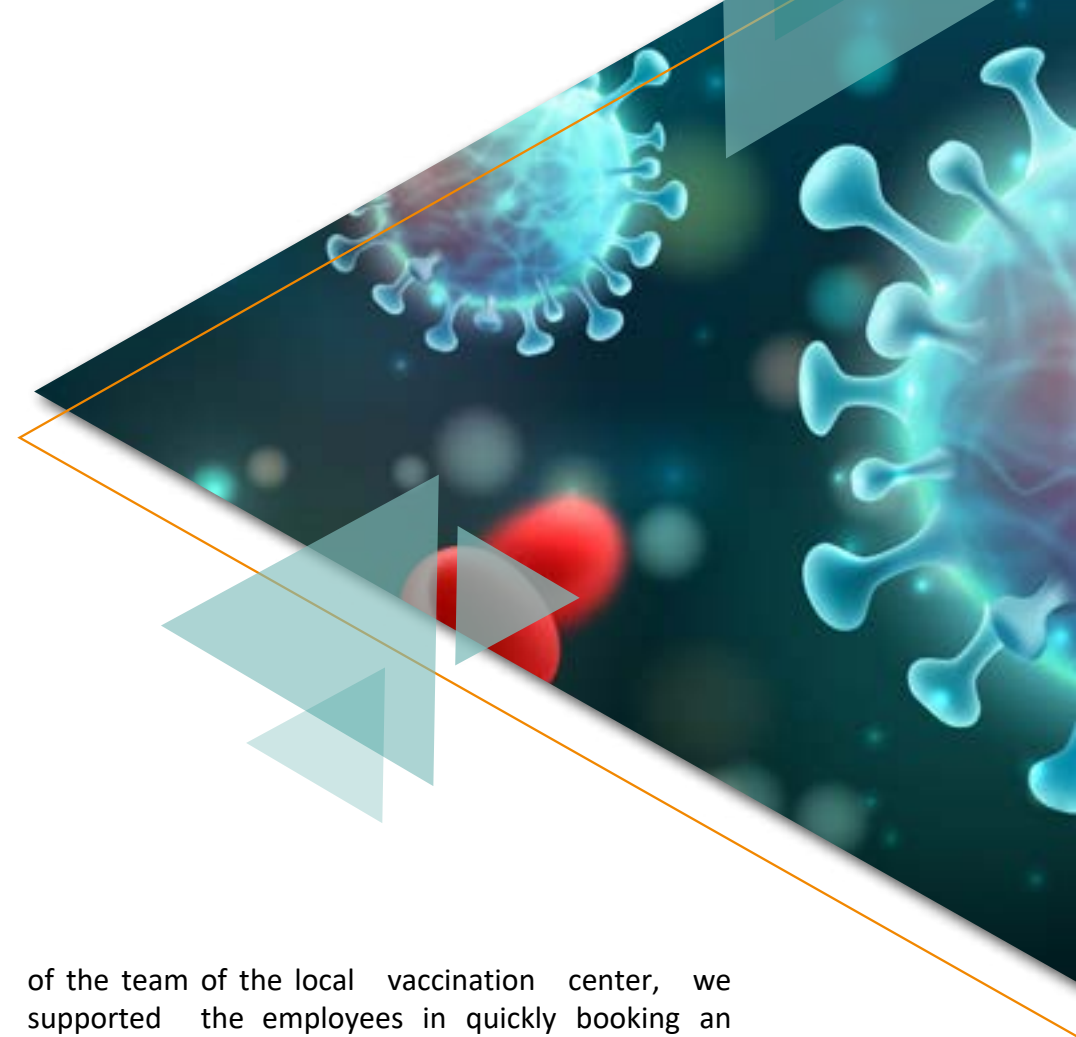
Prevention und Health

"Defeating the virus together!"

The Covid pandemic again demanded our full attention last year. In addition to the incidence-related adaptation of internal action guidelines for employees in dealing with COVID-19, we supported our workforce in 2021 in vaccinating against the virus.

This included a willingness to give all employees time off from work for their vaccination appointments. As our company physician was part

of the team of the local vaccination center, we supported the employees in quickly booking an appointment. GEDIA also organized its own vaccination appointments at the international sites in cooperation with its own company doctors. The vaccination rate at the Attendorn site is currently around 94% and includes all persons who have been vaccinated at least twice.





Responsibility for the employees TAKING CARE OF EACH OTHER – NOT ONLY DURING THE PANDEMIC

All employees at the **Polish** location benefit from a private medical insurance at particularly favorable GEDIA conditions. The benefits of the insurance can also be used by relatives and friends of our employees. Voluntary vaccinations against influenza and covid are also offered through the company. Professional protective and hygienic means are ensured to contain the Covid virus at all workplaces. In addition, there is ongoing communication about the pandemic and information boards throughout the plant provide information about current hygiene and protection rules. Due to the ongoing pandemic, additional remote work or home office options have been created. In addition, Covid testing is available at the plant as needed, and online chats with medical professionals are offered regularly for information. In the event of a prescribed quarantine, help is provided unbureaucratically.

The basic rule at GEDIA is: Everyone looks out for everyone else. For this reason, a mandatory first aid training takes place for all colleagues. This is refreshed every five years.

Monthly campaigns DIGITAL FORMATS FOR HEALTH

Since October, all employees at the **Spain** site have received a link via intranet and WhatsApp with access to digital health workshops. The focus here is on offers and advice in the areas of prevention and health care. Experts from the private health insurer Sanitas are on hand to provide support. The offers also apply to employees who are not insured through Sanitas. The workshops cover topics such as relaxation, healthy nutrition, cancer prevention, pilates and digital detox. In addition, employees can obtain free supplements designed to support mobility or help reduce stress.

Human Resources Development GETTING BETTER THROUGH LEARNING!

Fortunately, after an interruption due to covid we were able to start again with the first measures in the area of personnel development in August 2021. We would like to report briefly on some of the measures:

After the pandemic break, more trainings for first aiders and fire protection helpers were organized in the fourth quarter. In addition, specialist individual and group seminars were again held, such as adhesive bonding, SAP and various crane, forklift and loading safety training courses. Personal coaching sessions and attendance at specialist conferences were also held again. Since business trips abroad have been possible again since the fall months, English courses and special intercultural trainings could again be planned and successfully carried out.



INTEGRATION OF NEW COLLEAGUES

The importance of online training has increased significantly in the context of the contact restrictions associated with the Covid pandemic. For this reason, more than half of the personnel development measures in 2021 were also conducted remotely.

However, 2021 was not to end entirely without classroom events. New employees were welcomed in person at a Welcome Day in November. Within two days, the new colleagues were able to get to know all processes and departments along the supply chain as well as the corresponding contact persons at GEDIA.

In addition, our works council welcomes all new colleagues at a joint breakfast and invites them to a personal exchange and to get to know each other.



The conclusion of the GEDIA talent management program was also duly celebrated at the beginning of December with an international closing event. This was preceded by coaching sessions as well as feedback and development meetings with selected participants. For the first time, the talent management program was carried out internationally and a total of eight talents from Germany, Spain and Poland were given a ceremonial send-off and prepared for their individual career paths. Due to an increased demand for home office options, in 2021 we worked intensively on this working model in cooperation with the CBS University of Applied Sciences in Mainz.

We are bringing together employee attitudes and motivation for working from home as well as the challenges of virtual leadership in a project to integrate home office alternatives even more successfully and sustainably into our corporate culture.



Occupational health and safety always in
focus

**„Because working
must be safe!“**

Regardless of how well the subject of occupational health and safety is organized in a company: If the specific measures and regulations are not observed due to carelessness, an accident at work can quickly occur. We are aware of this danger and act accordingly preventive.

At GEDIA, occupational health and safety is ensured by a preventive oriented occupational health and safety culture.

Managers are given sufficient time to fulfill their legally prescribed obligation to ensure occupational health and safety for their employees. We also ensure that all employees have sufficient time to ensure their own occupational health and safety at the workplace. The safety officers in the departments play a special role here. All employees have their own protective equipment and refresh their knowledge of occupational health and safety and environmental protection (OH&S) in annual e-learning courses.



At GEDIA every part counts!

"We do something for safety."

The number of working hours more than doubled in 2021 compared to the previous year. This is also attributable to the Corona pandemic- but still: Despite the enormous increase in working hours, the number of lost-time accidents in the GEDIA Group fell worldwide.

For this reason, in line with our prevention-oriented occupational safety culture, further corrective measures are also implemented. If a lost-time accident

occurs, the incident is investigated and the necessary measures are initiated immediately. Every occupational accident and near miss is also recorded using a standardized group-wide reporting procedure.

Based on this, the cause of the accident is investigated in detail and the necessary optimization measures are initiated immediately.





Proposed solutions for optimization **LEARNING FROM EACH OTHER**

Good occupational health and safety management is characterized above all by the participation of the workforce and uncomplicated applicability. Only in this way it can be ensured that the measures taken to protect health are accepted and embraced by them. For this reason, GEDIA 2021 for the first time held various experience workshops, in which the employees were able to contribute their own views and self-experiences on occupational health and safety and to propose their own solutions. For example, the "kommitmentsch" concept developed by the German Employers' Liability Insurance Association for Wood & Metal was held for the first time as a workshop for the **German** site. Although this concept was originally developed for small companies, it was a complete success for the various departments at GEDIA.

Proposed solutions, for example for the technical optimization of plant and machinery or changes in mechanical processing methods, will soon find practical application.

Another important feature of good occupational health and safety management is that it ensures that the individual measures and system documents are easy to apply, operate and implement by the relevant managers. To

this end, the responsible departments work continuously on updating and optimizing the system documents, which enable managers to assess the hazards for their employees more effectively, to document the necessary measures and to ensure that these measures are observed and implemented by means of links.





SOCIAL COMMITMENT

As an internationally operating company, we not only bear responsibility for our employees and our environment, but also for society as a whole. This has a long tradition at GEDIA and is firmly anchored in the corporate culture.



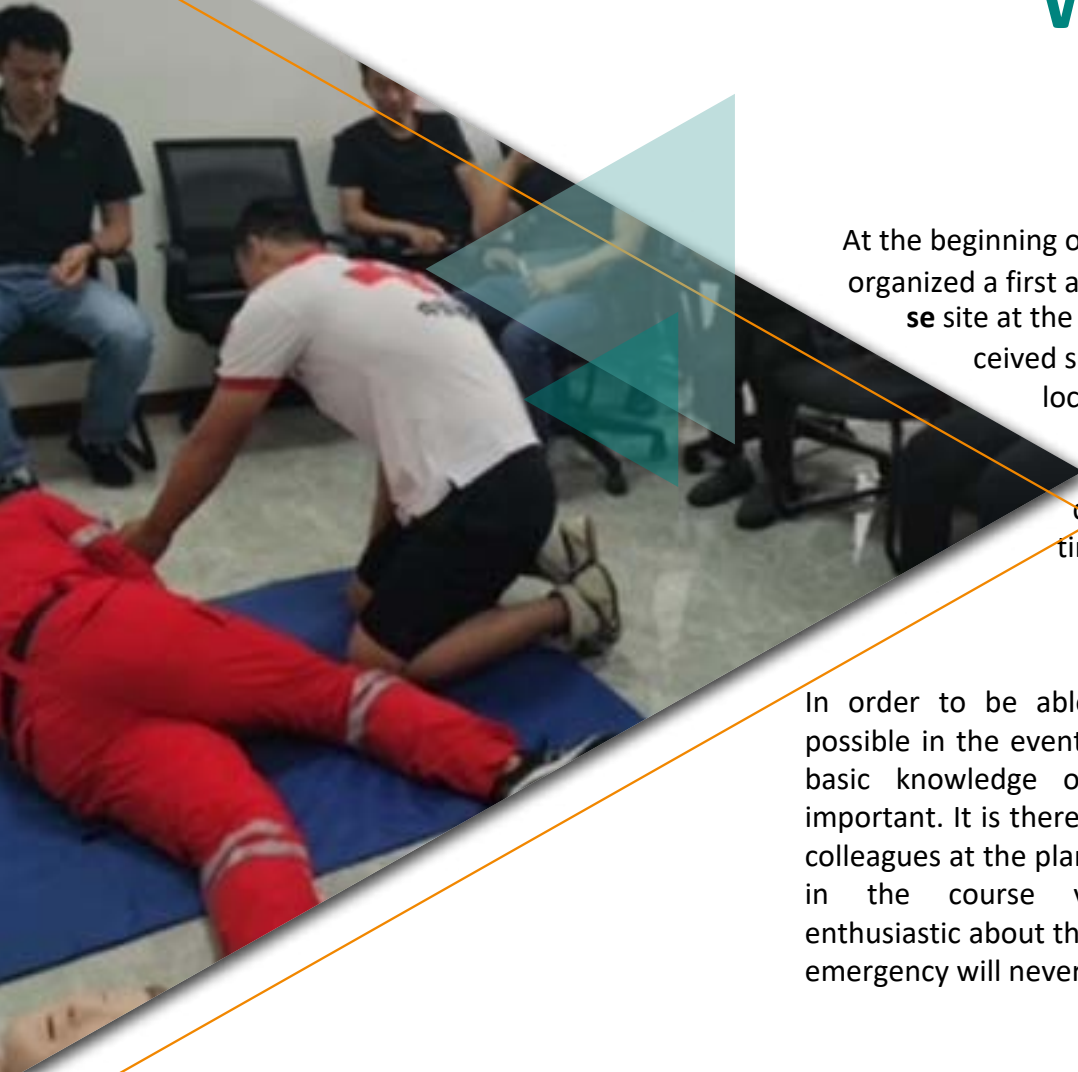
Safe work –
First aid courses in the company

"When every second counts!"

At the beginning of September we organized a first aid course at our **Chinese** site at the Changzhou plant. We received support from the team of a local hospital. As a first aid course is not mandatory in China, even for the driving test, it was the first time for many colleagues to deal with this topic.

In order to be able to react as quickly as possible in the event of an industrial accident, basic knowledge of medical care is very important. It is therefore not surprising that all colleagues at the plant were happy to take part in the course voluntarily. They were enthusiastic about the course. We hope that an emergency will never occur.

But if it does, our colleagues are optimally prepared for it thanks to this training.





International Day of People with disabilities

**"Let's make normal,
what is normal!"**

Every person has talents. Every person is needed and valued. GEDIA is committed to the talents of people with disabilities worldwide.

Through communication and awareness-raising measures, we help to value the talents of people with disabilities.

Our goal is to normalize human handicaps in everyday life. Around one billion people worldwide live with a disability. By raising awareness, we want to show that disability is just another human characteristic that does not define or stigmatize people. There are many misconceptions about disabilities and they are all too often tacitly accepted. People with disabilities are still too often passed over in professional selection procedures and ignored in everyday life. Prejudices are created and strengthened by ignorance and indifference of society, overprotective behavior and in some cases even by discrimination and violence. We want to change that.



In **Spain**, we cooperate with the renowned Adecco Foundation on this issue and also make regular donations to this foundation. A matter of heart for the entire team.

The foundation is committed to the successful integration of people with disabilities into the world of work. Donations were made again in 2021. In addition, all managers and executives completed a training course on the integration of people with disabilities this year. In addition, further inclusive jobs were created in facility management in the areas of grounds maintenance and cleaning. Particular attention was paid to the preparation and training of volunteers, who received further training as part of their voluntary work in order to be able to support people with disabilities in financial matters and thus promote their personal independence.

DISABILITY FROM ANOTHER PERSPECTIVE

As part of this week of action, there was a lecture by professional athlete, paralympic athlete and ambassador of the Adecco Foundation Desirée Vila. In times of Covid, it was difficult to meet or have presentation events. Therefore, we decided to hold them in a digital format. Prejudices and stereotypes can only be eliminated through knowledge, so we want to look at and understand disability from a completely different perspective. We want to be inspired by the stories of those who have gone through serious situations and crises and overcome them with the help of a special mindset and values that have made them stronger and more optimistic in the face of adversity. At a video confer-

ence, our employees were able to experience the topic of disability from a completely different perspective. The event focused on the life story of Desirée Vila. The former professional gymnast had to have a leg amputated after an accident and had to learn to walk again. Today she is a successful participant in the Paralympics. A remarkable lecture that greatly impressed and inspired us.

Another event that the Spanish colleagues held at the end of the year was a joint workshop with GEDIA colleagues and people with disabilities from the Mas Albornà Foundation.

They invited them to show them their working environment and assembled Lego car building sets in mixed teams - an intense experience that was a lot of fun for everyone and where they could learn a lot from each other.

Insight into our work:

<http://fundacionadecco.org/e/gedia/planfamilia.html>



Volunteering: Food collection

"A beautiful feast for all!"

Every year before Christmas, we collect food from our employees at the **Spanish** site to help people in socially disadvantaged families to have a nice Christmas. After all, no one should have to go hungry at Christmas! Our cooperation partner is the Resso association, which supports us locally in Spain.

In 2021, this campaign was once again a great success, in which many of our employees participated with great pleasure. We are happy to support this, as for us it means acting in accordance with our values and living up to our social responsibility.





DONATIONS FOR THE CHILDREN'S HOUSE IN TATA

In 2021, our colleagues at the **Hungary** site once again participated in a charity campaign with a large collection of plastic lids to raise funds to finance the operational costs of sick children. With a lot of love and enthusiasm, individual Christmas packages with children's toys and other gifts were packed for the children's home in Tata. The cooperation has been going on for many years and the employees enjoy it very much. Twice a year, colleagues in Hungary also organize a blood donation day at the company. Many employees also took part in this important "bloodletting" in 2021.

PROTECTION AND SAFEGUARDS FOR EMPLOYEES & FAMILIES AT THE PLANT IN INDIA

Not only the employees in our plant in **India**, but also their spouses, children and parents are insured by GEDIA and have free accident insurance. The plant has its own canteen for the catering of our colleagues. In addition, first aid courses are held regularly and hospital stays are covered. The shuttle to work with own bus transports is organized by GEDIA.

WATER DISPENSER IN ALL COMPANY AREAS

Together with the Works Council and Marketing, our "Fit for Work" team campaigned for water dispensers in all areas of the company at the **Attendorn** site. Now they are here. This sustainable change developed from a CIP idea (continuous improvement process) and was implemented for the entire company. Employees can fill both still and sparkling water (chilled or non-chilled). In addition, each employee received a personal gift in form of a metal isolier bottle that regulates the temperature. This helps to keep a cool head during work.





GEDIA helps flood victims
in Germany

"Pitch in and help"

The storms at the end of July had devastating consequences and caused catastrophic damage in many parts of Germany. The flood wave destroyed infrastructures, houses and bridges. The fate of thousands of people was affected by this catastrophe and numerous people were killed.

The shocking pictures from the public reporting made speechless. Therefore, GEDIA did not want to stand idly by and launched various relief actions without further ado.

At the headquarters in **Attendorn**, in addition to useful donations in kind, money was also collected and donated to the Action Alliance for Disaster Relief (Aktionsbündnis Katastrophenhilfe ZDF). Several employees even joined organized relief groups and helped on site to support the reconstruction.

GEDIA would like to thank all employees for their social commitment.



World children's day 2021

"What do you associate with GEDIA?"

For World Children's Day, our works council has come up with a nice painting campaign for our employees' children and grandchildren, nephews and nieces.

The motto was "What do you associate with GEDIA?". Many artistic implementations reached us. There were great prizes for the painters of the winning pictures. In addition, the artworks were exhibited on the intranet and in the reception area at the headquarters.





PRODUCTS AND INNOVATIONS

The GEDIA Automotive Group develops and produces structural parts and assemblies for lightweight automotive body construction and chassis components. Whether for cars or trucks: we have the right technical answers for the future topics of e-mobility and hydrogen propulsion.



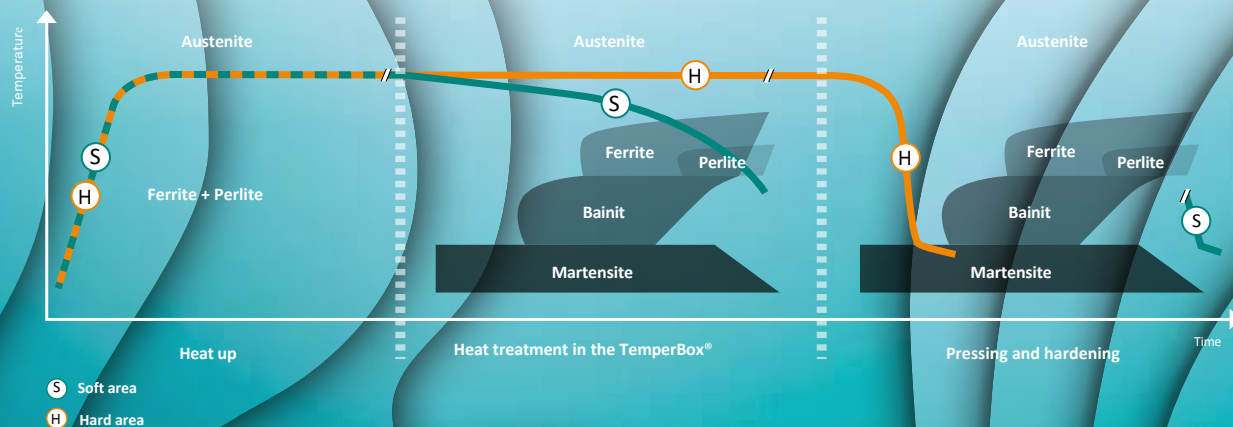
Further expansion of the
TemperBox®-Technology

"A real milestone in car body construction"

TemperBox®

Flexible, economical, process-safe.

The innovative process for partial component coating in bodywork and chassis.



With the introduction of the TemperBox®-Technology and the commissioning of the first series production line at the German site in Attendorn in 2020, GEDIA has set a cross-industry milestone in lightweight car body construction.

The patented process enables the production of high-strength, hot-formed components with partially softened areas that allow higher deformation under load, such as in the event of a crash.

With the help of the TemperBox® technology, GEDIA has succeeded in offering a solution for the constantly increasing crash requirements.



SUSTAINABILITY IN PROCESSES

Electric vehicles place very high demands on the body structure. Depending on the range and type of vehicle, the battery weighs between 500 and 750 kilograms. This weight must be given special consideration in the design of the body. By using the TemperBox® technology, weight and cost advantages could be generated, together with the customers. GEDIA TemperBox® components will be installed in many vehicles of different manufacturers in the future. To meet this increasing demand, GEDIA has invested in two additional production lines with the TemperBox®. In addition to the serial line in Attendorn, two further identical hot forming lines have been put into operation this year in Santa Margarida (Spain) and Dalton (USA). The molds and templates are made in the in-house mold shop and run in on the production line in Attendorn. In

this way, we ensure that the process runs under the same conditions at every site and that the quality of the relocated equipment is guaranteed. In addition, the central development of the technology guarantees that all findings from one project are applied to subsequent projects, thus ensuring permanent optimization.

LASER WELDED CRASHMANAGEMENT SYSTEM

GEDIA is currently developing a comprehensive crash management system for an electric vehicle. Through the early involvement of our experts and the use of the latest CAD and FEM systems, weight savings of more than two kilograms could be achieved. One prerequisite for this was the realistic simulation

of the assembly. The prototypes required for this were created in GEDIA prototype construction. By using laser welding technology in prototype and series production, it was possible to increase the joint width at the decisive joints and significantly reduce the thermal energy introduced compared with MAG welding. The resulting improvement in the rigidity of the overall system allowed the wall thickness of individual components to be reduced.

INTEGRATION OF THE ZERO-DEFECT-AKTION IN THE INDIAN PLANT

In order to ensure product quality and customer satisfaction in the long term, we launched the "Zero Defects" campaign. As part of this campaign, we displayed the aspects of our quality policy in the factory halls for better understanding. To anchor the campaign in the workforce, a special poster competition was organized for employees.



ENVIRONMENT AND QUALITY

The way we produce is first and foremost a question of corporate responsibility. We produce in harmony with our environment. Resource conservation, fair behavior towards our business partners and effective recycling at all our sites determine our actions.



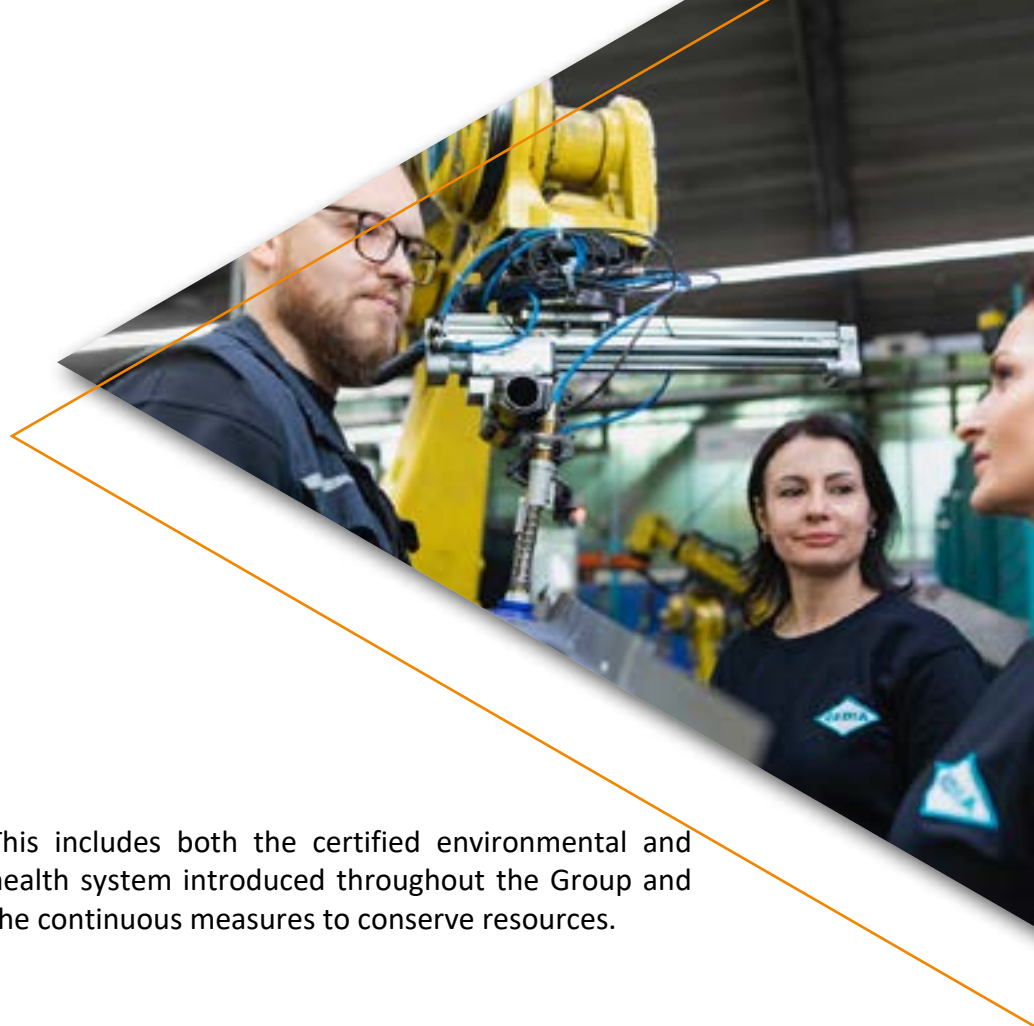


Focus on resource conservation

"Clear target for production"

GEDIA uses its environmental and health management in a targeted manner to reduce the environmental impact of its business activities, both at its own sites and increasingly in the value chain.

This includes both the certified environmental and health system introduced throughout the Group and the continuous measures to conserve resources.



Topics	Description of the effects and limits	Management approach
Material	We use a variety of steel and aluminum for the production of components	Ensuring compliance with Conflict minerals, responsible sourcing and resource efficiency
Energy	Electricity is used in our production facilities and offices	Improvement of energy efficiency, use of renewable energies
Water	Water is mainly used in our production facilities and offices	Improving water efficiency, recycling and conservation
Greenhouse gas emissions	Our greenhouse gas emissions result primarily from the consumption of electricity, gas and fuels.	Reduction of emissions from our own operations
Waste	Waste is generated during the manufacturing process	Reduce, reuse and recycle waste wherever possible



ZERO PAPER IN PRODUCTION

"Entry into paperless manufacturing"



Workshop-Team: Guillen, Josep Maria/ Kisiel, Ireneusz/ Kulesza, Dawid/ Berens, Jürgen/ Marcinek, Andrzej/ Cholewinski, Tomasz/ Herrmann, Uwe/ Hansmann, Markus/ Asmussen, Lars/ Martin, David/ Wottrich, Thorsten/ Pastallé, Jordi/ Toro Pérez, Carmen

"It is becoming increasingly important that we use our resources responsibly. We also want to make our own contribution to this in cooperation with IT and process optimization," explains Markus Hansmann, Head of Process Optimization at GEDIA.

In 2016, the idea to switch to paperless manufacturing was born. It was developed in Attendorn during a SMART Factory workshop and became reality throughout the company in 2021. What initially existed as a wish and an idea gradually took shape. In close cooperation with colleagues from Spain, a concrete solution was developed. The concept took shape and the project was put into practice. At the same time, our team in Spain had already started pilot projects. The permanent exchange of knowledge was an important building block at the Attendorn site in Germany.



PAPER SAVING THROUGH DOCUMENT- MANAGEMENT 3.0

Document management replaces documents previously printed on paper with a display on a touchscreen terminal. The documents include, for example, packaging or standard operating procedures.

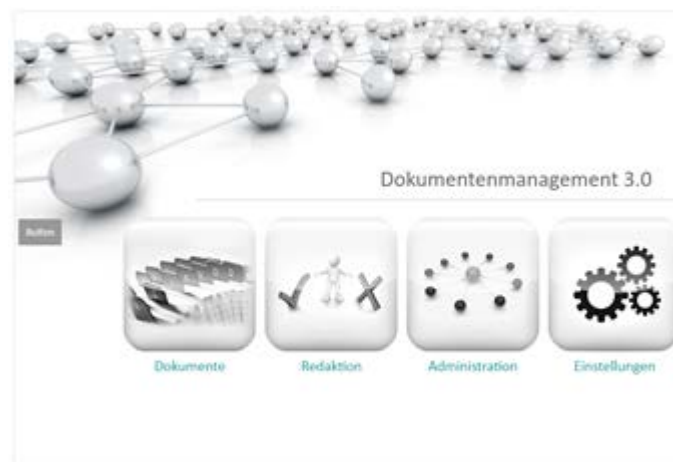
All in all, the developed system offers the possibility to send all desired documents from the workplace directly to the machines in real time. In addition, the system offers the function of a read confirmation. This ensures that all responsible employees have read the documents. Another aspect that has received exclusively positive feedback from the workforce is the ability to display videos.



The documents previously available in paper form, such as production and packaging instructions, are sometimes complex and difficult to understand. The presentation in a video makes it much easier to understand the production and

packaging processes.

In a further step, this contributes to the improvement of processes in manufacturing and thus to quality improvement.



Presentation of the app in the Digital Workplace.



ZERO CO₂ – THE DEMAND FOR "GREEN" STEEL

Our major topic is CO₂-free steel. Some of our automotive customers have already given us clear specifications as to how many kilograms of CO₂ a ton of steel may contain in the years from 2030 and 2039 if we are still to be allowed to supply it. Mercedes-Benz AG, for example, has defined that in 2030 it may still contain 1.5 tons of CO₂ per ton of steel. In 2039, steel must be CO₂-neutral. Thus the automotive manufacturers are implementing the requirements defined by the European Union and the German government as part of the climate protection program, but in some cases they are going well beyond this.

GEDIA OPERATING SYSTEM

Under the name GEOS (GEDIA Operating System), GEDIA expands the company-wide, standardized production system in 2021.

The resulting process optimizations sustainably improve profitability and quality, but also bring about a central change process in the internal cooperation. The rapid growth of the GEDIA Group led to the initiation of the project. GEOS records all operational processes. From this, best practices are identified, simplified and defined. Employees receive specific training and a computerized process landscape ensures absolute transparency. As a result, the project leads to uniform, high process quality throughout the Group.

DECREASE OF CO₂-EMISSIONS OF OVER 25%

In fiscal year 2021, the GEDIA Group was able to reduce direct and indirect CO₂ emissions by 11,500 tons to 29,000 tons, while at the same time increasing sales. This corresponds to a decrease of more than 25%. The substantial reduction in direct and

indirect CO₂ emissions is an important milestone on the way to climate neutrality by 2032. This was made possible primarily by converting our plants to renewable energies - wherever possible.

ENERGY CONSUMPTION

In the GEDIA Group, business activity in 2021 was significantly higher than in 2020. As a result, absolute electricity consumption also increased by 8.4%. However, electricity consumption in relation to sales was 8.6% lower, which means that overall energy efficiency was improved. As a manufacturing company GEDIA is dependent on a constant supply of energy and due to the further growth of the group also with a constantly increasing demand. For reasons of environmental protection, the GEDIA Group has switched to 100% energy from renewable sources in some plants.



WATER AND WASTEWATER

Each site is subject to its own national wastewater regulations. It is our commitment to ensure that every employee has access to fresh water, with sanitary and social facilities requiring more than 75% of the fresh water.

In 2021, the total water consumption in the GEDIA Group was 49,600 m³ (previous year 41,000 m³). Thus, the consumption volume increased significantly.

CONFLICT MINERALS

The GEDIA Code of Conduct and the Compliance Guidelines are binding for all GEDIA employees. GEDIA also expects law-abiding, honest and loyal conduct from its suppliers, vendors and all other contractual partners.

This is also laid down in our Supplier Code of Conduct and is bindingly recorded in writing by both contracting parties. In addition, the REACH regulation, precursors and social responsibility are contractually agreed in chapter "X" of the purchasing conditions.

This procedure also applies to the use and processing of the four conflict minerals tin, tungsten, tantalum and gold. As a global company, we refer to the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010 to ensure sustainability of the supply chain, which is becoming increasingly important globally and within the GEDIA Group. We are required by law, such as the Supply Chain Act, to constantly monitor and respond to these issues.

Through our integrated IMDS system, we identify the suppliers who provide us with conflict minerals. For GEDIA the origin of tin is relevant. Therefore, our suppliers are regularly asked about the origin and confirm that the tin is not imported from any critical country.

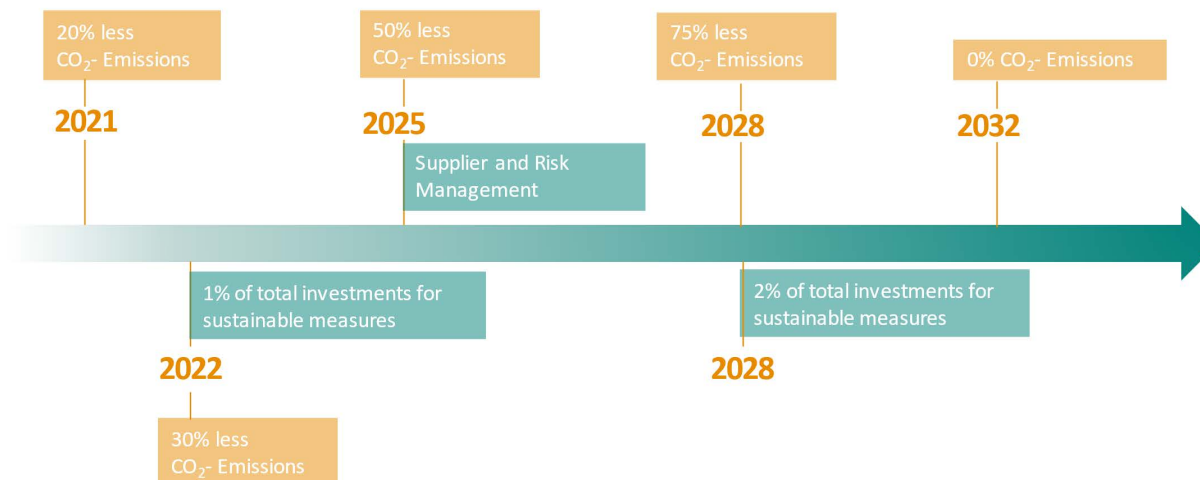


CO₂-Neutrality by 2032

„GEDIA goes Zero“

GEDIA is on the way to CO₂ neutrality by 2032. We take our responsibility for the preservation of our planet seriously and therefore work continuously to reduce our ecologic footprint to a minimum. GEDIA goes Zero is our global initiative to achieve this goal. In the newly founded Sustainability Team with representatives from all GEDIA plants worldwide, measures are coordinated to reduce emissions. GEDIA goes Zero also means that around 1% of the company's total investments are used annually for measures to reduce emissions.

For this purpose GEDIA constantly optimizes internal processes and invests in intelligent, modern and resource-saving production systems, in order to keep the emissions of all production sites as low as possible, and to ensure the high quality standards of our customers. Furthermore GEDIA always pays attention to environmental aspects and energy saving measures.





GEDIA GEBRÜDER DINGERKUS GMBH

Helmut Hinkel, MBE
Markus Schaumburg, MBA
Röntgenstraße 2 - 4
D - 57439 Attendorn-Ennest

Tel.: +49 - 27 22 - 691 - 0
Fax: +49 - 27 22 - 691 - 599

Register-Gericht: Amtsgericht Siegen, Nr. HR B 6890
Umsatzsteuer-Identifikationsnummer: DE 811 140 336
Kammer: IHK Siegen

www.gedia.com