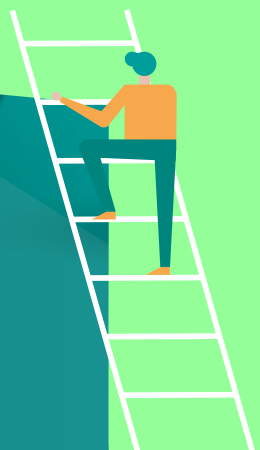


EVERY PART IS A PART OF US

GEDIA





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Introduction

Dear Sir or Madam,

In mid-2019, we presented the first sustainability report of the GEDIA Automotive Group, placing the continuous improvement of our ecological footprint at the center of our actions.

The year 2019 was an important milestone for GEDIA. Despite a weak automotive economy and an overall decrease in demand for vehicles worldwide compared to the previous year, GEDIA was able to book the highest volume of new orders in its company history. The new orders are characterized by highest demands on manufacturing and development competence. Our customers demonstrate their confidence in our technology and in our employees worldwide.

In terms of economic policy, there were global tensions in 2019, among other things due to Brexit and the trade war between China and the USA. Global threats as a result of global warming and the necessary measures to limit them have increased significantly in intensity. Decisions in Germany and the EU, such as the lignite phase-out, the German government's climate package, and the Green Deal initiative of the EU Commission and stricter emission limits for vehicles are shaping policy and affecting economic activity. In addition, there has been a young people established the Friday for Future movement, which further increased the importance of the issue of



sustainability. The world is becoming increasingly divided as global changes, perceived as threatening, promote nationalized thinking.

In this global political situation, we are presenting our second Sustainability Report, in which we introduce a large number of new initiatives.

For GEDIA as an international family-owned company with more than 100 years of experience and more than 4,300 employees at eight locations worldwide, nationalism has no place. All employees are part of the GEDIA family and make an important contribution to the company's success. They are the basis of the GEDIA Automotive Group. Thanks to our medium-sized structures we are close to our customers - worldwide. Our inter-national locations secure the partnership cooperation. As a development and dialog partner, GEDIA is involved in various joint ventures and research companies.

We have been a reliable technology partner to the automotive industry worldwide in development and production since 1955. Through our technology and corporate activities, we want to make a contribution to mastering the challenges of our time. Our TemperBox® technology, Hot stamping and joining technology offer solutions for the challenges of electromobility and ensure safe vehicles.

The task of limiting global warming is a technological as well as a social challenge. For this reason, all our actions to improve the efficiency of our processes is measured not only in terms of short-term economic success, but also in terms of the long-term impact on our environment. The goal of our business activities is comprehensive CO₂ neutrality. We have therefore joined the initiative of various automakers to achieve CO₂ neutrality by 2032. To do this, a company needs not only the necessary technology and financial strength, but also employees who take on this task with a great deal of creativity, but above all with the necessary enthusiasm, expertise and professional know-how. On this basis, we look to the future with optimism.

With kind regards

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

An aerial photograph of a small village nestled in a lush green valley. In the background, a large, densely forested hill rises under a blue sky with scattered white clouds. In the foreground, a flock of white sheep is grazing on a green hillside. The overall scene is peaceful and scenic, emphasizing nature and community.

Sustainability Report 2019

With this Sustainability Report the GEDIA Automotive Group informs its stakeholders about Corporate Social Responsibility (CSR) in the group of companies.

The report provides an overview of our strategy, goals and performance. It shows the focus areas and progress in our sustainability action areas for 2019.

For reasons of better readability, we refrain from using gender-related double designations for mixed groups of persons in the following.

8

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.

1910

FOUNDED IN
ATTENDORN



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

950

EMPLOYEES
IN ATTENDORN

670

MIO. EUROS
TURNOVER IN 2019



Report Profile

REPORTING IN ACCORDANCE WITH THE GLOBAL REPORTING INITIATIVE (GRI)

The Sustainability Report 2019 was prepared in accordance with the Global Reporting Initiative (GRI) guidelines, reporting option "Core".

We report in accordance with the guidelines on all major fields of action.

The stakeholder matrix forms the basis for the selection of key aspects and performance indicators in this report.

OUR KEY FIGURES

All data and information in this report has been prepared by the respective departments using

recognized methods for 2019 financial year. The figures presented have been rounded. Environmental indicators and key personnel figures are determined decentrally at the locations and condensed centrally at the headquarters in Attendorn. These are supported by management systems. Financial key figures are collected in accordance with German commercial law.

REPORTING PERIOD AND SCOPE OF APPLICATION

The reporting period corresponds to the data and information from fiscal year 2019. 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

Nanjing Co., Ltd., Nanjing, CN

GeNI de México S.A. de C.V.,

Puebla, MX



GEDIA Michigan, Inc.,
Lake Orion, US
GEDIA India Automotive Components Pvt. Ltd.,
Pune, IN

There were no significant changes in the reporting period compared with the previous year.

EXTERNAL CONFIRMATION OF THE SUSTAINABILITY REPORT

For the present report there is no external verification or confirmation.



Stakeholder Dialog

We maintain a trusting and proactive dialog with our stakeholders and also communicate the issue of sustainability in this context. Our goal is to create broad acceptance for this topic. In the stakeholder dialog, we take up suggestions, expectations and criticism accordingly. Business decisions are made on this basis.



Stakeholder

GEDIA is in continuous exchange and intensive dialog with different stakeholders. The group of stakeholders close to the company include all those who are affected by the decision or the actions of the GEDIA Automotive Group or who can influence this decision themselves. Our primary stakeholders therefore include our employees, customers, shareholders and suppliers. In addition we maintain active contact with the media, associations and organizations, the scientific community politics and the authorities, as well as to society.

Mutual appreciation and a trusting and transparent relationship between the group of companies and its stakeholders ensure a respectful interaction

with each other and that worldwide. GEDIA specifically and proactively seeks exchange with external stakeholders to share views and experiences.

It is part of responsible corporate governance to take into account the impact of one's own business activities on stakeholders when making key decisions.

PRIMARY

SECONDARY

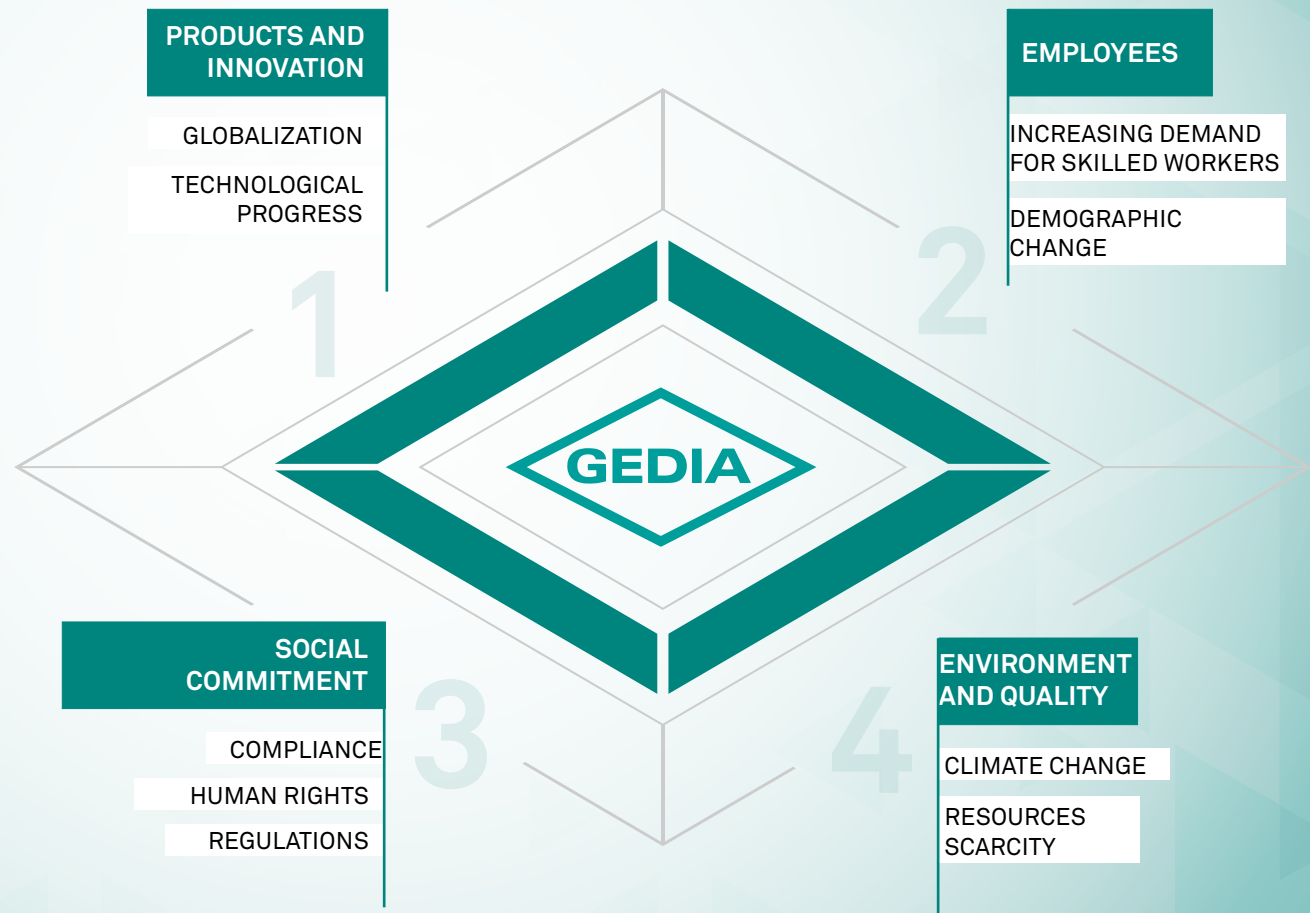
The four Fields of Action of Sustainability

We incorporate sustainability into our corporate responsibility for long-term business success. In addition to economic aspects, we also consider ecological and social aspects and are in dialog with our stakeholders in order to also take into account important social demands and expectations. Climate change, mobility and resource scarcity are fundamental drivers for our business.

The key aspects with a high impact on the sustainable business activities of the GEDIA Automotive Group are:

- **Products and Innovation**
- **Environment and Quality**
- **Responsibility for our Employees**
- **Social Commitment**

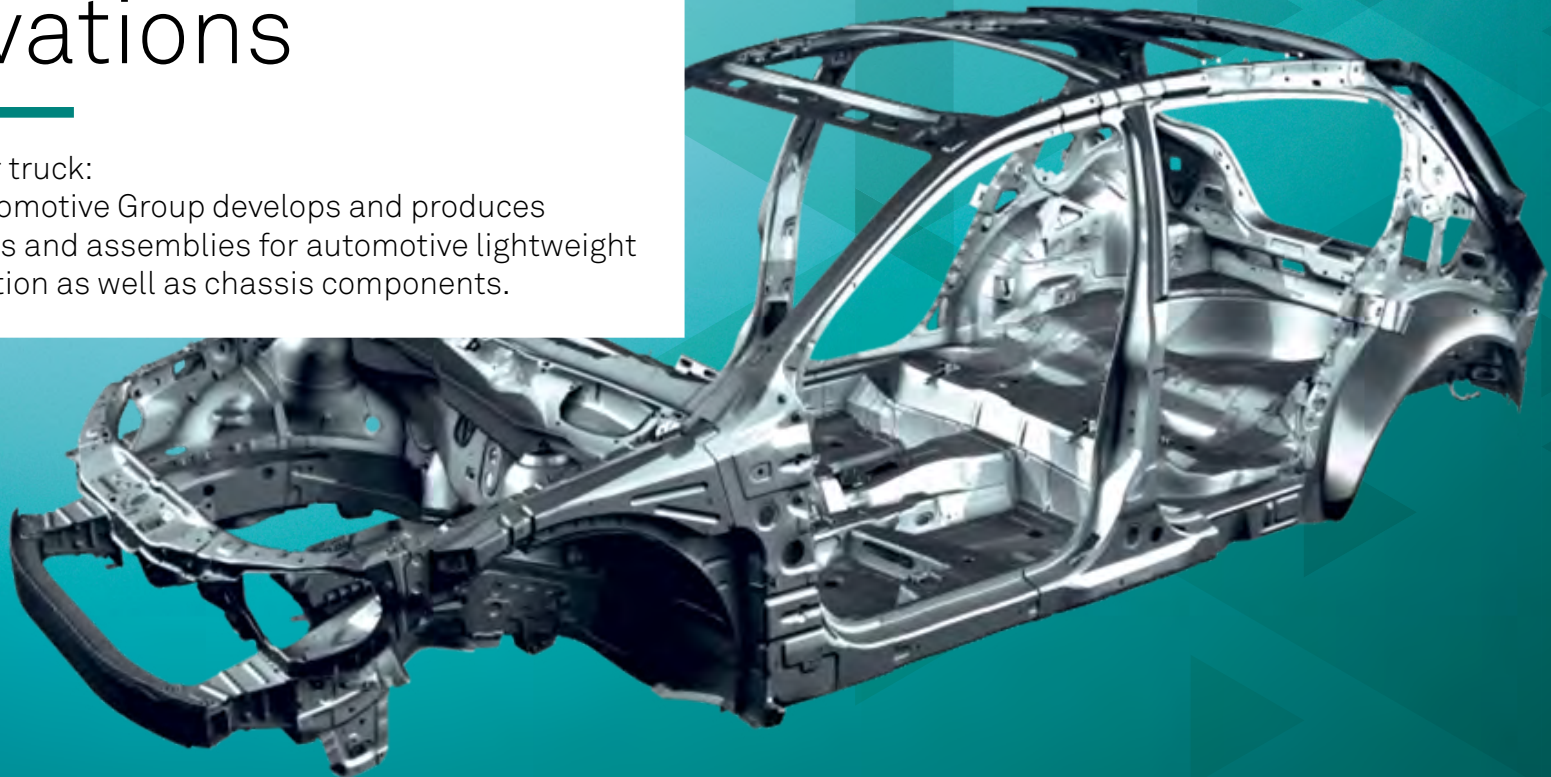
The following pages describe how we address these issues in our day-to-day business.





Products and Innovations

Whether car or truck:
The GEDIA Automotive Group develops and produces structural parts and assemblies for automotive lightweight body construction as well as chassis components.





Knowledge is a powerful engine

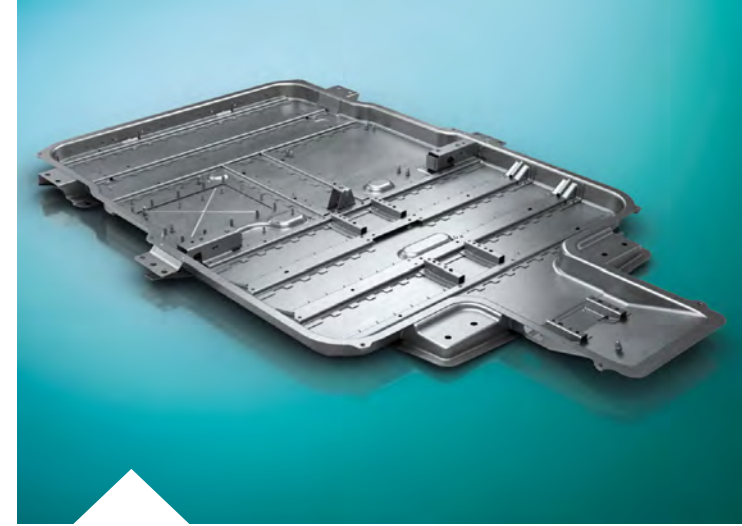
We offer more than 100 years of experience in the production of pressed, stamped and drawn parts and increasingly whole systems. Due to global goals such as the reduction of CO₂ emissions and fuel savings, the topic of "lightweight construction" has become increasingly important in recent years. GEDIA has already tapped the lightweight construction potential in cold forming at an early stage. By using high-strength steels, the component weights could be consistently reduced. Today, we process steel grades up to 1300 MPa tensile strength with high

process reliability. A further increase strength was possible through the use of hot stamping. Hot forming is a technology that allows a significant weight reduction of vehicle components while maximizing the component strength. In this field GEDIA has also developed an innovative process, which allows the partial tempering of car body components. The GEDIA TemperBox® represents an industrially safe alternative to partial press hardening processes. This technology enables us to combine high strength and high forming capacity in one component with millimeter precision. This means that the components can be optimally designed to protect the occupants while

keeping the weight as low as possible.

Through the increased use of aluminum, we are breaking new ground that opens up additional possibilities in lightweight construction.

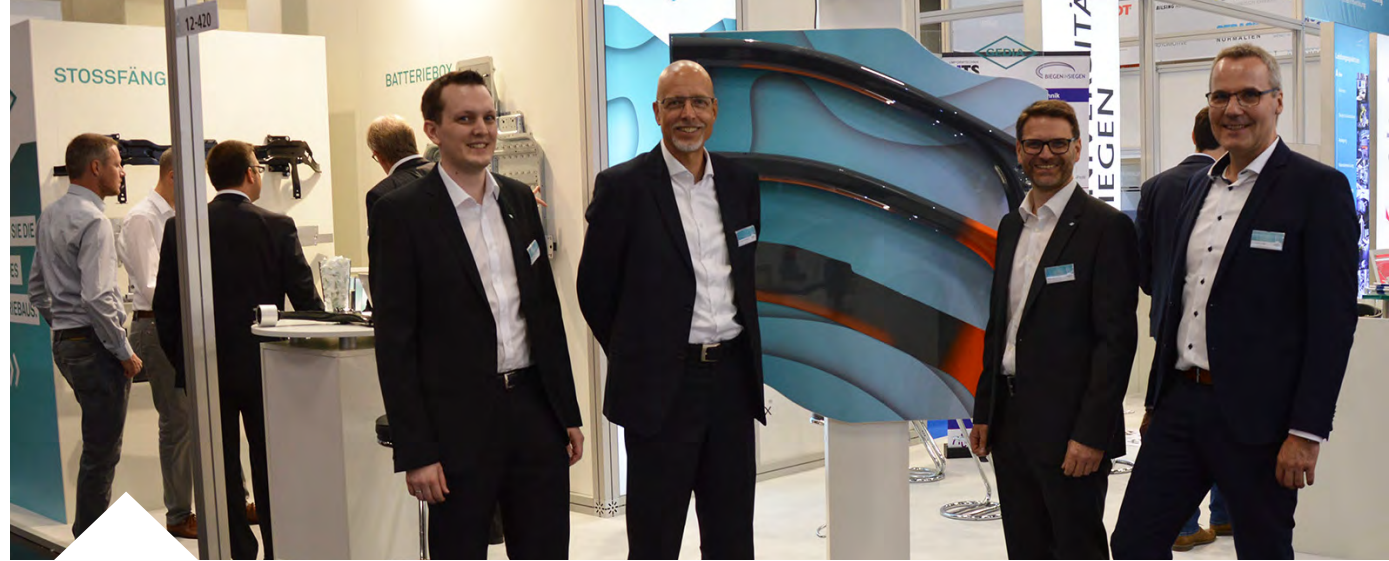
GEDIA also offers innovative solutions in the field of e-mobility through the development and production of enclosures for high-voltage storage systems. The high requirements for tightness and crash safety are key objectives thereby.





SECURITY THROUGH EARLY SIMULATIONS

Our experienced experts use state-of-the-art CAD and FEM systems to develop solutions for the manufacture of complex body parts and chassis components. In addition to process-oriented component optimization, research projects and new developments are also realized here. The support of internal departments and external customers is just as much a part of the service as the cost calculation of the entire process chain in the company. Adherence to deadlines, high quality standards as well as safety and cost awareness are ensured through early involvement in the development process.



LIGHTWEIGHT CONSTRUCTION, SAFETY AND COST EFFICIENCY: GEDIA AT THE AUTO- MOTIVE ENGINEERING EXPO 2019

From suppliers to competitors to the head of development
- At the AEE 2019 in Nuremberg, about 920 automotive suppliers, manufacturers and service providers took the chance to exchange information about future lightweight materials and possible sustainable concepts for car body construction. This year GEDIA is on site for the second time to inspire visitors for new ideas and to

convince customers.

At the joint booth of the Automotive Center Süd-Westfalen (ACS) GEDIA exhibited a diverse product variation - starting with the concept of the GEDIA TemperBox® over crash management systems up to battery enclosures. Especially the GEDIA TemperBox® process as the main attraction of the exhibition activities led to promising discussions. With this process GEDIA offers new possibilities to equip car body structure parts even more flexible and precise with different strength zones.

<https://www.gedia.com/de/news/artikel/Leichtbau%2C%20Sicherheit%20und%20Kosteneffizienz/>



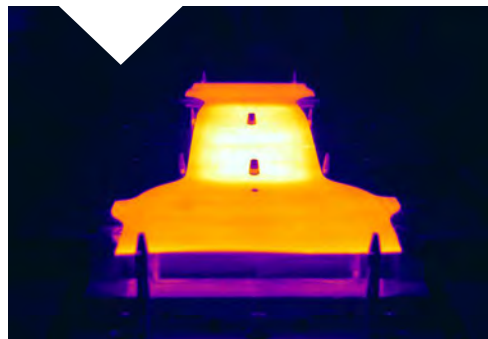
TemperBox®- TECHNOLOGY

In the field of hot forming, GEDIA has developed the TemperBox®, an innovative process that enables partial press hardening of car body components. The TemperBox® represents an industrially safe alternative to processes available on the market.

The new process combines two novel techniques on a large scale. It consists, on the one hand, of a highly innovative hot stamping process called "TemperBox®" for the partial heating of the starting material used for the production of body parts prior to hot stamping and, on the other hand, of a highly energy-efficient servo-hydraulic press for the hot stamping of the partially tempered blanks. Additional welding and bonding processes can be dispensed with here, because the component is produced in a forming process

from just one blank. Partial tempering in combination with the servo-hydraulic press makes it possible to produce hot-formed complex body parts for automobiles that have different material properties (strength and stretch behavior) within the component and are lighter than before.

With the new process, material requirements can be significantly reduced while maintaining the same component strength. In addition, the amount of scrap produced is to be significantly reduced compared with conventional technology. At the same time, direct energy savings result from the novel servo-hydraulic press.



Compared with the current state of the art, the new manufacturing process can save up to 45% steel and 20% of the process energy requirements per year. Taking into account the indirect savings of CO₂ equivalents from the upstream chain of sheet metal production the new process results in compared to the conventional process CO₂ reductions of up to 10,600 tons per year. On top of the direct CO₂ savings from the production process account for 307 tons per year.





GEDIA TECHNOLOGY: EDGE CORROSION

In cooperation GEDIA Germany and GEDIA Poland have developed an innovative technology to protect against edge corrosion. Edge corrosion of painted sheet metal occurs due to insufficient paint thickness at sheet metal edges on body parts. However, the problem also exists in other industrial sectors where sheet metal is processed and corrosion influences.

Laser edge rounding was developed and positively tested to implement previously unattainable corrosion resistance in the production of battery housings for environmentally friendly e-vehicles.

The technical difficulty in processing sheet metal components is the susceptibility to corrosion at joints of welds and bolted connections.



Currently, achieving the desired corrosion protection of the edges is a major problem for the automotive industry. By using the known manufacturing technologies of punching or laser cutting, the sheet metal components have sharp edges as a consequence. As a result, there is no possibility to coat the edge areas with a uniform paint thickness during cathodic dip painting (CDP). This is referred to as paint creep. The consequence of this is lower corrosion resistance (shorter service life) of the entire component due to faster wear of the coating. One solution to this problem is the development of a technology through GEDIA, which represents the edge rounding of the components, so that with the



strength of the anticorrosive coating, a coating layer that is as uniform as possible is achieved. This technology includes the development, joining and testing on the prototype laser cell, which is used for the test production of the component with the expected shape and edge surface is used. The aim of the project is to find parameters for the industrialization of the technology for the production of battery cases for environmentally friendly e-vehicles, which have a better resistance to mechanical damage and a very high degree of anti-corrosion.



SUSTAINABILITY IN LOGISTICS

Processes can only lead to very good results if they are also thought through to the end. Our efforts to achieve the best possible sustainability in our production therefore extend far beyond the actual production: along the entire value chain, processes are also permanently optimized in the area of logistics with regard to their environmental compatibility and resource efficiency.

EFFICIENT PACKAGING MANAGEMENT

Care in logistics would hardly be efficient if the question of safe and sustainable packaging was not addressed at the same time.



We create an early simulation of our packaging based on CAD data. In this way, we can reliably anticipate the optimal and space-saving use of the required transport containers and their geometries can be reliably planned in advance. This leads to a reduction of transport trips and a better utilization of the loading areas on trucks. We developed the software used to simulate the packaging or the ideal packing method called "Packassistent" in cooperation with the Fraunhofer Institute Dortmund.

GEDIA uses reusable packaging to a large extent. For example, the intermediate layers made of cardboard have been replaced by recyclable plastic layers. The multiple use reduces the waste materials and the waste volume significantly.

To ensure continuous optimization, we conduct targeted packaging audits to reduce packaging material.



NETWORKED TRANSPORT SOLUTIONS

Our logistics are well thought out and managed with foresight. Through our central planning, the entire commissioning of transports is in one hand. This enables us to maintain a precise overview of the entire logistics process. Freight space is thus optimally utilized, for example by supplementary loading, bundling or combining transports. The basis of the networking is an intranet app, which is used to report upcoming transports directly to the transport logistics department. The CO₂ emissions saved by our intelligent logistics are measurable. In 2018, these were reduced by a good 100 tons. GEDIA uses intermodal transport solutions and efficiently links truck and rail transports in the intercompany business, for example.

EMISSION-FREE FORKLIFT FLEET

E-mobility plays an important role especially in questions of emission avoidance. GEDIA has therefore been relying on the power of modern electric mobility in its forklift fleet for a long time. All industrial trucks in the inventory, including the low-lift trucks, have already been converted to electric drive for years. Energy-efficient lithium-ion batteries are also used in large parts.





Responsibility for the Employees

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



Every Part is a Part of us

At GEDIA, each and every part counts: Each 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 qualified employees. We attach great importance to a corporate culture that is characterized by mutual respect and support.

We actively promote competence, creativity and performance of our employees and thereby continuously increase their motivation and sense of responsibility. The international growth of the GEDIA Group has a positive effect on all employees. GEDIA develops through shared values and a strong identity. International perspectives open additional options for development and career. This provides security and motivation for the employees.

Employee figures GEDIA Group

EMPLOYMENT FIGURES GEDIA GROUP	Ø 2019 HEADCOUNT
Direct employees	3.525*
Toolmaking	147
Administrative employees	672
Total	4.344

* incl. temporary employees



"We are aware of our social responsibility for a sustainable corporate development in compliance with statutory as well as ethical guidelines."

GEDIA's corporate guiding principle

Focus on Human Rights

The Human Rights Policy is our commitment to respect human rights for all employees and those impacted by our operations, business relationships, our supply chain and our products.

GEDIA respects and supports internationally recognized human rights at all locations. Our human rights policy is based on the International Bill of Human Rights, on the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, on the principles of the UN Global Compact and on the UN Guiding Principles on Business and Human Rights (UNGP) and the

Modern Slavery Act. We strive to prevent and, if necessary, eliminate negative impacts on people affected by our business activities, our business relationships, our supply chain and our products. In contrast, we aim to strengthen and drive positive impacts.

To live up to this responsibility, we expect the same from our business partners and suppliers.

HUMAN RIGHTS DUE DILIGENCE ALONG THE VALUE CHAIN AT GEDIA

Within the framework of the human rights due diligence process, GEDIA strives for continuous improvement and learning. GEDIA regularly assesses the human rights risks in relation to its own business activities, its supply chain, its products and its investment decisions. We engage internal and external stakeholders to understand the concerns and views of those (potentially) affected by our business activities and relationships.



WORKING CONDITIONS OF OUR EMPLOYEES

We respect the human rights of everyone who works for us - including part-time and temporary employees. Every employee must be treated with respect and dignity. We are committed to equal opportunities and do not tolerate any discrimination based on ethnic origin, culture, religion, age, disability, race, sexual identity, ideology or gender. Likewise, we do not tolerate (sexual) harassment or other personal attacks. These principles are detailed in our Code of Conduct. Any form of modern slavery, child labor, forced labor and human trafficking that comes to our attention will not be tolerated - neither in our own business activities nor with our suppliers and business partners. GEDIA strives to identify risks of modern slavery and human trafficking at an early stage and to actively counteract them. We respect the freedom of association and the

right to collective agreements of our employees and co-operate constructively with employee representatives.

ENVIRONMENTAL MANAGEMENT, HEALTH AND OCCUPATIONAL SAFETY

We are committed to achieving a high standard of environmental protection and ensuring a safe and healthy working environment for our employees and residents of neighboring communities. GEDIA strives to create a culture in which the health of people and nature is respected to the highest degree. This commitment and the implementation measures for this are laid down in our Environmental, Health and Safety (EHS) policy.

WORKING CONDITIONS IN THE SUPPLY CHAIN

We expect our suppliers and service providers to comply with human rights and to pass this expectation on to their own



suppliers. We will accompany and support our suppliers on their path of continuous improvement. This is set out in the Code of Conduct for Suppliers and is reflected in our supply chain management.

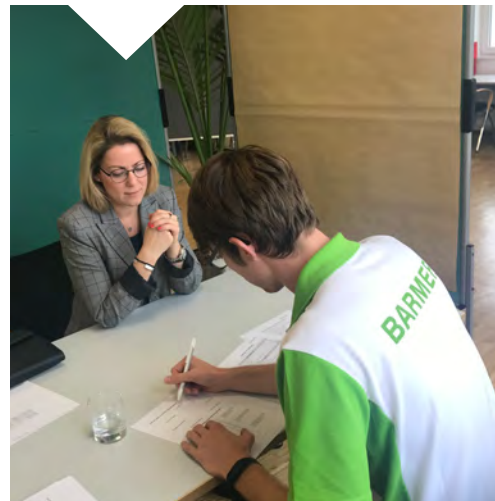


Health in Focus

One major project that was successfully completed in 2019 was participation in the INGEMO project. Preventive measures and recommendations for action to reduce stress in the workforce were developed in cooperation with public and scientific project partners. The health days in 2019 revolved around the topic of "healthy sleep". Workshops and questionnaires including recommendations for action were conducted by experts. Our annual blood donation campaign and the flu vaccination program at four sites have become permanent fixtures in the company's health



management program. Regular fruit days round off the activities.





Diversity Management

We have decided to promote a diversity and inclusion policy that goes beyond simple compliance with the General Disability Act and have created an Integration and Cooperation Plan with the Adecco Foundation in Spain.

This plan aims to promote the shift towards an inclusive culture that defines our corporate responsibility by following the SDGs (Sustainable Development Goals) of the United Nations Global Compact, ensuring that our actions have social and corporate impact. We encourage all GEDIA employees and their family members to attend these events to raise awareness and share concerns about diversity and inclusion, and to directly help people with disabilities improve their lives.



Events such as conferences for managers to break the stereotype that a disabled person cannot work in a particular position focus on expanding openness in employee selection.

A virtual family race connected by cell phone with two great Paralympic athletes challenging us with their self-improvement actions is a special program for all GEDIA family members with disabilities. The basic goal is to develop personal competences and skills, as well as to promote autonomy in order to be able to pursue a profession or work activity.





We celebrate our female employees

On International Women's Day, our female employees were celebrated at various GEDIA locations - whether with flowers as a gift and sign of appreciation or special workshops around the topic of "woman" and "love yourself" for a professional as well as personal development.





Teambuilding is very important to us

Regular team events organized by us or our employees increase our sense of unity.

These include cultural celebrations, but also joint events during and after work.





One Part less Plastic

Every minute, 2 million plastic carrier bags are used, of which only 5% are recycled.

By 2050, there will be more plastic bags than fish swimming in our oceans. In our day-to-day work, we strive to reduce plastic, raising awareness of environmental protection and alternatives to waste and pollution.

This includes the use of cloth bags as well as recyclable drinking bottles and food cans in the canteen.





Basis for good Work

In 2019, 73 apprentices were employed by the GEDIA Group in eleven different professions. Of these, eleven apprentices worked in the commercial sector, 59 in the industrial-technical sector and three in the logistics sector. We also train eleven students at various international universities.

FUTURE-ORIENTED TRAINING

We offer our junior staff forward-looking training - including modern work equipment such as the new tablets or the smartboard we ordered for our new plant classroom. We also benefit from the new



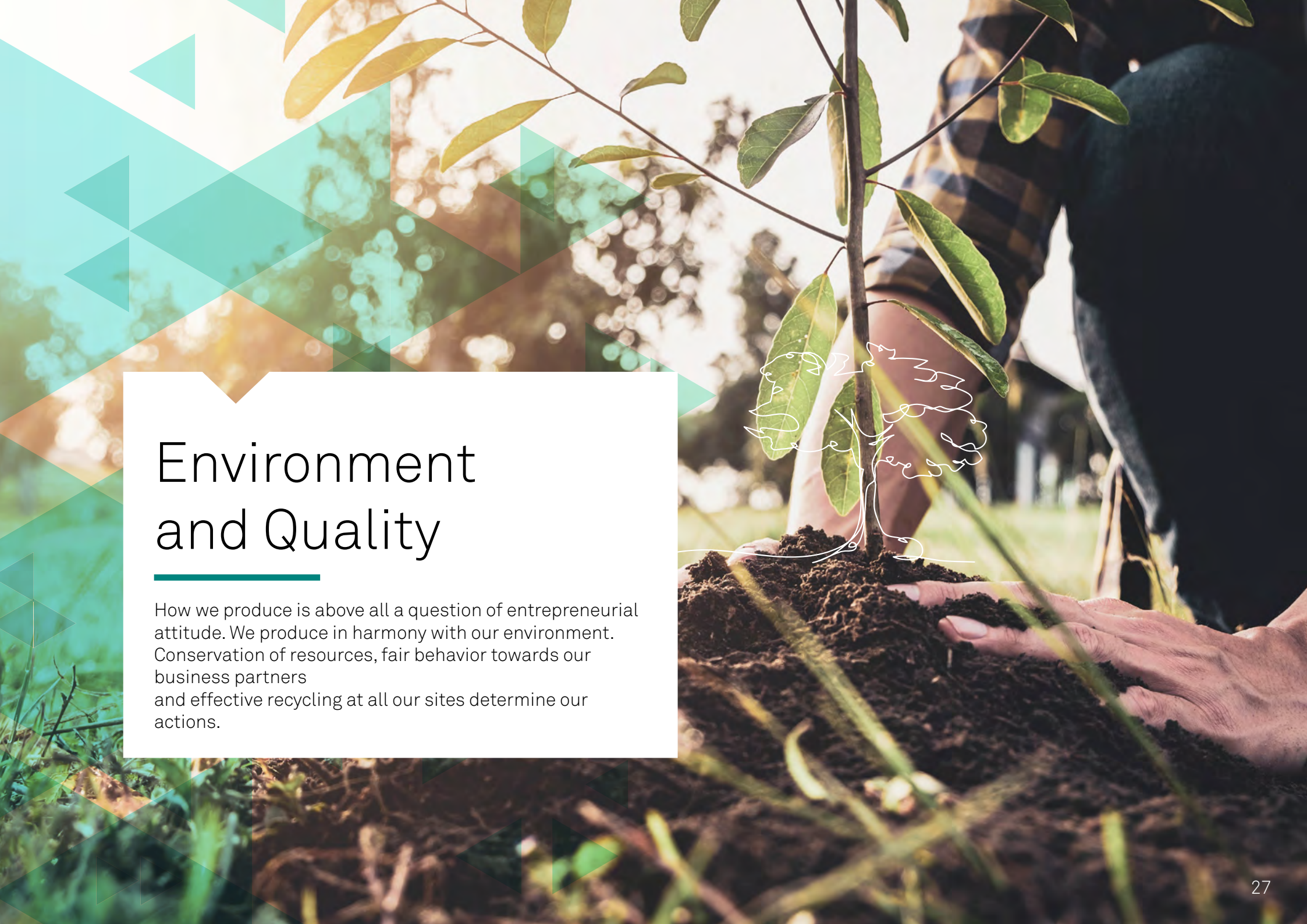
generation's natural handling of digital technology. The tablets are the right tool to give apprentices access to relevant learning content and modern training platforms. The Siegen Chamber of Industry and Commerce has also handled the entire administration of training via the digital training portal, so that in the future our apprentices will be able to use the tablet to enter and approve their training certificates directly there instead of entering them by hand.

WE ARE FUTURE SUPPORTERS

Local companies, including GEDIA, want to support in shaping



the future and help to become or remain a part of the region. We have been involved in the so-called "GAP Year Südwestfalen" project since it began, giving undecided school or university graduates the opportunity to complete a three-month internship with us to try out a career field.

The background of the slide is a photograph of a person's hands planting a young tree sapling into the ground. The person is wearing a plaid shirt. The soil is dark and rich. In the background, there are blurred trees and foliage. Overlaid on the right side of the image is a white line drawing of a tree, showing its trunk and branches with leaves. The left side of the slide features a white rectangular box containing text, with a teal geometric pattern of overlapping triangles in the background.

Environment and Quality

How we produce is above all a question of entrepreneurial attitude. We produce in harmony with our environment. Conservation of resources, fair behavior towards our business partners and effective recycling at all our sites determine our actions.



Awareness of what we do

EMISSIONS

In 2019, the total emissions (electricity and gas) of the GEDIA Automotive Group were 43,031 tons of CO₂.

This represents an insignificant increase in emissions compared to the previous year.

	2017	2018	2019
Emissions generated in t CO ₂ Electricity	39.238	40.822	40.756
Emissions generated in t CO ₂ Gas	2.340	2.460	2.275
Total emissions in t CO ₂	41.578	43.282	43.031
Emissions generated in t per 1 Mio. € turnover	72	67	66

POWER CONSUMPTION

The absolute electricity consumption of the GEDIA Automotive Group decreased in 2019 compared to 2018. The reasons for this are the lower increase in sales. Looking at the electricity consumption per €1 million in turnover, the ratio shows that electricity consumption decreased by 2%.

	2017	2018	2019
Power consumption kWh	66.580.799	69.189.594	69.077.417
Electricity consumption in kWh per €1 million in turnover	114.794	108.109	106.273

HARMLESS SUBSTANCES

We refrain from using hazardous and environmentally dangerous substances in our manufacturing processes and products. According to the European REACH regulation (Registration, Evaluation, Authorization and Restriction of Chemicals), certain substances containing

chromium6+ are subject to authorization.

The GEDIA Automotive Group does not use these. Furthermore, we pass on the REACH requirements to our suppliers via our general purchasing conditions.

CONFLICT MINERALS

The extraction of conflict minerals from the Democratic Republic of the Congo and neighboring countries is not done in an environmentally and socially responsible manner and is a violation of human rights. The raw materials include tantalum, tungsten, gold and tin.

These minerals occur in minute quantities in raw materials and components.

Our suppliers are obliged to disclose the origin of the minerals used or to procure them only from certified mines and master alloy producers (Compliant Smelter List).





GEDIA is committed to acting in accordance with the Wall Street Reform and Consumer Protection Act, H.R. 4173, and through responsible purchasing practices to source only semi-finished products containing these raw materials from conflict-free areas. For this purpose, the GEDIA Automotive Group requests the respective suppliers to indicate the origin of the minerals, which is required by our general purchasing conditions require.

Furthermore, our Code of Conduct for Suppliers requires the renunciation of child labor. The protection of children is one of the essential anchors of international human rights.

We are committed to these fundamental rights and categorically reject any form of child labor.

ENERGY AUDIT

Based on the European Energy Efficiency Directive RL 2012/27/EU, an energy audit was carried out by independent institutes in the majority of European plants. Measures were derived from the audit results and implemented. The audit findings were used to derive and implement measures, including the continuous replacement of lighting with LED bulbs, refrigeration supply, and production and compressed air supply.

ENVIRONMENTAL PROTECTION IN PRODUCTION

Climate change and the scarcity of resources are global challenges of our time that are also relevant for our company.

The development and production of automotive parts should be as energy-efficiently and with low emissions and raw materials. We

understand environmental protection as a corporate responsibility of our production. Our sites are certified according to ISO 14001:2015.

WATER AND WASTE WATER

Water is a natural resource that is important for society and industry, and we want to protect it and use it efficiently in the manufacture of our products. Our global sites are therefore not located in regions where water is scarce. We use drinking water for production processes, in sanitary facilities and in canteens. The share for sanitary facilities is around 90 %.





Water consumption increased by 4.9% in 2019. The main reason here was the higher number of employees compared to the previous year, combined with new hires.

	2017	2018	2019
Water in m³	38.354	39.346	41.365
m³ per 1 Mio. € turnover	66	61	64

As part of ISO-14001-certification, water consumption is regularly monitored throughout the Group. Employees are encouraged to use water sparingly. None of the GEDIA Automotive Group plants is located in a nature reserve. The plants are all located in designated industrial estates, the majority of which are close to customers, saving emissions and costs for costly transportation.

ENVIRONMENTAL PROTECTION FOR NEW BUILDINGS

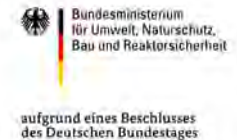
Environmental protection and energy efficiency are a priority for new buildings. Heat recovery was implemented for the first time as part of the construction of a new production plant at the Attendorn site. This involves recovering waste heat from hot molding furnaces and compressors. The recovered heat is used to heat the production hall and offices and to heat drinking water. Thus, the heat generated in the hot forming process is used to prepare hot water for the sanitary facilities, for the radiant ceiling panels of the hall heating system, for the underfloor heating system and for the radiators in the administrative offices. The use of waste heat contributes to the fact that considerably less energy is required for heating the building.

This reduces the company's primary energy consumption and at the same time saves costs in building maintenance.

Gefördert durch:



Gefördert durch:





WASTE MANAGEMENT

GEDIA operates a sustainable waste management for a safe recycling or disposal of the operational waste.

Waste avoidance as well as recycling of waste have priority for us, in order to keep the material consumption and the disposal quantities as low as possible. The transport and recycling or disposal of our waste is carried out by specialist companies.

We introduced international reporting for the review period. According to this, the total volume of waste produced was 101,483 metric tons. Measured against the total waste volume, the GEDIA Group has a recycling rate of more than 98 %.

Around 97% of the group-wide waste volume was accounted for by steel and aluminum scrap, which is mainly generated during stamping processes in production

and is completely disposed of. The increase in waste volumes can be explained by production expansions at the sites.

Waste management is an important part of our certified environmental management system according to ISO 14001:2015. No soil pollution by hazardous or environmentally dangerous substances occurred at the GEDIA sites during the reporting period.



A group of diverse, smiling children is the background of the page. In the center, there is a white rectangular box with a decorative notch at the top. Overlaid on the children's faces is a faint, white line-art illustration of a city skyline with various buildings and a tall tower. The children are of various ethnicities and ages, all looking towards the camera with joyful expressions. The overall tone is warm and positive.

Social Commitment

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



Helping is Part of our Culture

"We are aware of our social responsibility for sustainable corporate development in compliance with legal as well as ethical requirements."
(Corporate Guiding Principle No. 4)

Both the shareholders and the entire workforce attach great importance to this responsibility. GEDIA therefore supports non-profit projects and charitable causes worldwide.

Project examples:



ANNUAL BLOOD DONATION CAMPAIGN

Every year GEDIA Germany, GEDIA Spain and GeNI call for people to participate in the annual blood donation campaign. It is organized by the Red Cross and the Blood and Tissue Bank (Banc de Sang i Teixits) of Catalonia.

In addition, an amount is donated to the Mexican Red Cross, which provides medical support for current disasters and events. The action will be used to join forces to help those who need help the most and reward those who save lives every day.





PLASTIC CAP RECYCLING

To provide economic support to children 0-21 years affected by cancer, GeNI de México collects plastic caps of all kinds. The proceeds of the recycled plastic provide economic tools for those in need.



PARTICIPATION IN THE MAMB INITIATIVE: REFORESTATION OF THE MEXICAN FORESTS

People have a high responsibility towards the environment and for its sustainable protection. Where the environment is destroyed, we are called upon to rebuild it. By participating in the MAMB initiative (Moving Academy of Medicine and Biomedicine), GeNI de México supports the reforestation of Mexican forests. In addition, under this initiative, plans are being developed for the continued conservation of the forests to maximize environmental, social and economic benefits for the nature project. With this commitment, GeNI de México wants to emphasize the responsibility for our environment and emphasize the importance of sustainability.



A HEART FOR CHILDREN: GEDIA SUPPORTS CHILDREN'S HOMES IN HUNGARY AND MEXICO

Every school year new school books, stationery and learning equipment are needed at our Hungarian location in Tata at the children's home.

GEDIA Hungary finances these materials. To continue to support the bond with the facility, GEDIANers collect gifts for the children at the home each winter and distribute them to the children at Christmas. Our Mexican society GeNI also supports orphans on site. To provide healthy nutrition, clothing and hygiene for orphans, GeNI de México donates both money and relief items. The campaign is also intended to motivate employees to support the orphanage and the children living there.



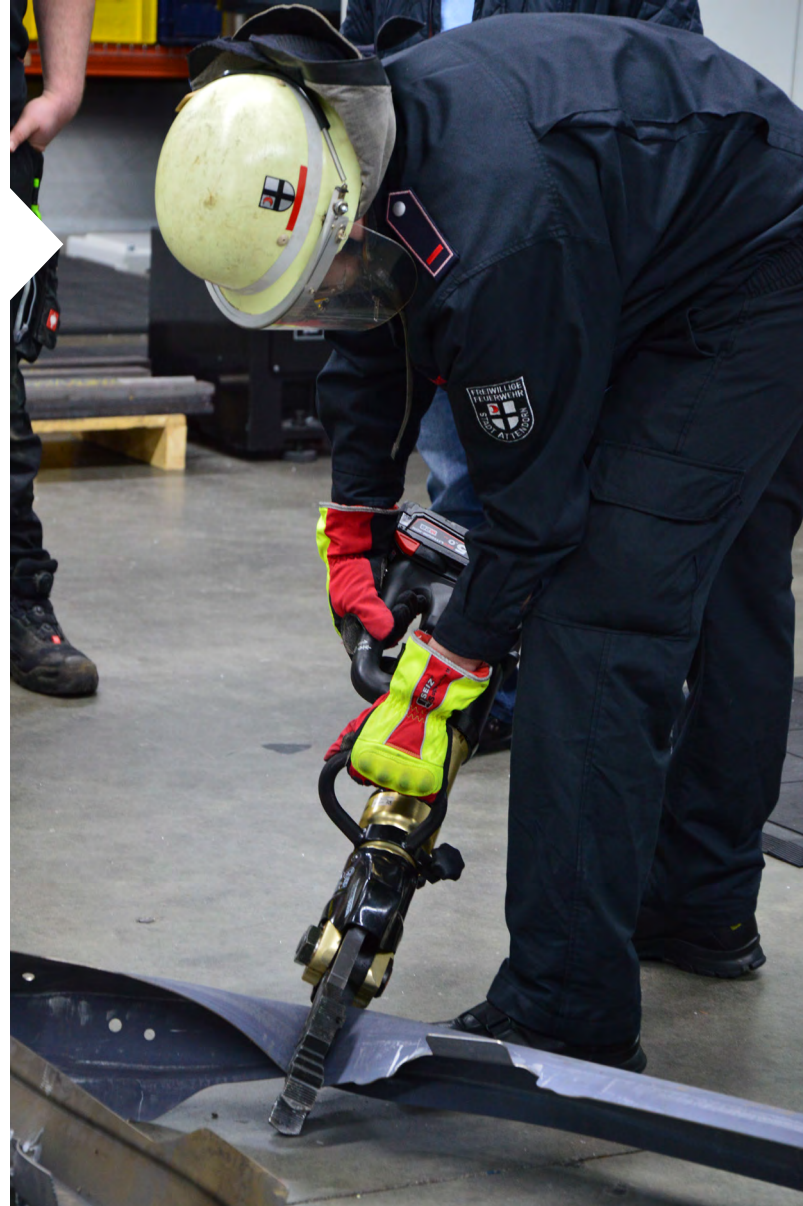
STICKS IN, BE A DONOR

Every 15 minutes, a person in Germany receives a diagnosis of blood cancer. Unfortunately, only one third of all blood cancer patients find a matching donor within their family. We are supporting this fight: Around 70 employees have responded to the works council's call and registered for the German Bone Marrow Donation.



FIRE BRIGADE DAY

Working together for more safety - We used our produced safety parts to explain to the fire departments what they have to consider when cutting the or A-, B- and C-pillars. By means of tests and experiments with hot-formed components, the fire department equipment and the respective challenge were tested. This option enables the fire departments to know at which points on the component it is best to cut for the rescue of persons. Exchanges and exercises help fire departments gain knowledge that is essential in rescuing people - because sometimes every minute counts.





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