



Every part is a part of us

# SUSTAINABILITY REPORT '22

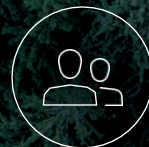


“OUR ACTIONS  
TODAY DETERMINE  
THE WORLD OF  
TOMORROW.”

- GEDIA Management -







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Helmut Hinkel (CEO)  
Klaus Bierwirth (CCO)  
Ulrich Kraft (CFO)

Dear Sir or Madam,

After previous years dominated by the pandemic, 2022 initially began with great confidence that the corona crisis and the associated supply problems would soon come to an end. At the same time, there was new uncertainty because at the beginning of the year no agreement had yet been reached with our customers on compensation for the dramatic rise in raw material prices.

These negotiations had not yet been concluded when, on February 24, 2022, the unthinkable happened: the Russian invasion of Ukraine. Since then, a brutal war has been raging in Ukraine. The whole world and especially Europe was shocked and showed a high solidarity with the Ukrainian population. Also in our GEDIA locations in Poland and Hungary many Ukrainian employees are employed,

whose families have been directly and personally affected by this catastrophe. Our employees throughout the Group showed great compassion and willingness to help. Many donations in kind and money were collected and relief transports organized. In addition, our plant in Poland provided apartments for Ukrainian refugees.

As a result of these conflicts, energy prices exploded. Electricity and gas prices soared to unprecedented heights, followed by other cost categories. Inflation in Germany exceeded its highest post-war level in 2022, reaching 7.9% for the year as a whole. In the euro zone values even exceeded 10%. As a result of international supply disruptions, producer prices increased disproportionately and impacted our earnings.





Under these conditions, it was not easy to continue on our path GEDIA goes Zero, but nevertheless we have succeeded in making significant progress.

Some examples are:

- A large photovoltaic system has been installed at the GEDIA plant in Spain, and extensions are planned.
- Our heating systems were optimized at various locations and the waste heat from the compressors was used for heating purposes.
- After we switched to green electricity at our headquarters in Germany several years ago, the site in Poland has now also followed suit and is now working with "green electricity".
- At our sites in India and Mexico, we carry out or support greening and reforestation programs.

To better manage our CO<sub>2</sub> reduction activities, we are participating in a research project with the Automotive Center Südwestfalen (ACS).

The aim here is to find systematic, comprehensible methods for determining and balancing the CO<sub>2</sub> footprint of assemblies.

Our projects to support and promote our employees and the communities in which we operate are increasingly ongoing.

Programs to increase occupational safety - above and beyond government-mandated guidelines and laws - have also been intensified.

Our financial results were brought to a satisfactory level in 2022. Order intake reached an all-time high. We will use these new orders, mainly in the field of electromobility, to deploy the latest technologies and to make our ecological contribution to the environment in this area as well.

At the end of 2022, we can state: We have continued unwaveringly on our path to GEDIA goes Zero.

With this Sustainability Report, we would like to present our contribution to improving the living conditions of all our stakeholders - the environment, society, employees, customers, shareholders and suppliers.

With warm regards

**Helmut Hinkel (CEO)**

**Klaus Bierwirth (CCO)**

**Ulrich Kraft (CFO)**

# SUSTAINABILITY REPORT 2022

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

The report is intended to provide an overview of the strategy, goals and achievements and shows focal points and progress in the fields of action of sustainability for the year 2022. >>







## GEDIA at a glance

At GEDIA, every part counts.

Family business. Medium-sized company. International company.

Above all, we are people who are

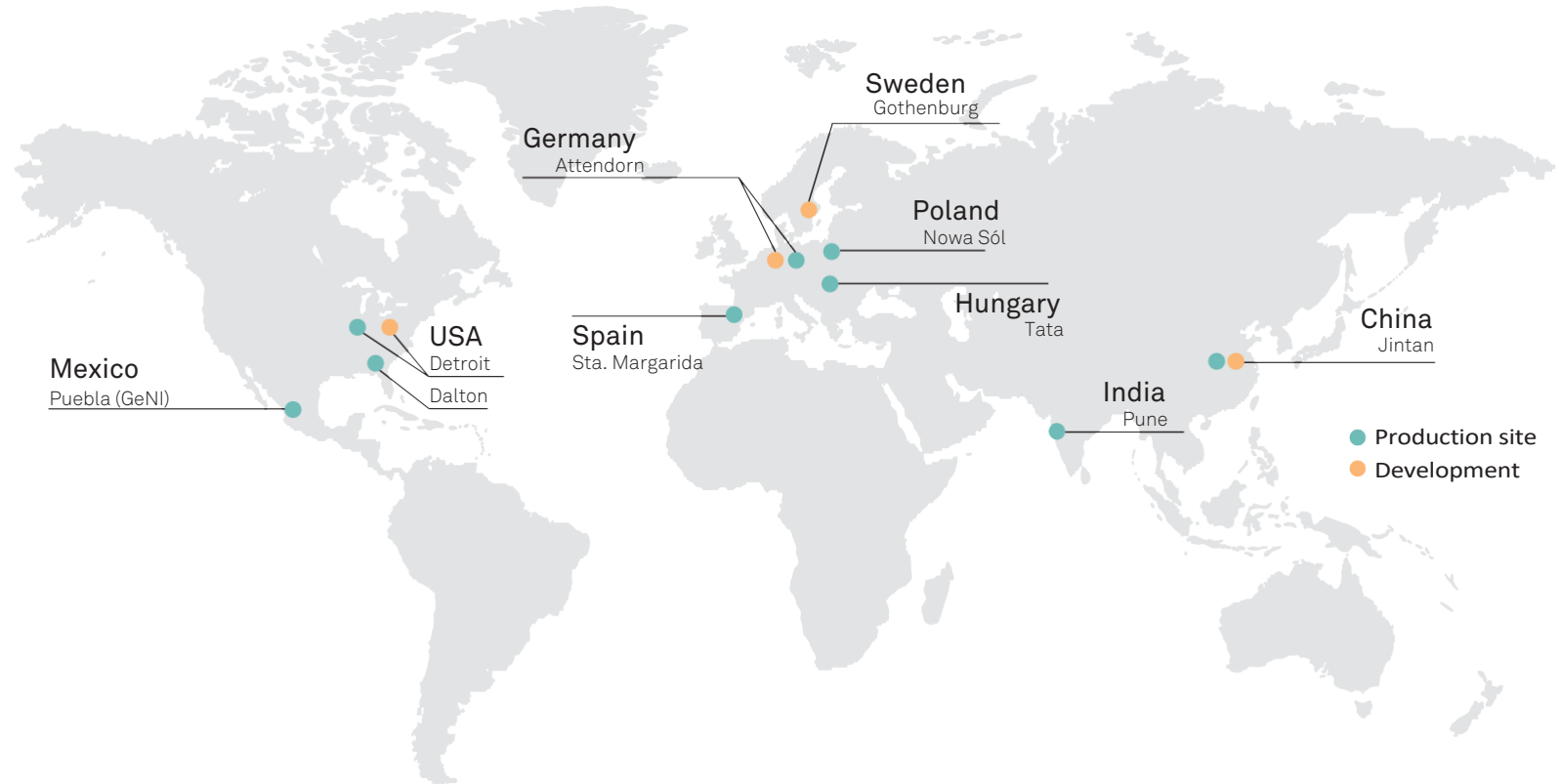
there for each other and work

together.



# 9

Production-  
locations  
worldwide





# 1910

Year of  
foundation in  
Attendorn



## BUSINESS MANAGE- MENT

Helmut Hinkel (CEO)  
Klaus Bierwirth (CCO)  
Ulrich Kraft (CFO)



# 4.400

Employees  
worldwide



## PRODUCT SPECTRUM

Automotive body  
lightweight construction  
and  
Chassis components



## BRANCH

Automotive  
supplier



# 760

million  
euros sales  
2022



## CERTIFICATIONS

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



# 1.000

Employees in Attendorn



# Reporting according to Global Reporting Initiative (GRI)

The Sustainability Report 2022 was prepared in accordance with the guidelines of the Global Reporting Initiative (GRI), reporting option "Core". We report on all key areas of activity in accordance with the requirements. 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 fiscal year 2022 presented in this report were determined by the respective departments using recognized methods. The values presented have been rounded, environmental and personnel indicators were determined decentrally at the sites and condensed 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 fiscal year 2022. 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



## STAKEHOLDER DIALOGUE

Trust and an 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 broad acceptance for this topic. In the stakeholder dialog, we take up suggestions, expectations and criticism and align corporate decisions accordingly. >>



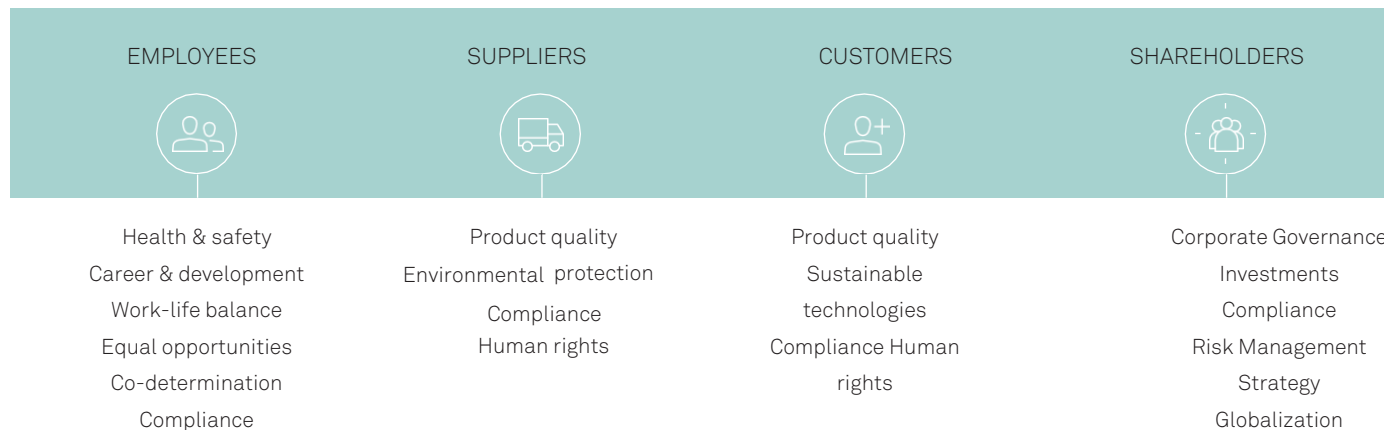


# Stakeholder topics

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 are affected by these decisions or actions.

Our primary stakeholders 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





## The 4 fields of action of sustainability

We explicitly incorporate the issue of sustainability into our corporate responsibility for long-term business success.

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 divided into four fields of action:





## RESPONSIBILITY FOR OUR 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 the major car manufacturers. This would not be possible without our 4,400 motivated and competent employees . We value a corporate culture that is characterized by mutual respect and support. We promote competence,

creativity and performance of our employees, thereby continuously increasing their motivation and sense of responsibility.

The international growth of the GEDIA Group radiates positively to all employees and leads to continuous development through shared values and a strong identity. International perspectives open up additional options for development and career. This ensures security and motivation among employees.

### Number of employee GEDIA Group 2022

(Total incl. temporary staff Ø 2022)

Direct employees	1.717
Indirect employees	1.777
Toolmaking	121
Administrative staff	753
<b>Total</b>	<b>4.368</b>





Prevention and health

## Defeat the virus together!

The year 2022 was still dominated by the Covid pandemic. In the GEDIA Group, we maintained the necessary protective measures, but reduced them in stages at the beginning of the third quarter. Thanks to the exemplary observance of the protective measures by our employees, it was possible to avert larger waves of infection within the GEDIA Group in good time.





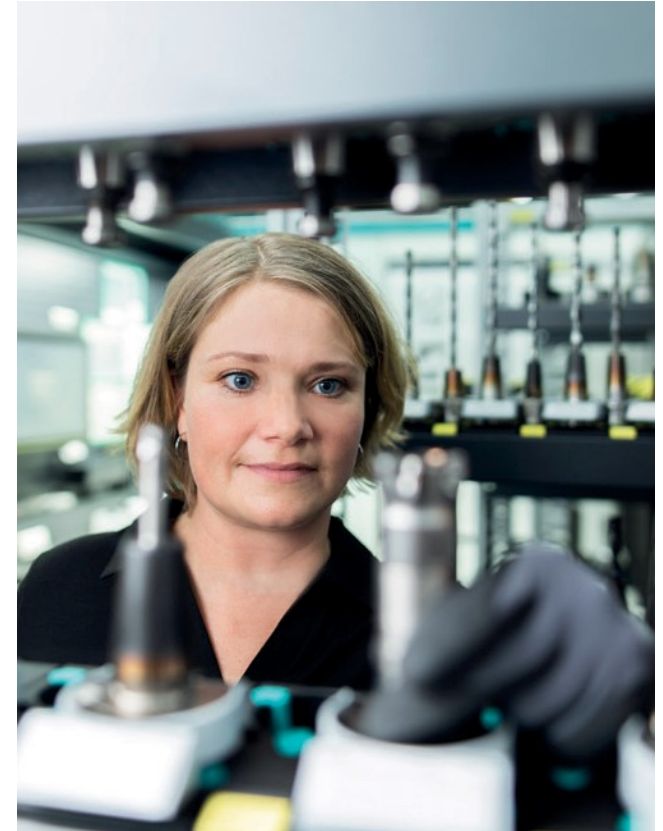
Prevention and health

## We always focus on occupational safety and health protection!

Despite all occupational health and safety measures, a work accident can quickly occur due to carelessness. GEDIA is aware of this danger and therefore follows a preventive oriented occupational safety culture.

**All employees are equipped with personal protective equipment and refresh their knowledge of occupational safety, health and environmental protection (OSHEP) in annual training courses.**

Encouragingly, lost-time accidents also continued to decline throughout the Group in 2022 compared to the previous year. If, despite preventive measures, a lost-time accident occurs at GEDIA, we implement further corrective measures in line with our preventive occupational safety culture: The incident and its causes are thoroughly investigated and necessary optimization measures are initiated immediately. In addition, every occupational accident and near miss is recorded via a uniform group-wide reporting procedure.





## Company buses for the employees

GEDIA **India** provides bus transportation for all employees. Meanwhile, this option is used by about 92% of the workforce, which allows us to contribute to fuel saving and environmental protection. One of these buses also runs on compressed environmentally friendly gas (CGN).

Also at the location in **Hungary** GEDIA offers a common bus transport to every work shift. This is also an added value for the employees and is gratefully accepted.

## Blood donation action

The cry for help from clinics and the DRK has been growing louder since spring 2022. Even in fall, blood reserves were unfortunately still in short supply and the blood donation services suffered from demographic change: regular donors are becoming fewer and fewer and young donors are hardly coming forward.

GEDIA **Attendorn** was able to contribute again this year to fill the shelves of the blood banks a little. During our annual blood donation campaign in October, around 22 liters of whole blood were donated, which could be further processed. The platelets extracted from them are used, among other things, in cancer therapy.

Blood donors  
urgently  
needed!





## Insurance cover for the whole family



Many people in **India** have no insurance and no access to the health care system. GEDIA wants to help here and therefore not only offers health insurance for our employees on site, but also their spouses, children and parents benefit from the insurance coverage. In addition, we have launched a group accident insurance policy for all employees. This policy covers hospitalization in registered hospitals as well as reimbursement of treatment costs in non-registered hospitals.

The healthcare system in the U.S. is considered one of the most expensive in the world and few citizens can afford insurance. GEDIA **Georgia** has decided to act by making medical insurance coverage available to full-time employees who work more than 30 hours per week, as well as their spouses and children. This includes health and accident insurance as well as dental and vision insurance. The insurance provider Blue Cross Blue Shield of Michigan (BCBSM) supports us in this.





## 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. >>



## Sponsoring GET Racing Formula Student e.V.

Since 2019, we in **Attendorn have** already been sponsoring GET Racing Formula Student e.V., a student racing team from the Technical University (TU) Dortmund, which builds a single-seater racing car every year for various Formula Student events (international design competition for students) in Europe. Because GEDIA shares a passion for automobiles and we care about developing future professionals, we sponsor the students' design work. In 2022, the team built an electric vehicle for the first time.



## Fundraiser



In **Spain**, we work with non-profit companies such as donalo.com, whose mission is to meet the IT needs of third sector institutions. Here we were able to provide more than 60 desktop computers. The initiative also aims to reuse products in good condition and reduce CO<sub>2</sub> emissions. In addition, it raises awareness of the need to reduce resource consumption or reuse products.

In addition, GEDIA **Spain** donated 15 laptops to the humanitarian network Labdoo.org, in which people from all over the world work together to transform used computers into educational equipment and make them available to schools CO<sub>2</sub>-neutral. The network aims to use unused computers to give every child in the world access to education.



## Social responsibility

The inclusion of people with disabilities in the **Spanish** labor market is still not self-evident. GEDIA wants to make a difference here and sees the inclusion not only as an answer to the question of social justice, but also as a competitive advantage for companies in the 21st century. On May 5, International Day of the Family, GEDIA, together with the Adecco Foundation, launched the Disability and Family Report. This is the 11th edition of this report, produced in a post-pandemic context characterized by profound social and economic insecurity and instability. In addition, we have held several events on the topic of diversity, in order to raise employees' awareness and impart appropriate values to them.

For this we could win the Spanish singer and actor El Langui, who was born with cerebral palsy. Despite the difficulties he has encountered throughout his life, his disability has never prevented him from achieving his dreams. As an ambassador for the Adecco Foundation, El Langui will share his history and talk about the importance of values such as camaraderie and empathy in achieving the full normalization of disability in society and employment for all.

## Christmas food collection

As every year, on Christmas Eve we join forces with the Spanish food bank Rebost Solidari to help people in our region, because thousands of families are affected by food insecurity. For this reason, GEDIA **Spain** and the food bank have organized a food collection campaign every year. Last year, more than 200 kg of food were collected.





## Donation for seniors

In **Mexico**, many elderly people live without family members. GEDIA Mexico supports the organization Asilo de ancianos SAN JUDAS TADEO A.C., which offers a place to live to those affected and takes care of them, because some of them additionally suffer from mental illness.

The organization does not receive any support from the government, but works solely on the basis of donations. Our employees on site donated hygiene products in particular, such as diapers, soap and detergent. In addition, about 20 kilos of canned food were collected.

## Donation to animal shelter

In **Mexico**, there are many abandoned dogs on the streets. The manager of the shelter has made it her business to take in street dogs, take care of them, sterilize them and finally find people who want to adopt the dogs. GEDIA Mexico donated 200 kilos of food for the dogs and promoted the topic of adoption among the staff.



## Prevention campaign against cancer

Traditionally, November is Breast Cancer Awareness Month in **Mexico**. We usually post information about prevention and self-examination on the screens in the cafeteria and on information boards.

In addition, we joined forces with a laboratory last year, thus offering our female employees of over 40 years allows for a free mammogram.







## Ukraine Aid

At our site in **Poland** in particular, the support we collected together with shareholders and employees throughout the Group was targeted at those in need in Ukraine.

With the help of many volunteers, purchased donations in kind, goods and medical supplies were transported directly to the war zones. In Nowa Sol, a donation warehouse was set up, as well as two centers for housing refugees. In addition, school classes were formed for Ukrainian children. Moreover, there was still financial support: 33 families in need of assistance from either GEDIA Poland employees or in the Ukraine received monetary donations and were supported with in-kind services. In total, almost 20,000 euros were allocated for support. As a whole corporate group we have contributed a lot to help the refugees as well as the people in the war zones.

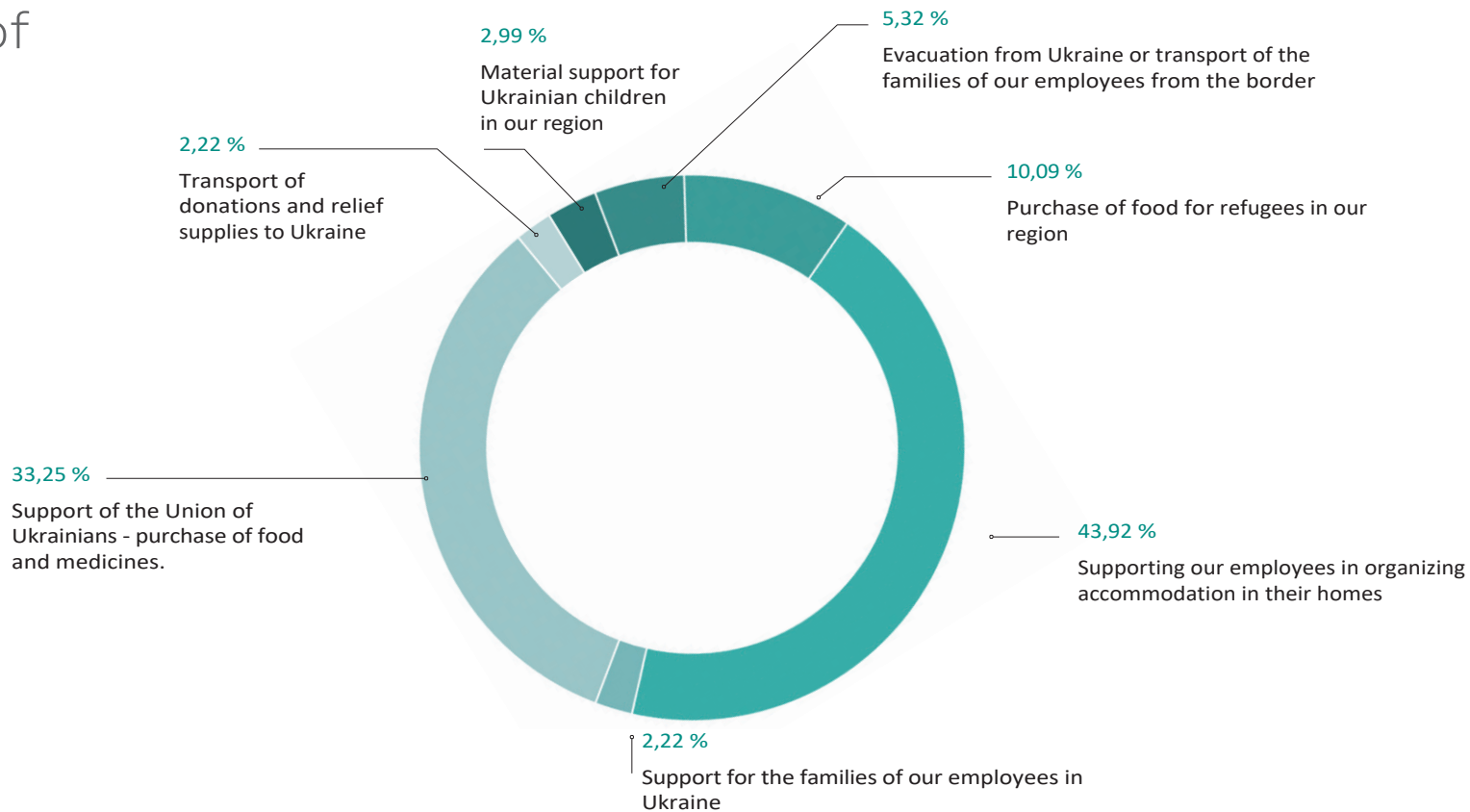


At the site in **Hungary**, we consulted with social institutions in the city about which products are particularly needed for Ukrainian refugees. Accordingly, we collected cosmetic products in particular. In addition, we offer Ukrainian refugees jobs and take care of their integration by disseminating all information in two languages. Furthermore, we have Ukrainian-speaking trainers who work very closely with Hungarian colleagues and attend every event.





## Expenditure of the fund € 19,620





## Collecting plastic lids for a good cause

A kindergarten in Tata in **Hungary** called for donations of plastic lids to be given to a recycling company in exchange for money. GEDIA Hungary participated in this action and collected many hundreds of plastic lids within the staff.



## Christmas toy boxes for the children's home in Tata

In the run-up to Christmas, our employees at the **Hungary** site made small gift boxes for needy children. These were then packed with sweets, toys and items of clothing and donated to the children's home in Tata.





## 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 solutions for the future topics of e-mobility and hydrogen propulsion. >>

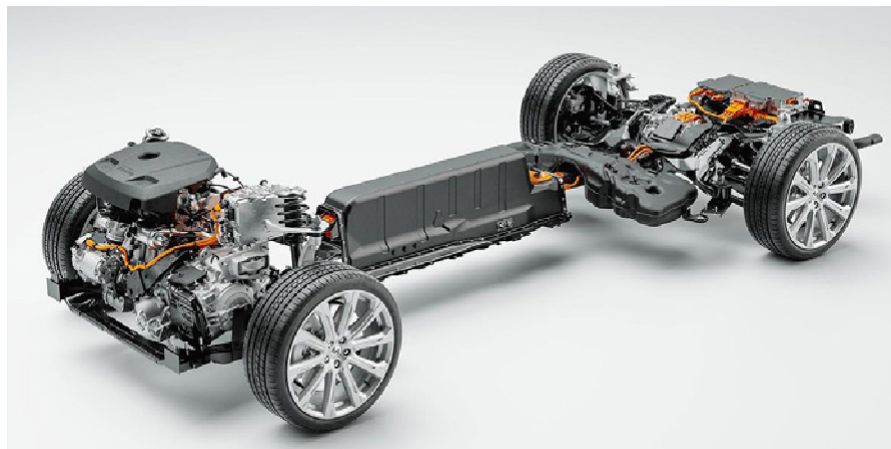


## Battery housing for electric vehicles

GEDIA is currently designing a battery housing for an electric vehicle. The housing has the task to safely accommodate the high-voltage accumulators in the underbody. For this purpose, a base structure made of press-hardened steel is used as a support part. Molded parts and bolts are also applied to secure the battery cells. The hood of the housing consists of a one-piece deep-drawn component. After mounting the battery cells, the system is closed and sealed via the hood.

In order to ensure that the battery cells are not only crash-proof, but also leak-proof, the base structure is subjected to a leak test at GEDIA before delivery.

Here, each floor assembly is checked for gas tightness and marked in an automatic process. By supplying an essential assembly for an electric vehicle, we can actively support the mobility revolution.



## NQC supplier assurance portal

GEDIA **Poland** was awarded a higher rating on the NQC SUPPLIER ASSURANCE portal, which brings together the largest companies in the automotive sector and ensures that all standards of sustainable development are met. The NQC Supplier Assurance Portal manages sustainability issues and implements control mechanisms to verify supply chain compliance using SAQ 5.0 of the automotive industry. This is done by surveying suppliers on a range of key human rights and sustainability issues. The portal was created and maintained by Drive Sustainability, a partnership of 18 leading automotive companies. Drive Sustainability partners include BMW Group, Daimler Truck, Ford, Honda, Jaguar Land Rover, Mercedes-Benz, Scania, Toyota, Volkswagen Group, Volvo Group and Volvo Cars.



## ENVIRONMENT AND QUALITY

The way we produce is above all a question of entrepreneurial attitude. 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. >>



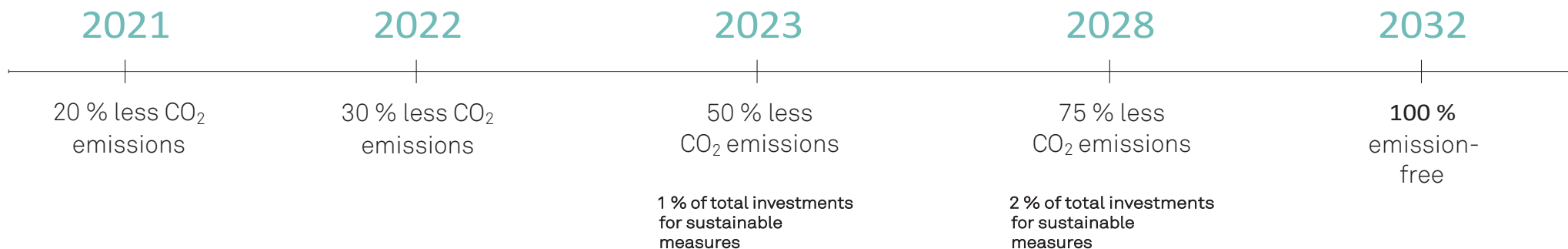


## GEDIA GOES ZERO

One of the most important sustainability goals of the GEDIA Automotive Group is to reduce the global CO<sub>2</sub> footprint by using renewable energies.

All activities required for this are coordinated and summarized within the framework of our sustainability strategy GEDIA goes Zero. In order to make energy consumption across the group as CO<sub>2</sub> neutral as possible and as quickly as possible, the proportion of green electricity used is regularly surveyed at all production sites. A large part of the sites already use 100% green electricity,

the overall share is growing from year to year throughout the Group. We are very satisfied with this result as it stands today. There is already a positive development at all GEDIA locations, up to the set target of using exclusively electricity from renewable energies within the group of companies in 2032.

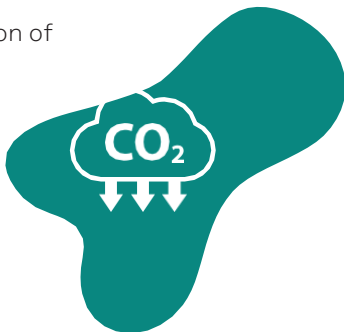




## Reduction of CO<sub>2</sub> emissions by more than 75%.

In fiscal year 2022, the GEDIA Group was able to reduce direct and indirect CO<sub>2</sub> emissions from 29,000 tons to 6,900 tons, while at the same time increasing sales. This corresponds to a decrease of almost 76%. The significant reduction of direct and indirect CO<sub>2</sub> emissions is an important milestone on the road to climate neutrality by 2032.

This was made possible primarily by the conversion of our plants to renewable energies - everywhere, where it was possible.



## Energy consumption



The business activity in the GEDIA Group was significantly higher in 2022 than in 2021. As a result, absolute electricity consumption also increased by more than 10%. However, electricity consumption in relation to sales was 9.3% lower. This means that, overall, work was carried out in a considerably more energy-efficient manner. As a producing company, GEDIA is dependent on a constant energy supply

and due to the further growth of the group also with steadily increasing demand. For reasons of environmental protection, the GEDIA Group has switched to 100% energy from renewable sources in some of its plants.



## Water and waste water



For each site, the respective country-specific legal regulations regarding the handling of wastewater apply. It is our commitment to ensure that every employee has access to fresh water, with sanitary and social facilities accounting for more than 75% of the required fresh water.

In 2022, the total water volume in the GEDIA Group was 51,700 m<sup>3</sup> (49,600 m<sup>3</sup> in the previous year). Thus, the consumption volume increased slightly. This can be attributed to 1.5% more employees and thus around 21% more total output. In addition, calculations for 2021 did not yet include our new site in Georgia (USA).

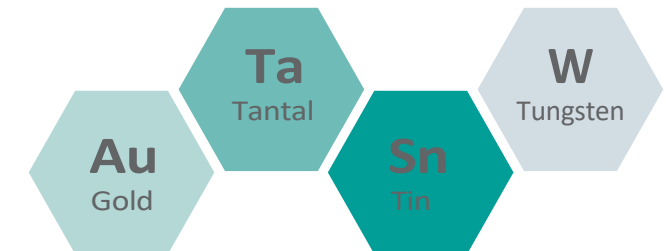
## Conflict materials

The GEDIA Code of Conduct and the Compliance Guidelines are binding for all GEDIA employees. GEDIA also expects law-abiding, honest and loyal behavior from its subcontractors, suppliers and all other contractual partners. This is additionally fixed 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 approach also applies to the use and processing of the four conflict materials tin, tungsten, tantalum and gold. As a global company, we refer to the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010 agreement to ensure supply chain sustainability, which is applied globally and in the

GEDIA Group's supply chain is becoming more and more important. Due to legal requirements, such as the Supply Chain Act, we are obliged to constantly monitor these issues and react accordingly. Through our integrated IMDS system, we identify the suppliers who provide us with conflict materials. For GEDIA, the origin of tin is relevant.

Therefore, our suppliers are regularly asked about the origin and they confirm us that the tin is not imported from any critical country.





## Photovoltaic system

In June 2022, we commissioned a 750 kwp photovoltaic plant at the **Spain** site. With an area of more than 6000 m<sup>2</sup>, it can produce more than 900 MWh of electricity, as expected. Already with a consumption of 610 MWh per month, the electricity obtained is a support and allows the saving of costs and the use of renewable energies.







## MIGreenPower-Program

GEDIA **Michigan** is enrolled in DTE Energy's MIGreenPower program. This commits us to using 85% renewable energy. DTE supplies already 15% renewable energy, so that we use 100% renewable energy in total.



## Collection station for rainwater

In a newly launched project at our site in **India**, rainwater from roofs and streets is collected and transferred to a tank. We then use the water collected there for green areas and domestic use. The extracted water can also be stored for the long term or used to produce new groundwater. With the help of this project, we can reduce water costs and the need for imported water. This significantly promotes water and energy conservation. In addition, a drip irrigation system was installed to water the green spaces. In contrast to conventional pipe irrigation, this allows the plants to be watered much more precisely and avoids wasting water.

## Greening of the premises



We are aware of our ecological responsibility and want to make our contribution to the fight against climate change. That is why we plant a tree at our **India** site on the occasion of each employee's birthday. The majority of the trees planted are fruit trees, so that the seeds can be distributed and reproduce new trees. They also provide fruit and attract birds. In addition, chemical-free vegetables are grown on the site and given away to employees.





## Water saving

At our site in **India**, we replaced conventional water taps with special nozzles. This enabled us to save around 50,000 liters of water per month.

Conventional water taps were also replaced with water-saving taps at the **Poland** site. This enables us to use around 80 m<sup>3</sup> less water per month.

## Scrap metal disposal

We currently separate hot stamp and laser scrap from other waste at the **Georgia** site and have it picked up by CMC Metals. All of the steel produced in CMC's high-efficiency electric arc furnaces (EAF), from rebars and T-posts to angles, gutters and other long products,

consists of 100% recycled ferrous scrap. By using a scrap-based EAF steelmaking process, CO<sub>2</sub> emissions are eight times lower than the global average for steel production. In this way, we can contribute to the conservation of our natural resources.





## Saving electricity by optimizing air consumption

GEDIA **Georgia** currently has five air compressors with the latest generation of intelligent control. The air compressors operate by pressurizing atmospheric air to recover potential energy which is stored in a tank for later use. The pressure builds, much like an open balloon, when the compressed air is intentionally released, increasing the potential energy is converted into usable kinetic energy. In addition, light movement sensors and blinds were installed and the heating and air conditioning system was programmed for specific office rooms. Thus, a maximum temperature can be set.

## Waste separation



As we are also aware of the impact of our organization on the environment at the **Poland** site, we introduce measures to reduce the amount of waste generated, among other things. These activities begin during the manufacture of products and continue throughout their life cycle through the Continuous Improvement Process (CIP). Through proper waste separation, the amount of waste generated (municipal waste) was reduced by 12% compared to the previous year.



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