




Mubea
climate positive by 2035

Sustainability Report 2022

Editorial



Dear Readers,

We are already in the 4th year of an economically challenging environment! For a variety of reasons, this has led to a significant downturn in global automotive production - especially in Europe and North America, which are key sales markets for Mubea. Due to general uncertainty and as a consequence of the dramatically high inflation, we are observing a significant reluctance to buy.

In this challenging environment, the transformation of automotive technology towards fully electric vehicles is in full swing. The consequences of the climate crisis are brought home to us time and again by the increasing number of devastating natural disasters. Therefore, our commitment to become climate positive by 2035 is more important than ever. Our ambitious sustainability measures are progressing well and we intend to play an active role in the transformation of our industry towards e-mobility and decarbonization. In 2022, for example, we addressed the issues of "energy supply" and "CO₂ reduction" - with our own supply of wind energy that has started operations. We have our sights firmly set on the goal of significantly reducing our CO₂ emissions and are already making progress in the right direction.

Dear readers, the world around us is changing rapidly - and so is Mubea! This change need not frighten us, rather we must see it as an opportunity. Mubea has proven in recent years that we can cope well with difficult conditions. I am confident that we as the Mubea family will remain optimistic and successful!

Yours sincerely

Thomas Muhr.

Climate change is one of the biggest challenges our world is facing. The experience gained during the SARS2 pandemic waves has again proven that if you wait until you see the impact of an event; it is too late to stop it. Mubea is an innovative company taking challenges as opportunities for improvement. We are committed to sustainability and constant development in this respect.



Photo: Mubea Management Board (MMB)





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Sustainability Statement

Mubea has developed a consolidated* sustainability statement, derived from increasing stakeholder expectations and Mubea’s own ambitious goals. We defined five core pillars of sustainability, functioning as the foundation of our strategy,

covering our own business fields and touching relevant sustainability aspects of our first tier supply chain. 2022 marks the first year of an annually reporting cycle on sustainability topics. As in previous reports, we prepare information in this report with reference to the Standards of the Global Reporting Initiative.

GOVERNANCE	PRODUCTS	PROCESSES	SUPPLY CHAIN	PEOPLE
				
<ul style="list-style-type: none"> • DRIVEN BY THE BEST – Spirit and values of our culture • Establishing energy saving guidelines • Anchored in our Code of Conduct • Certified integrated management systems • Implementation of data protection guidelines and cyber awareness training 	<ul style="list-style-type: none"> • Lightweight products reduce emissions throughout the vehicle life cycle • Climate-friendly solutions in e-mobility • Zero-failure to ensure product safety & quality • Optimal use of resources 	<ul style="list-style-type: none"> • Long-term goal: climate positive • Group-wide Energy Efficiency Program (MEEP) • Recycling materials and avoiding hazardous waste • Contributing to water quality and conservation 	<ul style="list-style-type: none"> • Sustainability requirements for suppliers • Evaluation of suppliers in accordance to environmental standards • Implementation of supply chain due diligence act (LKSG) • Transparent reporting: Mubea sustainability report, CDP, NQC, EcoVadis 	<ul style="list-style-type: none"> • Employer attractiveness • Employee development • Healthy working environment • Accident prevention culture • Mubea-helps foundation

*For a list of consolidated parties, see p. 59

OUR MISSION ...

“To significantly contribute to sustainable mobility with best-in-class lightweight solutions!”

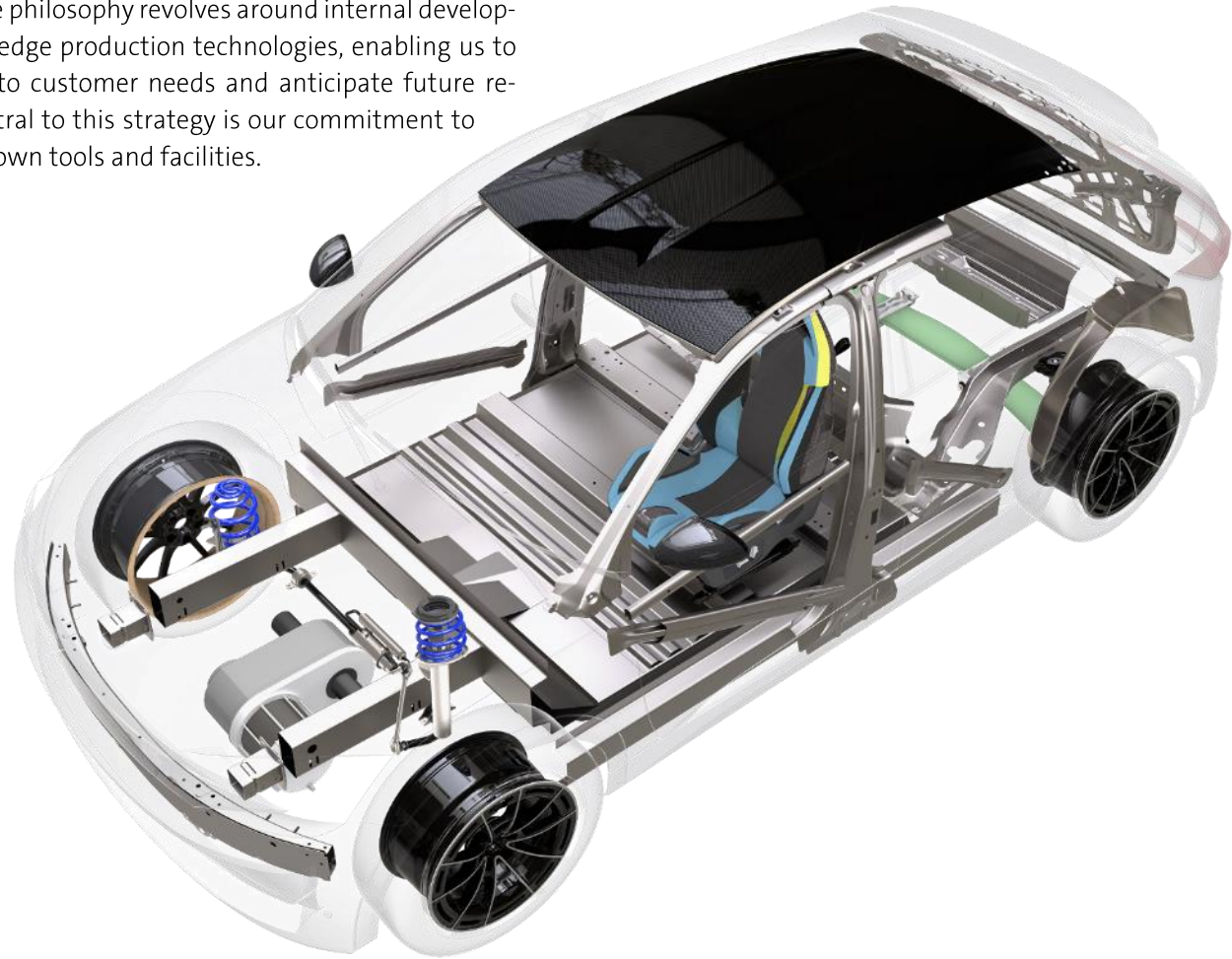
Context of the company

Mubea stands as a pioneering global partner within the transportation sector, focusing on advanced lightweight, high-strength components and their associated products. Established in 1916, this family-owned enterprise, in conjunction with its parent company Muhr und Bender KG, based in Attendorn, Germany, has consistently driven

innovation. Muhr und Bender KG operates as a limited partnership. Spearheading strategic choices is the Mubea Executive Board (MEB), complemented by the Mubea Directors Committee (MDC), which provides valuable advisory support to the MEB. We are recognized as pioneers in developing trailblazing products that set international standards. Over the years, we have established ourselves as a leading automotive supplier specializing in chassis, car body and powertrain components.

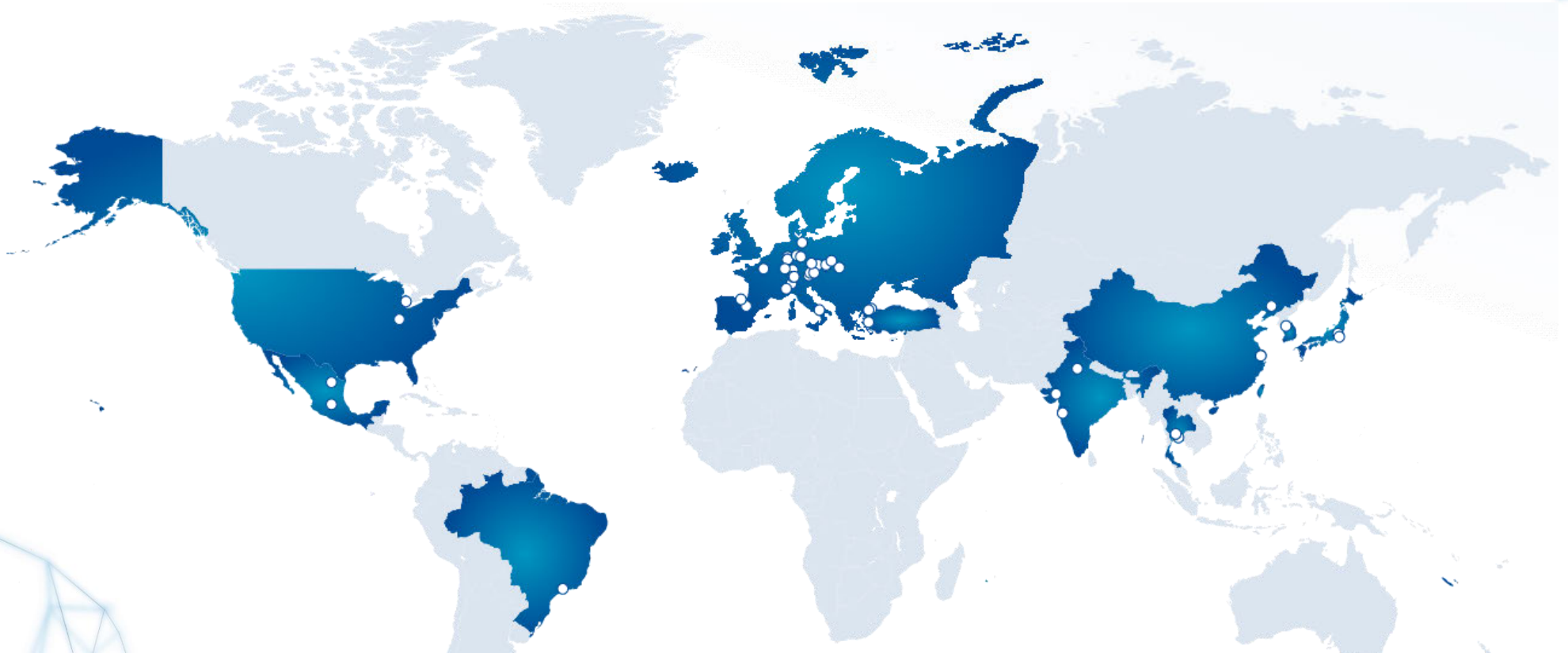


Through our continuous efforts in research and development, we introduce new lightweight products and materials, leveraging advanced production technologies. Collaborating closely with our customers and scientific institutions, we provide innovative solutions for creating lighter and more efficient vehicles. Our core philosophy revolves around internal development of cutting-edge production technologies, enabling us to respond rapidly to customer needs and anticipate future requirements. Central to this strategy is our commitment to engineering our own tools and facilities.



Mubea is a prominent global player with a presence in 50 locations across 18 countries, spanning Europe, Americas and Asia. Our widespread operations strategically position us to provide customers with proximity to the supply chains they need. Over the past five years, we have undergone significant

expansions, establishing more than half of our locations in key markets with immense growth potential. These attractive markets enable us to better serve our clients and drive our continued success.



- | | | | | | | | | |
|---------|--------|----------|----------------|--------|-------------|----------|---------|-------|
| Austria | Brazil | China | Czech Republic | France | Germany | India | Italy | Japan |
| Mexico | Poland | Slovakia | South Korea | Spain | Switzerland | Thailand | Turkiye | USA |

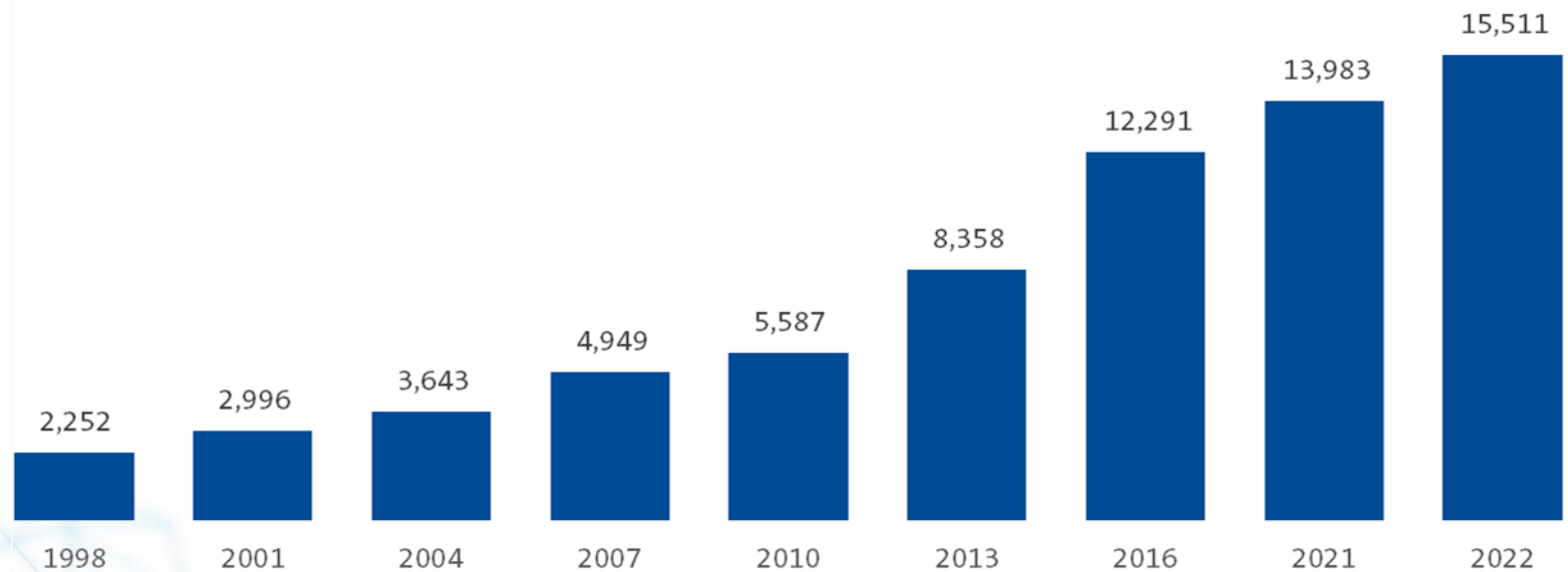
As a family-owned and operated company, Mubea employs approximately 15,500 dedicated people. We take pride in our organizational flexibility, streamlined decision-making processes, and our unwavering commitment to a robust long-term strategy. Since our roots trace back to Germany, it is no surprise that a majority of our workforce still operates from Europe. However, as Mubea has expanded its global presence as a prominent automotive supplier, so too has our reach.

In order to remain competitive in the automotive industry where lightweight products are in high demand, we rely on a workforce characterized by ambition and a penchant for innovative thinking. In return, Mubea extends permanent

employment contracts to the majority of our employees. This approach reflects our core philosophy.

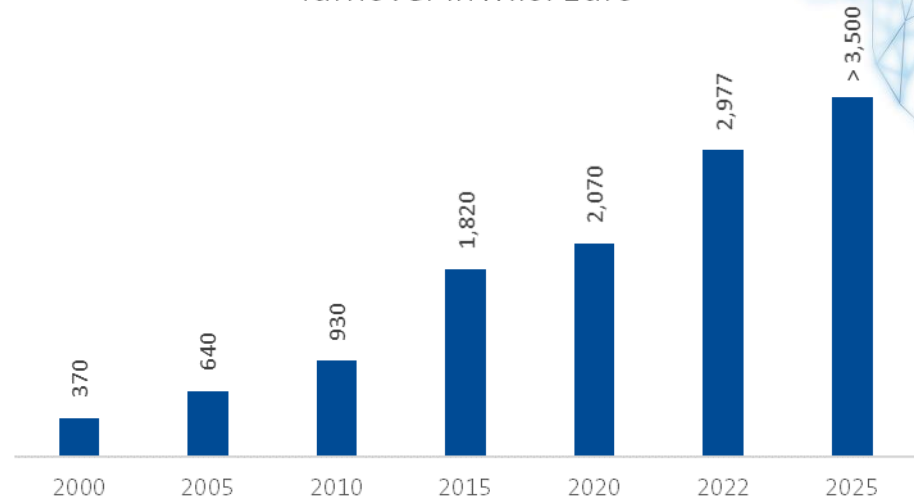
The distribution of our workforce, which leans heavily towards permanent positions, underscores our dedication to fostering long-term employment relationships. It is important to note that temporary contracts, predominantly related to internships, trainee programs, and university collaborations, are represented separately, reflecting our commitment to nurturing emerging talent.

Global number of employees

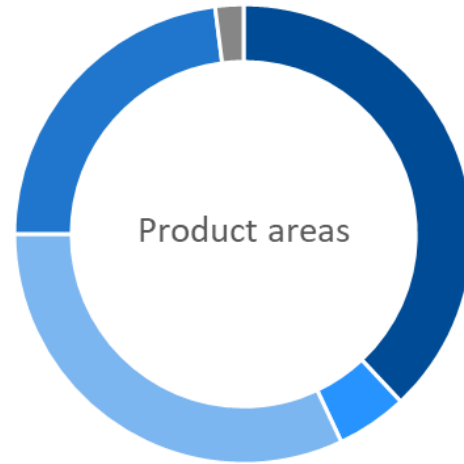


Mubea’s organization is further structured into divisions and regions. In 2022, Mubea generated a turnover of more than 2.9 Billion Euros. As highlighted on the right side, Mubea has set ourselves very ambitious company growth targets by 2025. This provides further challenges in regards to achieving our sustainability goals, yet also provide Mubea the opportunity to further increase its positive impact on the world.

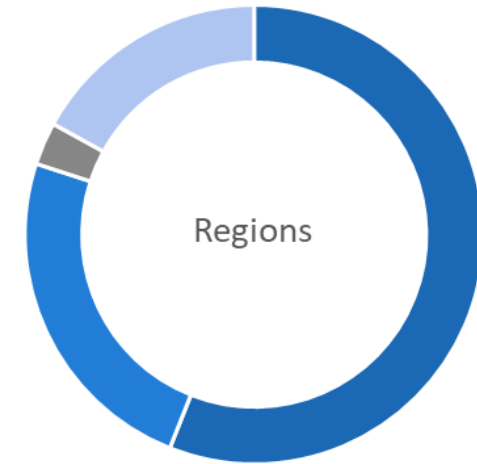
Turnover in Mio. Euro



- Chassis
- Industry
- Body
- Powertrain
- Aviation



- Europe
- North America
- South America
- Asia



Products

A large part of our sustainability strategy is embodied by our array of pioneering and innovative products. Mubea's core advantages – lightweight, efficient, and global reach – underscore our commitment to constructing meticulously engineered products, precisely tailored to specific applications. This focus minimizes input materials and product weight, as evidenced by the notable count of our pioneering, patented innovations. Our product optimization draws upon extensive expertise gained from our enduring presence in the automotive sector, bolstered by profound knowledge in materials, processes and mechanical design.

Our offerings encompass lightweight chassis, body solutions, and efficient powertrain products that significantly curtail fuel and energy consumption across transportation and industry sectors. While the electrification of passenger vehicles brings about emission reduction irrespective of vehicle weight, our dedication to lightweight principles remains steadfast. Factors such as range, driving experience, and the preservation of precious natural resources now hold paramount importance. Lightweight encompasses not only the attainment of minimal material weight but also prudent material utilization wherever feasible.

The transition from internal combustion engines to electric propulsion further empowers us to leverage our strengths in emerging market domains, thereby birthing innovative low-carbon mobility solutions. Notably, our focus has converged on



the last-mile urban mobility and delivery segment, driving the inception of our newly established "Micromobility" division. This section will expound upon our vision for shaping the future across our diverse product spectrum.

Mubea's unyielding commitment to a zero-failure standard permeates every facet to ensure the safety and quality of our entire product lineup. This, in conjunction with our groundbreaking innovations, position Mubea strongly for the future.

Body

Mubea's approach has always been shaped by entrepreneurial vision, an eye for the potential offered by new technologies and a healthy dose of courage. We take advantage of new processes and materials to pursue our goals of continuous weight reduction, optimization and integration of functions, as well as efficient use of resources. Our divisions include the manufacturing business units Tailor rolled blanks (TRB), Mubea CarboTech (MCT), New Body Products (NBP), Seating and WEBA-Werkzeugbau.

TRB – Tailor Rolled Blanks

Mubea stands out as a lightweight specialist. Lightweight construction ensures lower component and vehicle weight. In addition, our flexible rolling technology results in less raw material consumption. Raw material consumption in the form of virgin steel is further reduced by the use of recycled steel, optimization of nesting and the minimization of scrap. The CO₂ footprint of the tailor rolled blanks is further reduced by their recyclability of scrap in downstream processes. Future planned hot forming process will utilize electric furnaces and powered by green electricity, greatly reducing the CO₂ footprint compared to natural gas ovens. TRB is developing an innovative cold forming process for its Tailor Hardened Parts. The cost effective and energy efficient process for cold forming high strength parts utilize the work-hardening effect from the rolling process, eliminating the need for the heat treatment process. The process is close to being ready for series production.



MCT – Mubea CarboTech

Mubea develops Carbon Fiber Reinforced Plastic (CFRP) solutions and the corresponding production technology. This combination makes CFRP the top lightweight material for diverse applications. The reduction of emissions during the use phase through lightweight and efficient products is evident. However, the ecological aspect is also considered in the production processes through the possibility of using fibers made from sustainable materials and natural minerals. For example, the Mubea Performance Wheel can be manufactured with a reduced carbon footprint thanks to the flax fibers with any selectable underlying structural fibers.



Through the high-pressure RTM production process; Mubea Carbo Tech is able to process custom material combinations. The product safety paired with our broad expertise in development and our automatized manufacturing processes lead to zero errors in development and production, which saves resources. In addition, market monitoring allows for a quick response. Green energy is used for the production processes at the Salzburg, Dolní Kralovice and Žebrák production sites. A photovoltaic system is also planned for the roof area in Salzburg. For the future, the use of natural fiber composites is also planned for the development of new climate-friendly mobility solutions in the course of the Mobility Transformation.

We are intensively researching for new sustainable carbon-fiber solutions



NBP – New Body Products

Mubea is expanding its expertise in roll bonding. The technology used has several general advantages. From a sustainability perspective, there are two distinct advantages. First, no flux materials or other brazing media are used. Second, the exclusive use of aluminum of the same grade. Both advantages make the aluminum and our products 100% recyclable.

Further, the products produced by Mubea can be welded in high-voltage storage housings, as there is a homogeneous composite of materials. Since no product-specific tooling is needed, a development process with less scrap is guaranteed. For example, the cooling plate is needed to cool the e-mobility batteries - making it an ideal product that supports the process of sustainability.





Powertrain, Tubes and Industry (PTI)

During the last few years, the PTI division began transforming to a more sustainable future. With several new products, we changed the focus from internal combustion engine to the electrification of mobility. We are not only focusing on the sustainability of the final product but also on the sustainability of our internal processes.

Flexible Rotor Shafts

During the design phase of this new product, Mubea considered all five pillars of the Mubea sustainable strategy and we used the opportunity to implement new processes and methods.

One of the main components of an electric drive motor is the rotor shaft pressed in the lamination stacks. The innovative triangular design of the Mubea flexible rotor shaft is assembled to the lamination stack without thermal joining. This unique design significantly reduces the thermal energy required during the assembly at the customer sites.

As easy as you can assemble the product, you can also disassemble it. Therefore, it is possible to replace single lamination stacks and reuse the flexible rotor shaft. At the end of the product lifetime, the shaft can be disassembled and individual components recycled separately into pure, higher value recycling streams.

Due to its triangular shape the rotor shaft is characterized by a defined radial flexibility, which makes it possible to increase the power density of the motor by increasing its rotor speed.

Consequently, our customers can use a smaller and lighter engine with the same power output. The saved engine weight contributes to increase the driving range of the electrical car.

Additionally, the rotor shaft itself is also lighter. With its hollow design, weight is reduced up to 40% compared to conventionally manufactured rotor shafts. Since the flexible rotor shaft is produced from recycled steel, it also reduces the Scope 3 emissions of the product.

Disc springs for integrated power brake

With the innovative design of our disc springs, Mubea further supports our customers by delivering a product developed to reduce emissions over its life cycle.



The new integrated power brake design has a better performance with a much lighter and less complex design compared to similar products. This system can recuperate 100% of the braking energy, which can increase the driving range up to 20%. Additionally, Mubea's manufacturing process for the disc springs does not utilize vacuum pumps for conveyance of parts - greatly reducing energy consumption.

During the design phase of this product, Mubea considered all sustainable aspects. From certain disc spring designs, a raw material was selected which eliminated the need for a heat treatment process step. Additionally, a flexible partially linked production line concept was implemented to streamline flow of multiple product varieties, reducing resource input, energy consumption, and CO₂ footprint of the manufacturing operations.

In an effort to minimize CO₂ emissions related to transportation of components, Mubea will produce these disc springs in the local markets being served: In Europe for the European market and in China for the Asian market.



Clipless pre-opened spring band clamp

Sometimes even a small change can make a product more sustainable. In the early 1980's, Mubea began the production of the newly designed spring band clamp, which greatly reduced cars maintenance frequency at that time. Even after several years of mass-producing this product, Mubea still finds ways to make the product and design more sustainable.

To ensure a quick assembly by the customer we deliver pre-opened spring band clamps. Earlier, a small plastic clip kept the clamp open, and that clip would be scrapped after the assembly of the spring band clamp.

This single-use glass fiber reinforced plastic clip is a significant waste of resources. Therefore, Mubea developed a pre-opened spring band clamp that no longer requires the plastic clips.

Today, we are selling approximately 130 Mio. SOK spring band clamps annually - saving nearly 500T of plastic material.

Coil Spring Systems for BEVs and P-HEVs

By introducing the side load spring in the 1990s for front axle McPherson struts, we established the cold forming technology to enable the most efficient spring designs for passenger vehicles on both axles. Our in-house production of high strength spring steel provides the basis for lightweight applications. During the last decades, we were able to utilize the material to its best potential by computer-optimized designs, robust interfaces and improved production processes. Through these steps, we reduced the weight by 60% compared to our spring designs in the early '90s.



In the wake of electrification, the increasing weights of plug-in hybrid vehicles (P-HEVs) and battery electric vehicles (BEVs) demand for higher spring loads and rates. Typically, the forming of these springs with wire diameters up to 20 mm is produced in a hot state – with limitations to the spring's design and weight. However, lightweight is still of great importance, as it

extends the driving range of electric vehicles. Mubea has increased its product portfolio to include larger diameter wire springs, in order to offer the benefits of cold forming to all future passenger car segments as well as light commercial vehicles.

Mechanical Adaptive Roll Damping (MARD)

Since the invention of the automotive suspension system, the damping of a vehicle via its chassis has been a compromise between handling and comfort. Modern vehicles, however, demand the best possible handling while not restricting driver comfort. It is a tough challenge, which requires a very specific solution, thus the invention of the active suspension.

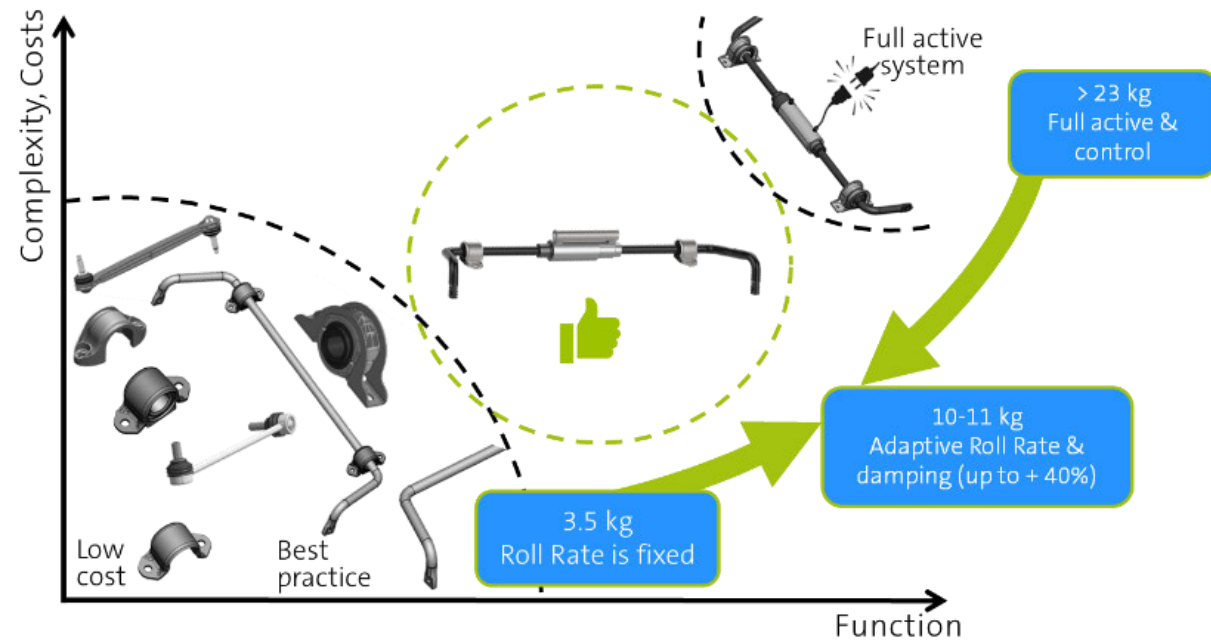
The electromechanical system actively creates a straightening moment to overcome the above-mentioned conflict. These suspension systems have a high degree of technical complexity and add significant expense to a vehicle. They require a considerable amount of electricity when operating, and the components consist of many rare earth minerals and other precious non-ferrous metals. The control units to ensure optimal functionality also consume additional electricity and utilize critical minerals in their construction.

As a more sustainable alternative, Mubea developed an active solution that adjusts itself to the road surface automatically to provide better driving capability and superior comfort without the need of additional control units or energy consumption.

The new solution and its components are manufactured with over 90% conventional metallic alloys according to standard specifications, allowing for high percentage recycled content

today. The very light rubber sealing was optimized to be manufactured with simple rubber compounds, which function without any technical waste of critical components such as PVC. Staying true to our lightweight philosophy, a complete system weighs approximately 11kg, averaging almost half of

other active systems. Additionally, the improved vehicle response in both the longitudinal and transverse directions result in enhanced driving performance, and reduced energy consumption while driving.



Micromobility

The newly created brand Mubea U-Mobility stands for innovative, sustainable and customer-orientated mobility solutions in the sector of modern, urban mobility and logistics.

With our creative power, functionality, comfort and aesthetics, we strive to enthuse the public for E-mobility, ease their entrance to carbon free last mile vehicles, and provide a substantial effort for sustainable mobility.

The “U” in U-Mobility means “Unique, Urban” and “You.”. Big changes come in small steps – starting with U (you)!

With the **U-Mobility Cargobike**, Mubea delivers both sustainable and efficient last mile vehicle concepts bringing our Design and technology expertise from the automotive industry to the micro mobility market. Serial production started September 2022 with first prototypes already sold out and operating on public streets and cycle paths.



The Cargobike is a four-wheeled pedelec. It differs from its competitors by robustness, design, and ergonomics and up to 2,000Ltr. loading capacity. Hydraulic disc brakes, a central frame and Mubea’s own performance wheels paired with motorcycle tires ensure longevity and a dependable grip plus massive stopping power.



A maximal electrical assistance of 700W, combined with 120Nm of torque supports the driver to speeds up to 25km/h. To stay in control of such power, a front and back double-wishbone suspension is combined with rear-axle damper-strut & stabilizer bars. This unique design is replicated from sports cars!

The chassis is also responsible for carrying freight without any damage. A maximum payload of 200kg (in the cargo hold) paired with a total permitted vehicle weight of 500kg are upper class in this sector.

The platform design allows for purpose-oriented builds with a variety of driver cabins and loading containers both with and without roof for easy accessibility or enhanced comfort.

While developing our electric Cargobike, we meticulously focused not only on the crucial technological aspects, but we also devoted considerable attention to its functionality and sleek, modern design. The result is an innovative vehicle for the emission-free, fast and quiet transport of goods in urban areas that meets visual requirements and successfully blends into the cityscape.

Next to the Cargo bike sits the “XBoard.” Our most recent addition the U-Mobility family excites riders with its unique suspensions design, allowing for comfort and safety on every riding surface. Aimed at personal transport only, the vehicle features a practical folding mechanism allowing it to shrink to a convenient size that is easily carried by hand.

The chassis is based on a patent registered “Carbon-fiber-flex” design allowing for a lightweight, low-maintenance full-suspension platform of the XBoard. Combined with hydraulic disc brakes, a safe handling is always guaranteed.



Similar to the Cargobike, we applied Mubea's expertise from other industries to this remarkable product as well.



Combining the finest lightweight materials from aviation grade aluminum, stiff carbon fiber and reinforced thermoplastics allowed us to create a robust but lightweight foldable frame.

At under 14kg system weight, the XBoard is easy to transport - from work to home or anywhere you want to be!



Equipped with turn signals as well as front and rear lights, the pure electric range is about 25km. The XBoard is the first choice when it comes to flexible, stylish and fun urban mobility.

CSR TOPICS

- 1 Greenhouse Gas Emissions
- 2 Occupational Health & Safety
- 3 Legal Compliance
- 4 Supply Chain Management
- 5 Energy Efficiency
- 6 People Development
- 7 IT-Security & Data Protection
- 8 Diversity & Equal Opportunity
- 9 Business Ethics
- 10 Effluents and Wastes
- 11 Social Responsibility
- 12 Water Stewardship
- 13 Sustainable Materials
- 14 Human Rights
- 15 Local Communities
- 16 Public Policy

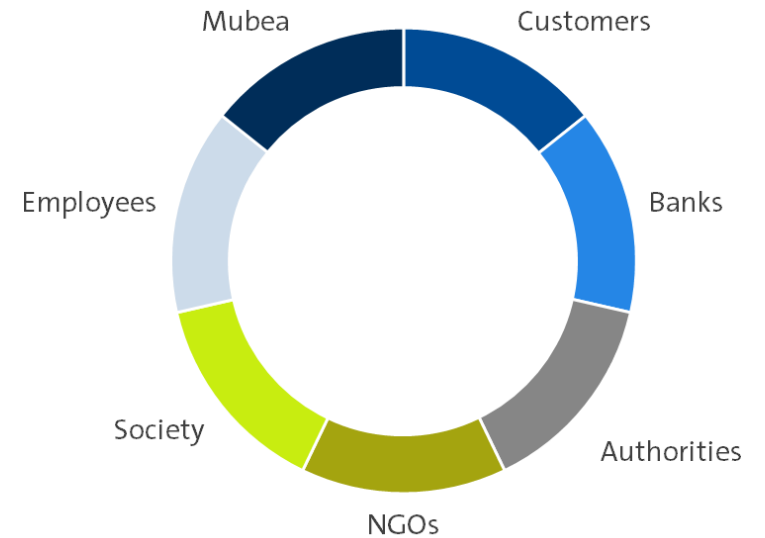
Materiality analysis

We analyze topics of our interested parties thoroughly both from the in- and outside regularly to align our own sustainability strategy with their developing needs and expectations. To create the materiality analysis a multi-disciplinary team consisting of in and external experts worked together to determine stakeholders and CSR-topics with the strongest interest in and greatest impact on Mubea's sustainability activities.

As a result of our diligent analysis, we have identified seven distinct stakeholder groups, including our corporate management. Subsequently, we carefully selected sustainability topics that hold the utmost significance for our stakeholders, guided by a Corporate Social Responsibility (CSR) perspective.

With stakeholders clearly defined and sustainability topics in focus, our multi-disciplinary team meticulously assessed the interests and impacts associated with each, utilizing a scale that spans from "negligible importance" to "paramount priority for this stakeholder."

Our stakeholder analysis has revealed that all the topics featured in our previous sustainability report retain their relevance, some undergoing minor name adjustments as necessary. Furthermore, we've identified additional focal points that have prompted an expansion in this year's sustainability report.



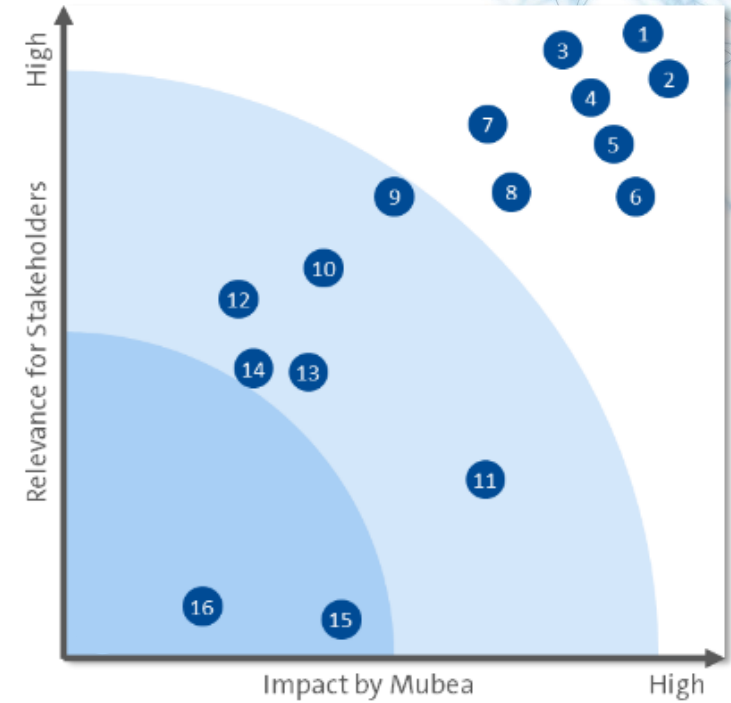
CSR TOPICS

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We created a materiality matrix to provide a visual representation of our sustainability topics, their relevance positioning to our stakeholders and their impact on Mubea. This matrix offers a clear insight into the prioritization of these topics.

In our 2021 Mubea Sustainability Report, we comprehensively addressed all of the topics and categorized them as either high or of medium importance these are prominently displayed in the top right and middle sections of the matrix.

Remark: While the position of topics in the matrix on the right reflects the general positioning quite well, the numbers shall not assume any direct ranking or prioritization of topics next to each other.



Environment

In compliance with the ten principles of the United Nations Global Compact, Mubea is actively contributing towards twelve of the total seventeen United Nations Sustainable Development Goals (SDGs) in our sustainability strategy.

As a company, we have a commitment to transparency regarding the integration of climate-related considerations into the compensation structures for our administrative, management, and supervisory teams. This includes an assessment of their performance with respect to reducing greenhouse gas (GHG) emissions targets. The participation of our employees plays a pivotal role in our internal climate protection endeavors.

As we transition from being an automotive supplier primarily focused on internal combustion engines to embracing electric propulsion concepts, our workforce is acutely attuned to the significance of environmental preservation. Presently, we do not implement performance-based compensation systems directly tied to climate protection measures. This decision is based on the intrinsic enthusiasm among our employees.

While we do not dismiss the possibility of implementing performance-based compensation in the future, our current emphasis is on developing a comprehensive sustainability strategy.



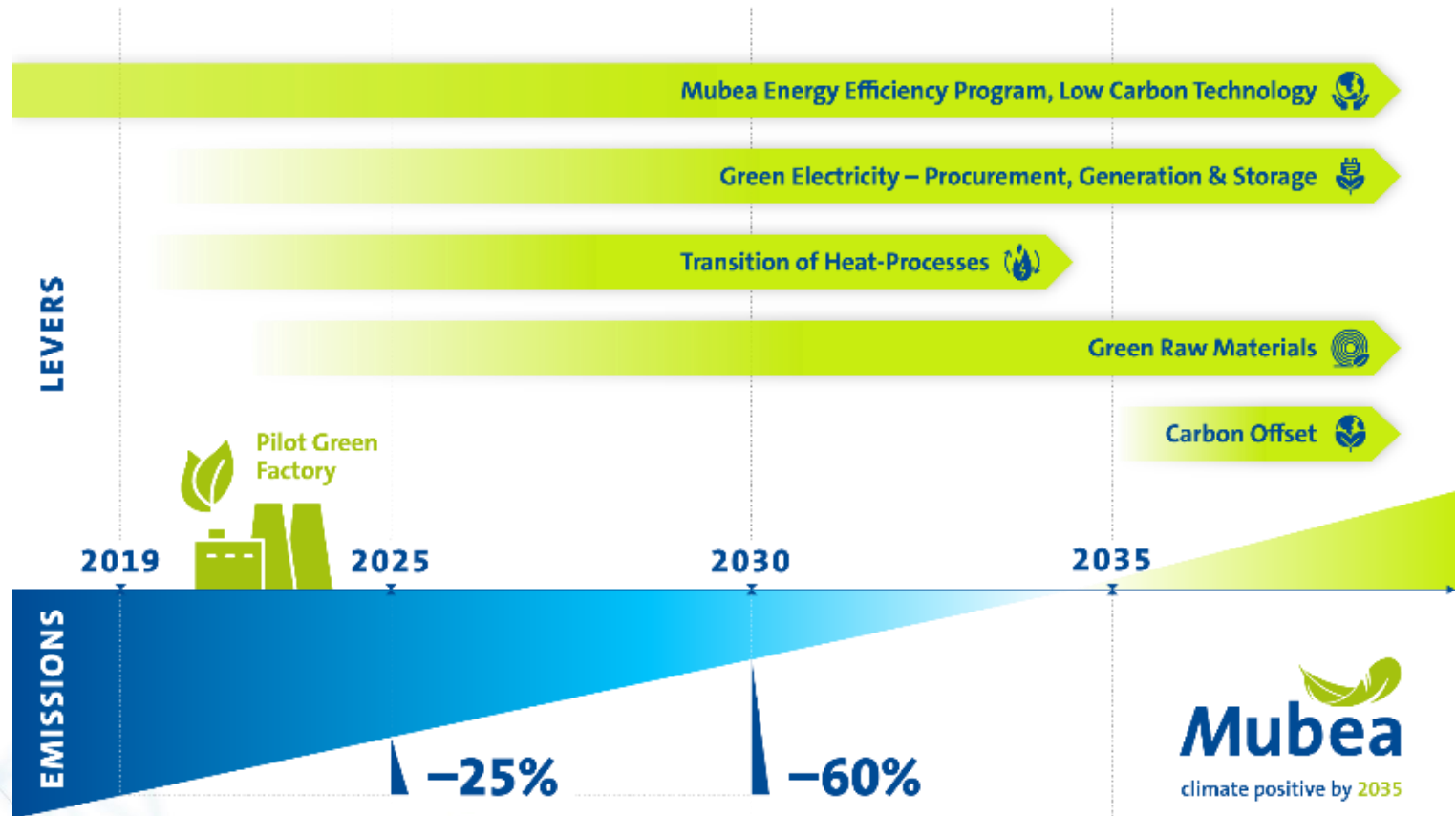
We committed ourselves to the Science-Based Target initiative



Climate Change

The ever-increasing number of environmental and safety requirements and associated societal impacts have led to a significant need for precise guidelines on how to deal with these issues. Against this background, Mubea has adopted a methodical approach to reducing its environmental impact. This determined goal is summarised in a single, powerful statement “**climate positive by 2035**” and derives from the

1.5°C target of the Paris agreement. In addition, the renowned SBTi - Science Based Target initiative will evaluate our strategy as we are registered as a conscientious company. Our set target is to reduce greenhouse gas emissions by 25% no later than 2025, and become climate neutral by 2035, as visualized in the roadmap below:



“Climate change is the greatest threat we are confronted with.

If you wait until you can see the impact, it is too late to stop it.”

In our efforts to achieve carbon neutrality and become climate positive in the future, our strategy first focuses on preventing emissions through energy efficiency measures, adopting low carbon technologies, and procuring green electricity as well as carbon reduced raw materials – mainly steel. Next, the focus is to reduce emissions from difficult-to-decarbonize process by transitioning thermal process to green fuel sources or electrify them. The final step is to utilize carbon offsets to attain neutrality and move to climate positive. Our long-term vision is not to hinder climate change, but to bring it down to the pre-industrial level.

Not only processes are made more sustainable, but our products as well. Our reputation as a leading manufacturer for fossil-fueled commercial vehicles shall be continued with an increasing variety of products for electric cars, last-mile vehicles and even the aviation industry.

To achieve these objectives, Mubea has set a target of investing 30 million € in solar and wind parks located in Germany and the Czech Republic by 2025. Additionally, all newly constructed facilities are designed to be "PV-ready," allowing for future installation of on-site solar photovoltaic systems to meet their energy requirements.

Through the utilization of green energy, whether through procurement or self-generation of electricity, we have successfully mitigated a substantial portion of emissions stemming from our production processes. We have achieved significant emissions reductions in Germany, Austria, the United States and the Czech Republic by adopting green energy solutions. Furthermore, our aim is to transition to 100% green electricity usage

across all Mubea locations in the forthcoming years. This encompasses not only the procurement of green electricity certificates but also the implementation of Mubea's sustainable, self-generated green energy from wind and solar sources.

In addition to altering our energy source, optimizing our processes to reduce energy consumption is a crucial factor in our emissions reduction efforts.

Mubea manufactures a large variety of products most of which are made of metallic materials like steel and aluminum alloys. These materials typically are to be heat treated to achieve desired material characteristics. To reduce our carbon footprint and leverage our investment in self-generation of green electricity, we are focusing on converting our gas ovens to either very effective conductive heating or where not possible to convective heating ovens powered by green electricity. The electrification of heating processes is not accomplished quickly, which is why we are still considering modifications of our existing infrastructure to incorporate thermal energy recovery systems. The benefits of these systems can partially be carried over to the new electric oven technology in future projects.

As we embark on this monumental journey, our unwavering commitment to science-based emissions reduction targets reinforces our determination to drive positive change. With a sharp focus on immediate action and a vision for a sustainable future, we stand ready to make a profound impact on the world.

Measured from a baseline in 2019, we pledge to achieve net-zero greenhouse gas emissions throughout our entire value

chain by 2035. Additionally, we are committed to cutting absolute scope 1 and 2 GHG emissions by 50% by 2030. Concurrently, our goal is to progressively increase our annual adoption of renewable electricity, surging from 2% in 2019 to a complete transition to 100% by 2030.

Renewable Energy

	2019	2022
Green electricity share	2%	60%

Furthermore, we are dedicated to slashing scope 3 GHG emissions stemming from procured goods and services, capital assets, fuel and energy-related activities, upstream transportation and distribution, waste generated in operations, business travel, employee commuting, and upstream leased assets by an impressive 57.5%, based on the amount of raw materials procured, within the same timeframe.

In the long term, we commit to reducing absolute scope 1, 2 and 3 GHG emissions 90% by 2035.

Energy consumption

Mubea Group 2019-2022 in MWh

	2019	2022
Mubea Group	1.077.450	1.041.308
Natural gas	494.769	471.223
Electricity	582.681	570.085

As a rapidly -growing company, Mubea is faced with an increasing demand for energy. However, we were able to reduce the overall energy consumption of the whole company by 3.3%.

Energy intensity

Mubea Group 2019-2022 in MWh/mio. € turnover*

	2019	2022
	452	350

*Turnover corrected by material price increase

The foundation for a qualitative assessment of the potential greenhouse gas emissions associated with our company's key assets and products began with the establishment of a comprehensive Greenhouse Gas (GHG) inventory and reporting system. In response to growing customer demand, we have also undertaken the calculation of Product Carbon Footprints (PCF). Our dedicated team of experts documents these carbon inventories and footprints, ensuring compliance with the latest legal and customer-specific requirements. Given that our products do not directly emit greenhouse gases during their usage phase but indirectly influence vehicle emissions, we adopt a cradle-to-gate approach for carbon footprint assessment.

During the development of our GHG report and PCF calculations, we identified that a substantial portion of our emissions arises from material procurement. Consequently, achieving our sustainability objectives necessitates a broader approach that extends beyond internal emissions reductions, which had been our primary focus in recent years. To work towards our climate-positive goals, we are implementing a multi-faceted strategy that addresses all three scopes of emissions. Despite our efforts, there is still a considerable distance to cover in our journey towards achieving climate positivity.

Greenhouse Gas emissions

Comparison 2022 vs. base year 2019 in 1,000 metric tons of CO₂e

	2019	2022
Scope 1	104	96
Scope 2 ¹	306	110
Sum Scope1+2	410	206
Upstream Scope 3		
Purchased goods and services	2.372	1.901
Capital goods	77	76
Fuel- & energy-related activities	43	45
Transportation & Distribution	39	43
Waste generated in operations	1	1
Business travel	26	2
Employee commuting	18	15
Sum Scope 3 Upstream	2.575	2.084
Downstream Scope 3		
Transportation and distribution	205	141
Processing of sold products	331	285
Use of sold products: Direct use-phase	666	577
End-of-life treatment of sold products	18	17
Sum Scope 3 Downstream	1.220	1.021
Total sum	4.205	3.311

¹We calculate our emissions resulting from electrical consumption based on the carbon emission factors of our local sites according to the market-based

Therefore, the Mubea group implemented global systems regarding planning and controlling. Risk management is performed at a regional, divisional and corporate level. Risks to the execution of Mubea group's global strategy are identified by

regular reports to the executive board where preventative measures and reaction plans are discussed and defined.

Emission intensity

Mubea Group 2019-2022 in t CO₂e/mio. € turnover*

	2019	2022
	1.789	1.113

*Turnover corrected by material price increase

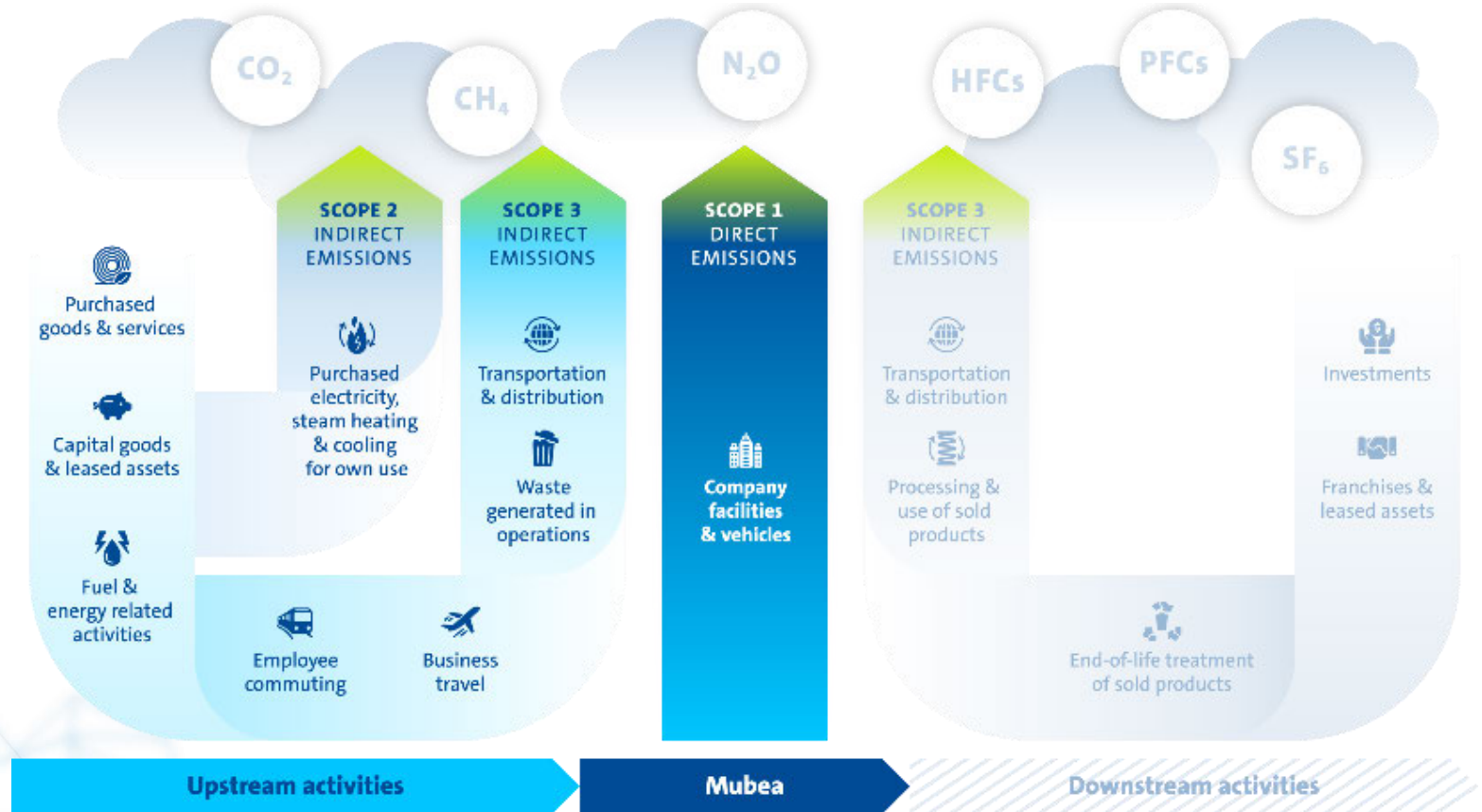
Sustainability and the path to achieving a climate-positive status are among the company's top ten management priorities. They are seamlessly integrated and intricately linked with the company's short- and long-term business planning. To ensure effective oversight and strategic guidance, dedicated steering committees focused on specific sustainability topics are regularly convened. These committees are chaired by the highest-level management, known as MEB, and include members from the second-level management, MDC. It is important to note that no sustainability measures are implemented without the explicit approval of these leading organizational bodies.

With the accelerating transformation to e-mobility, the focus of reducing emissions has shifted from the use phase of productions towards the manufacturing steps. Consequently, we evaluate even the smallest potentials to prevent or at least reduce emissions across all three Scopes.

To set ambitious yet realistic targets, it is essential to first assess the status. For six years, Mubea has been reporting its corporate carbon footprint (CCF) in accordance with the internationally recognized Greenhouse Gas Protocol standard. Our

definition of emission categories, or "scopes," aligns with international standards. As a manufacturing company, we started by reporting all emissions related to upstream activities and our own business operations. Emissions associated with downstream activities (the use of our products) are reported additionally, since we joined the Science Based Target initiative, SBTi. This year marks the fourth consecutive year of Mubea's publication of greenhouse gas emissions data encompassing all three scopes.

Our scope for emissions includes all processes before: cradle-to-gate.



Looking at the GHG-report it clearly shows the necessity of heading into a consecutive electrification and transition of gas-fired processes to reduce the corporate carbon footprint effectively.

Mubea is diligently executing its strategic plan and has made significant strides in environmental conservation. While being a rapidly growing company, we still have successfully achieved cumulative savings of eight tons of CO₂ equivalent through optimized gas processes. Further on an impressive amount of 194 tons of CO₂ equivalent from our electrical processes, could be saved compared to our baseline year of 2019.

The reduction in gas consumption was primarily driven by the electrification of our gas processes. These processes predominantly involve ovens used for heat treatment of steel products. Additionally, prudent measures, such as limiting heating temperatures in offices during gas shortages, contributed to our gas savings. Our key focus remains on optimizing ovens, recognizing them as the most energy-intensive gas-consuming units across our manufacturing sites.

The reduction of emissions within Scope 2 primarily revolves around our procurement of green electricity through Guarantee of Origin certificates (GOO). However, Mubea is actively planning to transition from solely relying on the supply of green energy to taking an active role in generating green electricity in the future.

While various crises in the past have played a part in decreasing our corporate carbon footprint, the expertise in lightweight



product development stands out as the primary driver for a continuous reduction in the material required for production.

Mubea's global Energy Efficiency Program, known as "MEEP," has been in operation for many years and is dedicated to reducing water, energy, and material consumption across all processes. This initiative has already achieved significant success through optimizations in compressed air systems, including the reduction of leaks, system pressure reductions, and the implementation of pressure management systems. The program is currently exploring additional avenues for reduction, such as

improving lighting systems and fine-tuning heating processes and cycle times, with a particular focus on addressing the most energy-intensive areas, referred to as "SEUs" or Significant Energy Units, within Mubea.

In becoming climate-positive, Mubea leverages every chance to build numerous charging stations for its fleet of electrical company cars. This infrastructure will be offered to all customers visiting Mubea on business trips as well as employees for their private electric cars.



We do not see the transition of engines for electric vehicles as threat, but as an opportunity to shape the future of mobility.

To ensure our economic success, it is imperative to identify risks and take prompt and appropriate actions to mitigate their impact. As such, we maintain continuous vigilance over these risks. Our approach to assessing climate-related risks is tailored to the specific impacts on Mubea's direct operations and supply chain activities across various locations. Meanwhile, we closely monitor and evaluate market and regulatory changes at a corporate level, integrating them into our global systems. These risks are classified into two main categories: physical and transitory risks.

Acute physical risks are evaluated and managed at the local level with consideration given to the unique vulnerabilities of each site to extreme weather conditions. For instance, we successfully executed a contingency plan in response to a roof failure caused by heavy rainfall. Our contingency plans are subject to ongoing review and updates.

Chronic physical risks, such as rising temperatures in production areas, are also addressed locally, with appropriate measures implemented to ensure the safety and comfort of our employees.

In addition to physical risks, supply chain risks are tackled locally by our procurement teams, which analyze physical risks that could disrupt the supply of critical components. Preemptive actions are taken, including increasing inventory levels and establishing logistical contingencies. To mitigate climate-related supply shortages, we employ a multi-supplier sourcing strategy.

Transitory risks manifest for various reasons. Given our in-house expertise in product and production technology development, we closely monitor emerging material and process technologies. We recognize the societal shift towards a low-carbon and energy-efficient economic system, leading us to transition our manufacturing technology away from fossil fuels and towards electrification or carbon-free fuels, such as green hydrogen. Additionally, we respond to the growing demand for recycling by utilizing recycled input materials and ensuring the recyclability of our products at the end of their life cycle.

To stay proactive and informed about emerging regulations and their potential impacts, we collaborate with external consultants, study publications, and conduct regular internal meetings. An example of our proactive approach is the early establishment of a methodology for calculating CO₂ avoidance costs, which was integrated into our investment standards ahead of regulatory implementation.

Compliance with existing regulations and legal restrictions is upheld through our global, integrated management system. We diligently identify and monitor all current regulations at both the corporate and local levels, often with the support of external consultants. Representatives regularly evaluate compliance with these regulations to identify potential weaknesses in our management system standards. Internal and external audits ensure practical compliance with identified risks reported and lessons learned communicated to all employees.

Mubea actively participates in associations and collaborates closely with customers to develop low-carbon products. We

continually monitor market trends to update our product strategies and engage with customers at mobility events to remain aligned with market developments and trends, ultimately aspiring to become a benchmark in climate protection within our industry.

The evolving landscape of the automotive industry, driven by climate change, presents not only risks but also opportunities for new business operations. Mubea specializes in designing and producing lightweight products, which will be in high demand as regulations on carbon emissions during the usage phase of mobility products lead to increased demand for Battery Electric Vehicles (BEVs). We anticipate that the growth of e-mobility will compensate for the revenue decline in combustion-driven vehicles. Additionally, Mubea has ventured into the production of BEV components such as battery cases and electric motor shafts, with further product developments underway to reduce components for Internal Combustion Engine cars. The establishment of the Micromobility division has also expanded our revenue stream in the zero-emission transportation sector, marking the inception of a new business that is experiencing growth with rising demand.

WRI - Water Stress Level 2022

Site(s)	Country	Water Stress Lvl
Celaya	Mexico	
Manisa	Türkiye	
Melfi	Italy	
Cerkezköy	Türkiye	4
Saltillo	Mexico	
Ergene	Türkiye	
Chakan, Pirangut	India	
Agreda	Spain	
Dingelstädt, W' see	Germany	
Kunshan	China	
Shenyang	China	3
Wendlingen	Germany	
Gyoda	Japan	
Amurrio	Spain	
Ujazd	Poland	2
Rayong	Thailand	
Kezmarok	Slovakia	
Cerhovice, Zebrak	Czech Republic	
Prostejov	Czech Republic	1
Olovmouc	Czech Republic	
Florence	United States	
Arbon	Switzerland	
Daaden, Weltefeld	Germany	
Bedano	Switzerland	
Dolni	Czech Republic	
Salzburg	Austria	
Gurten	Austria	
Taubate	Brazil	0
Taicang	China	
Schwerin	Germany	
Attendorn	Germany	
Oberriet	Switzerland	
Dietach	Austria	

Water and marine resources

Responsible use of water is a high priority across the Mubea world. As in all aspects of sustainability, we defined a strategy to prevent further tightening of already existing water shortages in some areas. Therefore, we began analyzing all Mubea plants according to the water risk filter provided by the World Resource Institute in 2019.

In comparing the developments over the past years, we determined our locations in India, Mexico and Türkiye as extremely water-stressed regions (Level 4). Overall, we noticed a moderate increase of water stress for many locations worldwide. Currently, Mubea has 14 sites suffering from either a high or very high water scarcity (Level 3 or 4). We will further widen our sustainability measures towards the ambition of reducing water withdrawal and consumption.

As a first step, we analyzed our current water consumption better. According to a disclosure of our sites, water is primarily used for production processes at Mubea, distributed between three main purposes:

- 60% of plants use water for cooling
- 45% of plants use water for washing
- 30% of plants use water for coating

Wherever possible, Mubea implements solutions for water reuse and reduction. With this approach, we exceed the legal obligations regarding water stewardship at around half of all our sites.

The rapid growth of Mubea in recent years has heightened our focus on water consumption as with any resource. Consequently, we have consistently enhanced our water reporting, pinpointing more precise yet elevated consumption compared to the previous year. The consolidation of new facilities further amplifies this trend, resulting in the following recorded values:

Water withdrawal

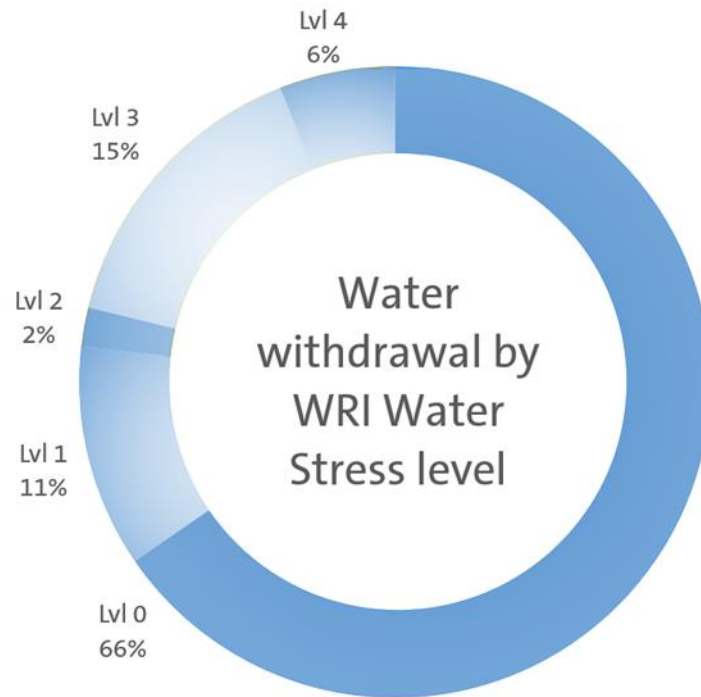
Mubea Group 2018–2021, in 1,000 cubic meters

	2019	2021	2022
Mubea Group	764	1.250	1.689

As a company rooted in Germany, it comes as no surprise that the majority of Mubea's water usage, approximately 75%, occurs in Europe. The remaining 25% is distributed evenly between our Asian and American sites. Depending on location, demand and accessibility, Mubea draws water from various sources, including surface water, groundwater, seawater and others.

Mubea adopts a cautious approach when it comes to sites situated in regions facing significant water stress. This approach entails stringent monitoring and the imposition of limits on water extraction from such locations. Currently, roughly 16% of Mubea's global water consumption originates from areas characterized by high or very high water stress levels (Level 3 & 4). This represents a noteworthy reduction compared to the 20% reported in 2021.

Despite the absence of governmental restrictions on the use of fresh water at the mentioned sites, Mubea has not yet formulated a dedicated strategy for water conservation in regions grappling with heightened water stress. The majority of the water utilized in Mubea's production processes is not consumed but rather undergoes reuse or recycling through water

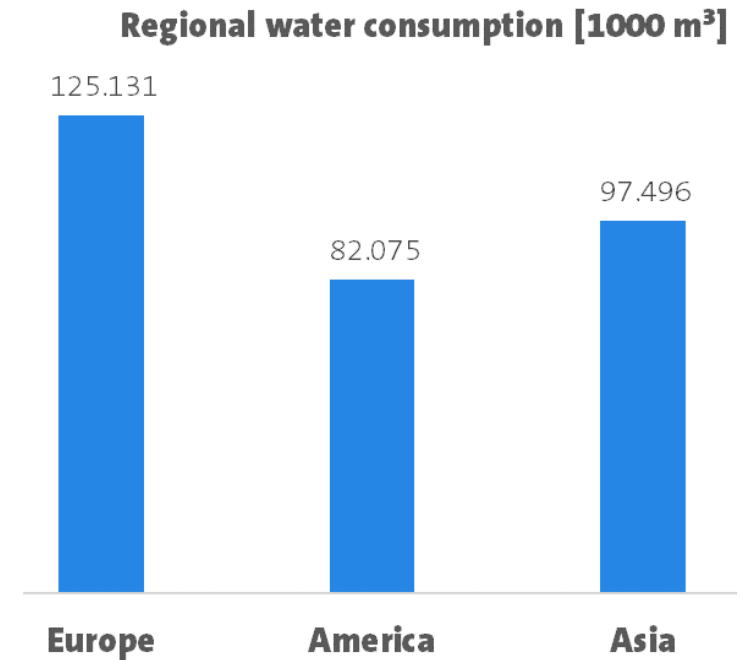


treatment methods before being discharged by the company. For cooling purposes, most of the water can be safely reintroduced into the same water body, as we take precautions to ensure it does not negatively affect water quality. Wastewater that cannot be adequately purified on-site is directed to local water treatment plants for proper disposal. Where required by

legal obligations, polluted water is evaporated to separate it from any solved impurities.

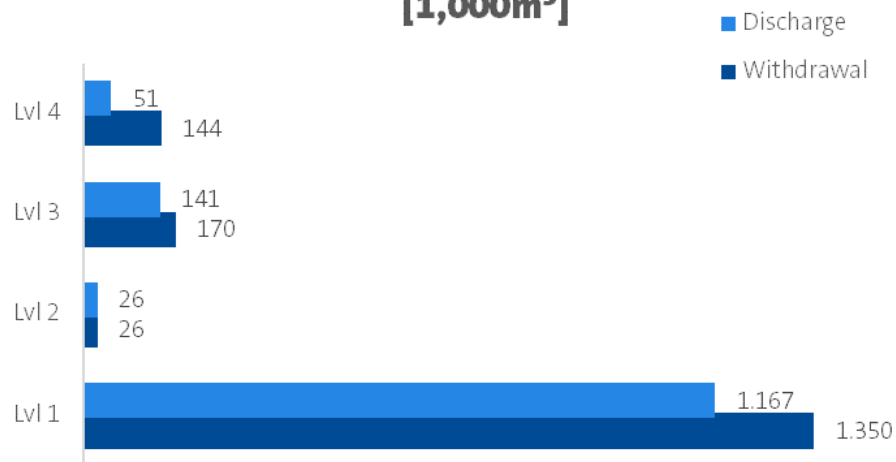
The most water intensive production processes of Mubea is washing and degreasing of our precision steel tubes. The three-stage cleaning process requires lots of water, most of which is recycled and reused utilizing a closed loop water recycling. We similarly established these practices in locations with lower water stress levels.

In 2022, Mubea's worldwide water consumption totaled 304,700 m³, with the distribution as follows: 41% in Europe, 27% in the Americas, and 32% in Asia.



We are cautiously observing water discharges in locations with a high water stress level. Potential hazards for natural water bodies are prevented by proactive water treatment either internally or externally. Mubea will improve its water reporting even more in the future, aiming for a more detailed differentiation in fresh and other water, and improving third party water tracking.

Water demand of water stressed areas [1,000m³]



Resource use and circular economy

Our commitment to responsible resource management extends to our diligent efforts to minimize our environmental footprint in our day-to-day operations. We adhere to the waste hierarchy principles, emphasizing waste prevention measures, including material avoidance, reduction, recycling and reuse. Furthermore, we continuously explore innovative solutions to enhance the recycling of our non-metallic materials. For instance, we are actively developing easily disassembled hybrid components to streamline waste separation and investigating the reusability of individual components from large assemblies once they reach the end of their lifecycle. While some materials from end-of-life parts may not yet be fully recyclable due to current technological limitations, we engage with stakeholders to seek sustainable solutions.

As a result, Mubea has established a comprehensive company-wide scrap monitoring system, complete with specific targets for both mass and cost reduction at each of our facilities. This initiative not only allows for benchmarking but also facilitates the sharing of best practices within and beyond our product groups. Our commitment to environmental responsibility is reinforced by regular internal communication, fostering ongoing awareness among our team members.

Waste treatment practices at each of our sites not only meet the respective country's requirements but also adhere to our own set of stringent standards. Proper waste management at the end of a product's life cycle is of paramount importance to Mubea. Each manufacturing plant boasts a certified environmental management system and manages its waste disposal

locally. Data on waste is meticulously collected from various sources to ensure transparency and accountability.

As a dedicated automotive supplier, we rigorously adhere to industry standards such as REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals), GADSL (Global Automotive Declarable Substance List), and the stringent IMDS (International Material Data System) to ensure strict compliance with customer and market demands.

Through strategic partnerships, such as collaborations with pioneering green steel suppliers, and our commitment to utilizing green electricity, we are actively working towards manufacturing our first entirely carbon-free products. In parallel, we are actively seeking analogous solutions for non-ferrous metals and plastics. Moreover, we emphasize the importance of high secondary material utilization rates in our processed materials. Many of our injection-molded parts incorporate recycled short-fibers, and we strive to incorporate a substantial proportion of recycled material within our matrix whenever feasible. Our vision leans towards the robust implementation of closed-loop reutilization systems, which offer multifaceted benefits, including reduced energy consumption, minimized waste, and decreased depletion of natural resources.

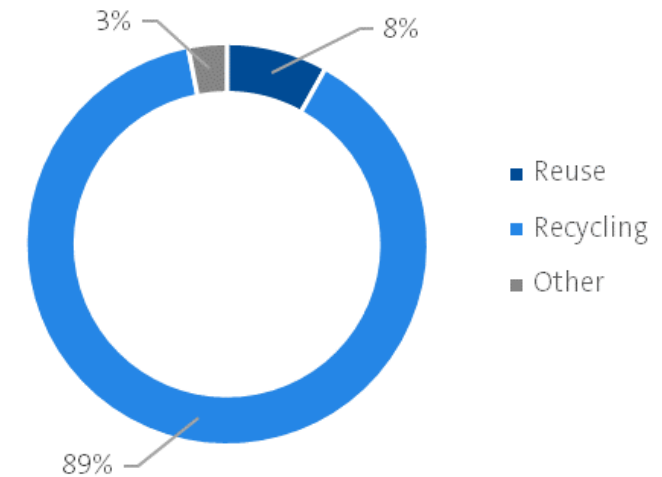
The predominant materials utilized throughout the Mubea group consist of steel alloys, a fully recyclable substance. However, we recognize that it is in our own economic interest to minimize material consumption and, by extension, reduce waste through the optimization of our operational processes.

Our Greenhouse Gas (GHG) report underscores the critical role of Mubea's supply chain, with purchased goods and services accounting for nearly 80% of our total greenhouse gas emissions. These purchased goods primarily consist of raw materials sourced from numerous suppliers. Our ambitious goal to achieve climate positivity by 2035 necessitates the production of carbon-free products, which, in turn, demands carbon-free raw materials.

In total, there were 19.5% of all waste related data acquired from internal only assessment, while 27.7% were taken solely from disposal contractors. The remaining 52.8% derive from both sources. The data we have gathered reveals a direct connection between all the waste generated by Mubea and our company's activities. However, it is noteworthy that approximately 44% of our waste is a direct result of activities within our supply chain.

In 2022, we managed the disposal of approximately 7.7 kilotons of hazardous waste across all our global facilities. This significant volume of hazardous waste includes used absorbents, filter media with production dust or other aerosols, packaging waste from purchased components, as well as dissolved lubricants and greases from maintenance activities. The majority of our non-hazardous materials undergo incineration with energy recovery, contributing to sustainable waste management. Additionally, a substantial amount of waste, primarily consisting of metallic chippings and shavings, finds new life through reintegration into our production processes, particularly in the manufacturing of our performance wheels. Notably, even rims with manufacturing defects can be repurposed within the metallic mold, further enhancing our commitment to resource efficiency and sustainability.

Non-hazardous waste treatment methods



The proper and legally compliant disposal of hazardous waste is a paramount responsibility entrusted to each local site management team within Mubea. Our core commitment is to safeguard people and the environment, underlining our steadfast goal to curtail the usage of hazardous substances. Remarkably, we have successfully reduced the use of such substances when compared to our previous reporting period. In 2022, Mubea processed a substantial quantity of materials: approximately 770,000 metric tons of steel, 13.3 thousand metric tons of plastic materials, including carbon fiber and resin, and approximately 2,000 metric tons of aluminum.

Social

Own Workforce

Our employees are the backbone of our company – without them, we would not be where we are today. This is especially true in the last turbulent years.

We want to be an attractive employer for our employees as well as for potential future employees. This is the only way we can ensure that we attract and keep people in our company who fit our values. Our success is based on motivating and encouraging ambitious individuals.

In addition, we want to provide our employees and externals the safest and healthiest work environment possible. By establishing a worldwide set of standards, we regularly track and check performance. We want to be an employer where varieties of people enjoy working.



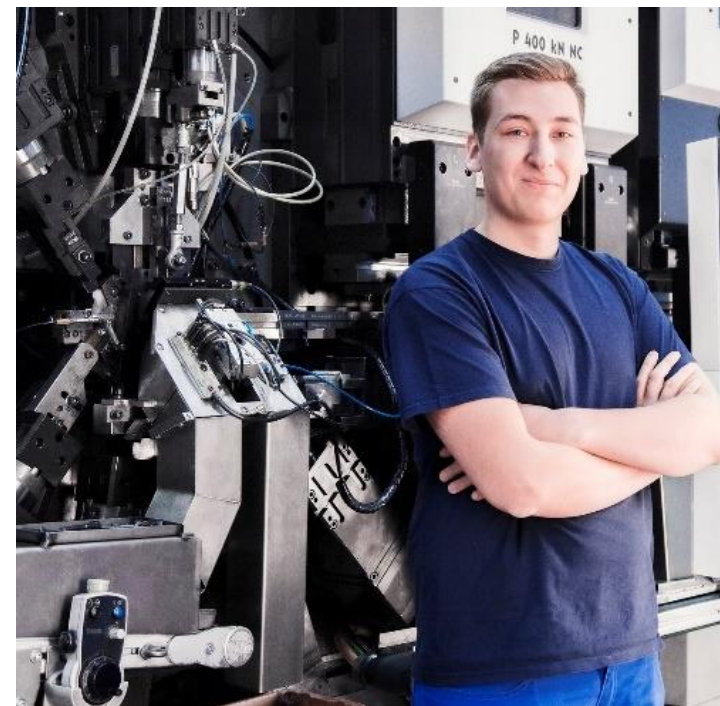


As an innovative, technology-driven, lightweight specialist, Mubea relies on qualified, motivated employees and management teams. The unstoppable power of new ideas ensures we are always at the technological cutting edge. Therefore, attracting employees with superior skills and knowledge is a primary source of competitive advantage. This applies even more in a time where mobility concepts and vehicle technologies are changing more quickly and more fundamentally.

In addition to other benefits, these are among the best reasons to join and stay with Mubea:

- Growth and global outlook
- Pioneering innovator and technology leader
- Family business and value driven approach
- Common principles for leadership and collaboration

With a successful history that spans more than 100 years, we can claim with pride that “The Mubea Way” has proven our position as a preferred employer.



This is expressed by local awards achieved from suppliers, customers as well as Best-Places-to-Work designations – but also by low level of group wide average monthly employee turnover of 1.5 %.

Moreover, local benchmarking and analysis of resignation reasons, we take as input for further improvement initiatives and measures. About 65% of all Mubea employees are covered by collective bargaining agreements, which enables appropriate market-driven compensation and adheres to the fulfillment of minimum wage rules globally. Mubea offers different additional benefits such as special health insurances, discounts, retirement provisions, parental leave and other benefits - each best matched to every single location's needs. These benefits are offered to both full-time and part-time employees.

Mubea conducts a standardized annual employee development dialogue - Mubea Development Dialog (MDD), for all salaried employees worldwide (21% of employees). All managers conducting the MDDs are properly trained. In addition to the MDD, there is an annual performance review process focusing on target setting, with a midyear and final review of the targets. This also includes detailed feedback to overall performance and behavior of the employee.

Mubea employs more than 25 nationalities at our 50 worldwide locations. As typical in the automotive sector, around 76% of our workforce is male and 24% female over all employee groups (shop floor and salaried). Even with initiatives as ifSTEM (Science, Technology, Engineering and Math) and philosophies of equal treatment at all locations, the statistics have not changed significantly so far.

Globally, out of the 580 upper management level supervisors, 12% are female. In our top management, 9% of employees are female. We plan to continuously increase the diversity within the management team in the next 3 years.



Fair and equal treatment is one of our guidelines for all Mubea locations, as described in our Code of Conduct as well as in our Guideline for Leadership and Collaboration. It is part of our philosophy of the Mubea Way with our values of Ambitious, Focused and open-minded. Every year, managers and/or colleagues nominate local teams for special achievements. Three teams from each location win the DBTB Award (one per category) in recognition of their efforts. From there, those winners can submit to receive the one of the global awards.



For Mubea, a skilled and motivated workforce is key to success. Our ability to provide innovative products combined with a clear customer focus in the development process demands a dynamic and education-driven culture. For those reasons, we not only encourage but also provide opportunities for our employees to broaden their skillsets and competencies.

We set a global educational standard for our management team. Each region and country have the freedom to add training programs and opportunities, which best fit their specific working environment and customer needs.

As one initiative for a future well-developed workforce, Mubea developed – based on years of good experiences with the German dual apprenticeship program – to implement this concept globally at those locations, which expected bigger growth in workforce for the future.



The idea is to train and educate local apprentices on practical and theoretical skills in a minimum two year -program. This is accompanied by global trainers to convey the established and evolving company needs for future opportunities. As one indicator of good apprenticeship - program may serve the official local designation as an ‘Ausgezeichneter Ausbildungsbetrieb’ in Attendorn, received continuously each year from 2014.

We focus on corporate programs provided globally. With our standardized management training approach we are able to offer comparable management training programs for different target group levels globally, aligned with the Mubea culture and philosophy. In addition, we have a rich and diverse training catalog, available in different variations worldwide.

Corporate Human Resources (HR) is driven to support local HR in maintaining a high standard of quality for training by supporting trainer selection, and ensuring the training content aligns with our company’s culture and values.



We provide our employees and external service providers with safe and healthy working conditions at our premises. We seek to protect them from potential health hazards and injuries. Risk assessments - such as a Process Risk Analysis or Workplace Health Risk Assessment - are conducted on a regular basis.

Our machines and equipment are designed to operate safely. Hazardous substances are limited and handled with care. Employees are provided with personal protective equipment for their daily work. Management is responsible for implementing and maintaining good health, safety and environmental practices by leading by example.



Employees are encouraged to propose specific improvement ideas and are expected to take early action if deviations occur. We prepare and practice for emergencies, and draw lessons learned from accidents and events. These are used to raise and improve our standards and are communicated to prevent recurrence.

We are convinced that responsible Health & Safety Management does not simply involve complying with local law and binding obligations. Consequently, all our efforts and actions are based on an extensive, integrated management system for the environment, health, safety and quality. Our approach combines globally uniform rules for the whole Mubea group with additional local operating procedures to address site specific needs and statutory requirements.

Compliance with relevant requirements is regularly checked by independent internal system audits. The group-wide audit program is monitored corporately. Moreover, many of our manufacturing sites are certified according to the recognized occupational health and safety standard ISO 45001 by an accredited third-party certification body.



As we commit ourselves to permanently improve our occupational health and safety performance, and drive to a zero-accident culture, we internally report and communicate status and activities regularly. Our Key Performance Indicators (KPI) for occupational safety is calculated as the average number of accidents per 100 employees per year.

In 2022, 401 accidents occurred within the Mubea Group. The desired goal below 2.5 accidents/100 employees after the Corona period with full resumption of business activities in 2022 was achieved.

Analysis of accident showed injuries were primarily caused by negligent behavior. Consequently, it is our aim to improve the awareness for safety at the workplaces for all employees.

We consider the existing reporting to be correctly defined and meaningful. The occurrence of accidents continues to vary greatly from region to region. The influences for a healthy and safe workplace environment must be observed more profoundly in the future. As a result, we expect fewer incidents and an increased desire of the workplace in the long run.

This knowledge serves as input for regular workplace risk assessments and provides feedback for the reevaluation of risks. Results of hazard assessments help us proactively implement suitable preventive measures to minimize risks for work related injuries. Furthermore, the information is being used for regular health and safety trainings. Generally, training needs to be identified and tracked locally to ensure compliance with specific local statutory and regulatory requirements.

Preventive healthcare also includes preventive medical check-ups when necessary. Medical data gained is subject to confidentiality and protected in accordance with applicable data protection regulation.

Our health and safety management system benefits from the knowledge and experience of our employees worldwide. Here, the employees are intensively involved under the company's ideas management. In addition to local initiatives, regular

global video conferences established with the aim to analyze data and share best practice.

In case employees feel not treated adequately, there is a system in use to avoid and solve unfair treatments. At the larger locations, local works councils as well as an official global contact are in place to help employees with any problems or complaints. We are proud to disclose that no complaints in this 'Ombuds'- Procedure were addressed during the past two years.



To improve all levels of communication, feedback and dialogues, an internal App (We@Mubea) was introduced. The App undergoes continuous improvements and additions – as the need arises.

Workers in the value chain

The supply chain occupies the fourth pillar of Mubea's sustainability framework.

The increasing sustainability requirements and expectations of our stakeholders are not only limited to our company itself, but they also mandate the transfer of these through our supply chain. This is why we defined standards for sustainable development of upstream suppliers as part of our due diligence. While downstream our supply chain, we want to create the highest transparency towards our stakeholders.

Corporate Social Responsibility does not end within one's own company. The concept of sustainability is to broaden one's mind beyond the limit of your own company to include your whole supply chain. While our customers are firm regarding the topics of sustainability, we have the responsibility to inform our suppliers and service providers.

Therefore, we expect our suppliers and service providers to uphold our own values regarding sustainability, which includes our requirements in the areas of ethics, working conditions, environment and their supply chain management.

In addition, we have integrated an assessment of the supplier's sustainability performance into the general approval process for new suppliers. Therefore, 100% of new suppliers in 2022 disclosed their social and environmental standards.

To monitor our supplier's compliance with our values in areas of business ethics, working conditions and environmental protection, we created a self-assessment questionnaire, which is completed by every new supplier and will be distributed to our

existing supply chain in the future, based on priority and scope of delivery.

Mubea performs independent supplier audits and collects self-assessments, which include compliance checks of our sustainability standards on site. Compared to previous years, the total number of supplier audits has increased significantly, reaching an accumulated number of 902 in total in 2022.



During screening activities in 2022, two suppliers were identified as having slight deficits regarding social sustainability topics in the supply chain. Mubea established and implemented improvement actions for those suppliers. In addition, 13 suppliers have been identified as having slight negative environmental impacts in the supply chain. Again, improvement actions were identified and implemented for those suppliers. While the improvement process for social and environmental

impacts is ongoing, it can end up in termination if the improvement execution fails.

During the 535 supplier audits in 2022, no suppliers were identified with incidents of forced or compulsory labor, child labor or violation of the right to freedom of association and collective bargaining.

Mubea is implementing a Risk Management Process (as required also for the Act on Corporate Due Diligence Obligations in Supply Chains) to identify the risk of incidents of forced or compulsory labor and child labor based on the suppliers' location. Nearly 2,148 suppliers with a potential risk have been identified based on their geographic location so far. As a next step, Mubea will adapt the audit schedule to the results of the risk assessments. In addition, Mubea aims to increase the number of audits in risky regions by further implementing local responsibilities.

As a global player with 50 locations in Europe, Asia, North & South America, Mubea is spending 96% of the procurement budget on local suppliers. Mubea's definition of "local" for procurement: The receiving Mubea plant is located in the same region as the supplier. Not only does this reduce emissions in our supply chain but allows us to support the local economy as much as possible. By shortening the supply chain, we simultaneously decrease our response time on varying demands while also lowering the risk for shortages of supplies to our customers.

Affected communities

As a company, we understand our social responsibility by providing long-term, sustainable assistance to people in need through no fault of their own. We support international development projects and promote the education and training of children and young people worldwide.

Originally initiated by our employee representatives, the first projects were launched in 2011 in cooperation with globally active aid organizations. This finally gave rise to the first Mubea Helps Foundation in 2016 in Germany that has supported and still supports global but also local aid projects.

In addition, local Mubea foundations have been established in the USA, India, China, Mexico and the Czech Republic. The "help for self-help" as well as the sustainability of our projects are the central concept of our foundation work.

Together with Mubea employees and the Mubea management, we want to offer people in developing countries but also where our locations are sited, perspectives for a secure future. All employee donations worldwide are doubled by the company, which encourages our employees' engagement.

Mubea Helps started in Haiti in 2011 with the project "Mango trees for the future". With donations totaling 450,937 euros, we have achieved a great deal in the country, which was devastated by natural disasters: 1,500 families were able to improve

their living and financial situation, thus enabling their children to receive a school education.

With the completion of the Haiti projects, the Mubea Helps Foundation supported the "Fruit Trees Create Perspectives" project in Malawi in 2019. Here, too, we have focused on "helping people to help themselves" and gave 4,500 people the chance of a better life.



Together with the Reiner Meutsch Foundation "Fly & Help," we built two Mubea schools with a total capacity for 400 students in Malawi in 2019. The schools were such a huge success that we are planning to expand one of the two schools from 200 to over 800 students. The Project began in summer 2022 and was successfully implemented end of that year. Currently another Mubea school in Brazil is in planning.

In addition to the major projects, the Mubea Helps Foundation has so far supported almost 260 smaller aid projects in our German locations as well as abroad.

Almost 340,000 € in donations were handed over to aid organizations by the Mubea Helps Foundation in 2022 for 46 national and international projects. Our goal is to establish foundations at Mubea sites worldwide and to support long-term and sustainable projects.

Consumers and end users

Our commitment extends across all Mubea products, with a dedicated focus on achieving the highest standards of quality and safety. Safety is our main priority. Consequently, Mubea has seamlessly integrated product safety and compliance within our concept of "product integrity" as part of the Mubea Integrated Management System. We have instituted a standardized process with clearly defined roles and responsibilities to establish a communication network for addressing matters related to product integrity. This network enables the swift sharing of early warnings and the valuable lessons we learn from our experiences.

At Mubea, we hold a strong conviction to satisfy the needs of our customer's and end-users, which is paramount to the long-term success of our company. Our strategy revolves around ensuring exceptional product quality and unwavering customer satisfaction. We place our trust in continuous innovation to cater to the ever-evolving demands and expectations of our valued customers.

Mubea has established robust procedures for involving consumers and end-users in assessing the impacts of our products and services. In addition to regular sustainability-focused customer dialogues aimed at gathering feedback and evaluating satisfaction, we are dedicated to creating transparent communication channels through which customers and end-users can express their concerns and suggestions.

As concerns about climate change and environmental degradation continue to grow, sustainability has emerged as a strategic imperative for organizations at large, and particularly for

stakeholders within the automotive sector. Consequently, a majority of our stakeholders have incorporated sustainability ratings into their criteria for awarding new projects. These assessments are typically conducted by independent third-party service providers.

The following sections present our ratings from three prominent sustainability evaluators: NQC, EcoVadis, and CDP. These platforms are widely recognized as the primary sustainability evaluators for companies in various industries, with a particular focus on automotive suppliers. By participating in their questionnaires and providing evidence on their respective platforms, Mubea engages with over two-thirds of its customers (based on our generated turnover), as well as many other stakeholders, including financial institutions and the broader community. This engagement helps Mubea enhance transparency regarding our strategies, initiatives, and progress in Corporate Social Responsibility.

In return, these platforms consolidate our responses into a single rating, which serves as a valuable benchmark for inter-company comparisons, a tool to demonstrate our progress, and an evaluation tool for our stakeholders to assess our sustainability performance.

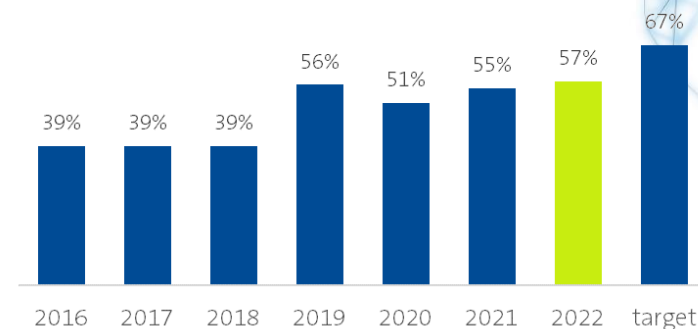
Mubea is a member of several associations, including VDA – Verband der Automobilindustrie, AIAG – Automotive Industry Action Group, VDFI – Verband der Deutschen Federindustrie, as well as various organizations and Chambers of Commerce and Industry.

NQC Ltd. is a service provider specializing in supply chain risk management solutions. They were selected by the Drive Sustainability initiative, the largest partnership among automotive manufacturers, to establish and uphold sustainability standards and evaluate the sustainability performance of their suppliers.

Mubea became a member of the NQC platform in 2014 and has consistently engaged with sustainability self-assessment questionnaires for our various sites, providing updates and responses to 57 different assessments. While a 75% rating might suffice for many of our customers, our unwavering commitment to excellence drives us to consistently pursue the highest standards across all areas of our operations. Our exceptionally strong rankings of 82% for our sites in 2021 underscore this dedication. Remarkably, we have maintained these high ratings since 2018, despite the escalating requirements in recent years, namely the SAQ4.0.

EcoVadis is a specialized service provider focused on evaluating the sustainability performance of companies on behalf of other businesses. They have established their own set of sustainability standards and methodology. EcoVadis assesses sustainability policies, key performance indicators (KPIs), and corrective actions in the event of non-compliance. Furthermore, they conduct ongoing online monitoring to capture any pertinent developments or incidents.

EcoVadis rating

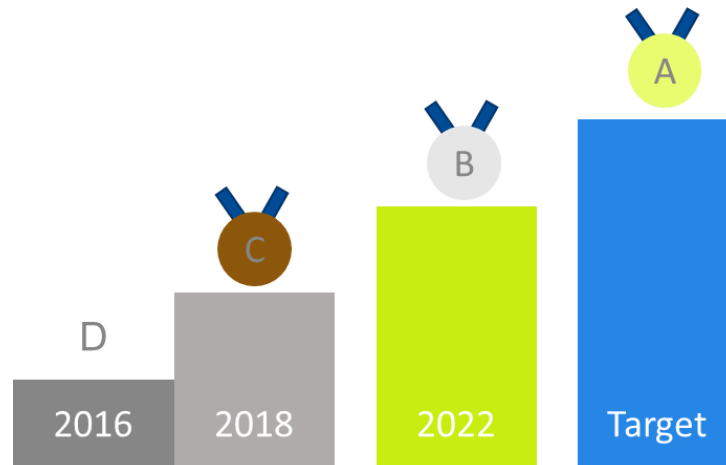


Thus, the evaluation by EcoVadis is considerably more complex. We tackled this challenge by forming an interdisciplinary work group in 2019, with the target to understand the requirements better and improve our sustainability procedures and disclosures. As a result, we managed to improve our stagnating ratings from 39 percent to above 50 percent since 2019. With this rating, EcoVadis has awarded Mubea the silver medal. Our ambition is to improve our evaluation to the next level, above 67 percent. This will rate Mubea as a top 5% company and qualify us for the gold medal.

CDP

CDP, originally the Carbon Disclosure Project, is a non-profit organization dedicated to engaging companies and governments in disclosing environmental data to increase transparency and create a data set for evaluating trends and developments. They focus on three environmental topics: disclosure of CO₂e emissions under Climate Change; disclosure of water volumes and quality under Water Security; and deforestation under Forest.

CDP rating



Since 2016, Mubea has participated in CDP in the categories of Climate Change and Water Security. Since then, we have improved our ratings from a “D for Disclosure” to a “C for Awareness.” In addition, our stakeholders who also participate in CDP rate our disclosure of information as an “A” - which is the highest grade in Supplier Engagement. Nevertheless, our goal is to reach the Management level (B-rating) to show our coordinated actions on climate and water issues.

Mubea adopts a proactive approach when it comes to taking actions concerning significant impacts on consumers and end-users. We implement strict quality control and safety measures to minimize risks and ensure the safety of our products. Our sustainability efforts also encompass the development of environmentally friendly products and the promotion of resource efficiency.

We regularly monitor and assess the effectiveness of these measures and approaches by tracking key performance indicators and evaluating customer feedback. Our objective is to continuously improve and ensure that we meet the needs of our consumers and end-users to the best of our ability while simultaneously minimizing negative impacts.

Governance

The following chapters contain how we govern our different management methods in our daily working routine. They include our corporate culture, worker promotion for best practices, compliance management, integrated management systems, and our approach to guarantee high IT-security and data protection.

At Mubea, our administrative, management and supervisory bodies play a pivotal role in overseeing and ensuring the highest standards of business conduct throughout our operations. They are responsible for setting and upholding ethical guidelines, promoting compliance with relevant laws and regulations, and fostering a culture of integrity and transparency. Our governance structure empowers these bodies to make decisions that align with our values, protect the interests of stakeholders, and promote sustainable business practices.

Our administrative, management and supervisory bodies consist of experienced professionals who possess a diverse range of expertise in business conduct matters. They bring a wealth of knowledge from various fields, including automotive industry practices, legal and regulatory compliance, corporate governance and ethics. Our bodies' collective expertise enables them to provide strategic guidance, assess risks effectively as well as address complex challenges. Continuous training and development initiatives ensure that they stay current on emerging trends and best practices, reinforcing our commitment to fostering a corporate environment characterized by responsible conduct and sustainable growth.

In order to identify and assess material impacts, risks and opportunities, we investigate how we engage with relevant stakeholders, including employees, investors, customers, regulators, suppliers and communities. Understanding their concerns, expectations, and how our decisions affect them, is essential to elect processes that can be considered to have a material impact on our business.

Integrity and compliance are basic principles of our business. For Mubea, integrity means we will do the right thing based on our guiding principle “The Mubea Way.” Compliance means we observe the applicable legal environment. Both, integrity and compliance are underpinned by our core values “ambitious, focused and open minded.”

In our main business area, we prioritize risks that have the potential to significantly impact decision making, stakeholder trust and long-term sustainability. Typical compliance-related risks in our sector include:

- Corruption
- Antitrust and competition law
- Economic crime
- Human rights

These risks can be further categorized as material topics based on the identification of market trends and emerging opportunities in the automotive sector. Factors such as technological advancements, sustainable business practices, and new customer preferences may influence governance practices, making them essential considerations for our risk assessment.

Other relevant areas are:

- Worldwide sanctions
- Money laundering rules
- Data and IP protection
- IT security.

For purposes of ensuring compliance with applicable laws, regulations, and internal policies, we have established a global Governance & Compliance Process (Compliance Management System “CMS”). This process makes a clear, defined commitment for both Mubea shareholders and managers, regarding their roles responsibilities.

The main pillar of the CMS is our Code of Conduct that includes guidelines and further employee trainings.

In order to enforce compliance in our supply chain we also expect our suppliers to adhere to our principles provided for in the document “Sustainable Development for Suppliers” which serves as a Supplier Code of Conduct. As part of our CMS, we also appointed ombudsmen to encourage our employees and business partners to speak up if they become aware of any non-compliance in our organization.

To monitor our suppliers’ compliance with our values in areas of business ethics, working conditions and environmental protection, we created a self-assessment questionnaire, which is completed by every new supplier. It is a requirement to our existing and future supply chain, based on priority and scope of delivery.

Compliance Management System (CMS)

Reviewed and adjusted in 2021, Mubea's Governance & Compliance process, consists of seven elements, each with clear responsibilities for the corporate bodies involved.



In 2022, the compliance efforts were focused on the preparation of the rules and procedures concerning the enactment of the German Due Diligence Supply Chain Act. As part of these efforts, the purchasing department, the quality department as well as HR have taken the necessary steps to initially evaluate human rights related and environmental related risks in both the supply chain and our own organization. Further, an elec-

tronic grievance system has been put in place in order to comply with the grievance mechanisms under the German Due Diligence Supply Chain Act.

In addition, that same year, the compliance organization initiated legal actions against an Asian competitor for infringement of intellectual property rights. It was involved in investigations of work accidents, and detected and sanctioned conflict of interest issues and minor employment related compliance matters. Code of Conduct trainings were held mainly in China and Japan with the aim to make both management and employees aware of potential compliance issues.

While the processes mentioned were established in response to the German Supply Chain Due Diligence Act, the Code of Conduct applies to all Mubea employees regardless of location or position within the company. As a result, our procedures for preventing, identifying, and addressing compliance breaches already encompass all Mubea locations, extending beyond our headquarters.

To ensure that our values and compliance with the Code of Conduct are understood and practiced by every employee, we require new employees to acknowledge the Code of Conduct. We ensure understanding through a comprehensive introduction to the Code of Conduct by the employees responsible for onboarding the new hire. By signing the training form, the employee confirms understanding the contents of the Code of Conduct and commits to adhering to them throughout their employment.

Driven By the Best

Mubea significantly contributes to the success of conventional and electrified vehicles with our core competency: The development and production of best-in-class lightweight solutions. Furthermore, we want to successfully establish our core Know-how in other mobility sectors, especially in the aviation industry. We are committed to creating exceptional value for all of our stakeholders with sophisticated expertise and extraordinary engagement.

“We strive to do things better at Mubea – in every respect! To succeed, we have to be ambitious, focused, and open minded.”



We stand for trustful and fair collaboration with our employees and offer long-term career opportunities. Our future success will be based upon the solid and proven values of our family-owned company. We will act in a long-term sustainable manner while building upon our “Driven By The Best” corporate culture! “The Mubea Way” is the guiding principle followed by all company employees around the world. It represents the way we see ourselves and everything that we experience daily at Mubea.

Light: For most of our products, we strive for weight reductions. We create innovative solutions for future vehicle generations. This is based on extensive expertise in optimizing springs and spring-related products as well as the application of high-strength materials and state-of-the-art production processes. We have contributed to reducing material input and fuel consumption thus conserving the natural resources of our environment!

Efficient: If you do not move forwards, you go backwards! For this reason, we aim for continuous improvements and implement these as lessons learned throughout our company. The ideas of every single employee are essential in securing the long-term success of our company. Mubea also has the target to remain a “lean” company, eliminating waste throughout the entire value added chain. This way we will be able to maintain our position among the best and most competitive international markets.

Global: Global markets require a global presence. For this reason, our customers can find Mubea production locations in all of the major markets of the automotive industry. Over the past

few years, we have established a worldwide production network, which we are gradually expanding. We make certain that our company-specific expertise paired with our knowledge of local culture is available at all these locations. On the one hand, we are a global player and, on the other hand, we are a family-owned business with its own identity, high-flexibility and long-term direction.

Ambitious: We set ourselves ambitious targets and advance our innovations to be successful. It is not always immediately apparent how a vision can become a reality. This requires not only courage and endurance, but above all, highly committed employees. We encourage and support our employees in their work – for the benefit of our customers with the objective to reach excellence.

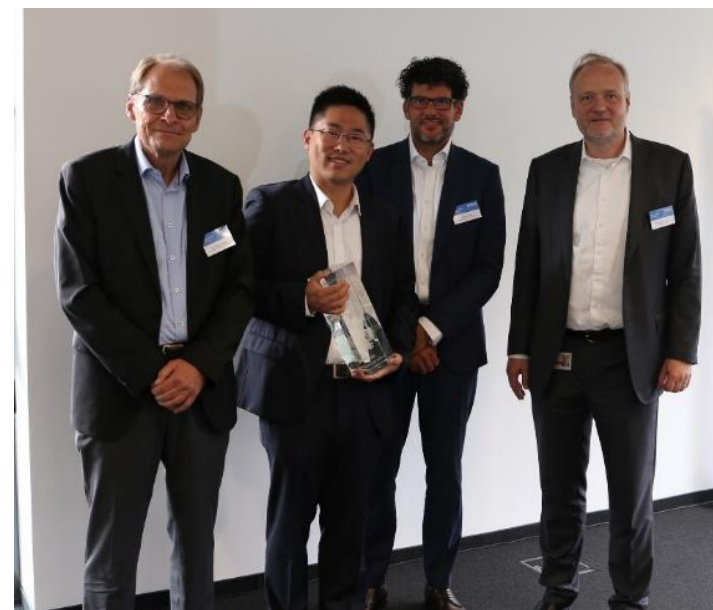
Focused: We set few but essential priorities. We concentrate on what we can do best. Outstanding achievement is based on patience, perseverance, commitment and detailed work! Our customers must have the safe feeling that their orders are safe.

Open minded: Progress requires cosmopolitanism! For this reason, we are always open to new ideas and developments. Differing views and constructive discussions always produce the best solutions – which is what our customers want. After all, these solutions help us maintain our position in international competition and ensure the long-term success of our company – which is what our employees and stakeholders want. Loyalty and sustained effort are the key to success for all concerned. Sharing of best practices is an essential part of the “Mubea Way”: an open-minded collaboration based on experience, facts and figures. The starting point is the identification of best practice procedures. It can be achieved by internal

benchmarking of our locations thru KPI reporting followed by a gap analysis. Another method is “Go to Gemba” – where our management and support staff break away from their day-to-day tasks to walk the plant floor to identify and solve possible issues. Go to Gemba:

1. Provides employees with extensive experience for developing and deciding improvement steps
2. Allows them to share essential improvements, which are then transferred into the new standard

The Mubea Best Practice process describes structured ways to identify, share, and standardize best practices. Since 2014, the “Best Practice Award” has been an integral part of the Mubea Group.



Projects already realized can be submitted worldwide in the categories “Occupational safety/Ergonomics, Quality, and Efficiency”. A committee consisting of members from various business units evaluates all new nominated projects annually and selects the best practices of their categories. In addition, all nominated projects are listed in the worldwide-published “Mubea Good Practice Handbook”.

Compliance

Mubea Code of Conduct

Our Code of Conduct establishes the values, business practices, and the standards we uphold. Based on the principles of the “UN Global Compact,” the International Labor Organization (ILO) Conventions and the United Nations Universal Declaration of Human Rights, amongst others, our Code of Conduct covers compliance with laws and legislation, adherence to fair and free competition and zero-tolerance with regard to corruption. Anti-discrimination principles, the freedom of association and social standards are considered as well as prohibition of harassment and disclosure of conflicts of interest. Furthermore, we focus on the protection of the environment, resources and safety in the workplace and on protection of data and confidentiality. The Code of Conduct is supplemented by a Gifts Guideline, which sets out in more detail expectations of our employees in terms of acceptance and granting of gifts.

Our Code of Conduct applies to all employees worldwide. Training of the Code is conducted as part of the onboarding process when new employees join Mubea. With the aim to improve

awareness of our rules laid down in the Code of Conduct, review trainings are conducted on the Code of Conduct where deemed appropriate. In 2022, we also held an anti-trust and competition law training for employees with specific exposure.

In order to ensure compliance in the supply chain we contractually agree with suppliers on basic principles suppliers must adhere to with regard to compliance matters when doing business with us. The document “Sustainable Development for Suppliers” covers topics of our Code of Conduct and includes additional requirements regarding protection of the environment and product safety. Observance of these rules by suppliers is ensured by regular supplier audits performed by our purchasing department.

Whistleblowing

Our employees and third parties, such as suppliers, have the ability to report any breaches of the law or internal rules and regulations they become aware of to internal and external ombudsmen in their respective regions. In addition, we encourage our employees to directly approach their supervisors or the compliance department to report any incidents.

Mubea Integrated Management System

Mubea strives to be efficient in all fields of our daily work. Soon we realized, that in case of our multiple management systems there is a great potential for synergies in combining our Quality, Health & Safety, Environment and Energy management system into one single integrated management system – the

“MIMS”, Mubea integrated management system. Our management system is documented in a web-based wiki system, for an easy accessibility and transfer of knowledge. Where Mubea is concerned, there are numerous awards and certificates to underscore the high demands we place on our employees, operations, product quality, service, and suppliers.



Certification of our corporate management system ensures by accredited certification bodies in accordance with IATF 16949 and ISO 9001, DIN EN ISO 14001, DIN EN ISO 50001, DIN ISO 45001, and DIN EN ISO 27001.

Based on our general rollout procedure, all of the Mubea sites have a certified environmental management system acc. to ISO 14001. We also started our global rollout initiative of a certified

health & safety management system acc. ISO 45001, to increase our coverage from 40% to 100% in the next 2 years. With this initiative, we aim to increase our health & safety performance in all sites. Certified energy sites (ISO 50001) were limited to Germany, but we now expanded it to China increasing our share to one third. Rollout for other sites is planned for the near future.

IT-Security and Data Protection

The protection of personal data is a top priority at Mubea. IT security is therefore a central task in the company, which we fulfil far beyond the minimum legal requirements. As an employer, customer, supplier and business partner, Mubea processes different personal data and data files of numerous stakeholders. As part of our business activities, we ensure the highest possible level of data security for all stakeholders and comply with all applicable legal requirements.

In addition to the European General Data Protection Regulation (GDPR) and the German Federal Data Protection Act (BDSG), Mubea also complies with specific local and national laws and is continuously certified according to other far-reaching regulations such as ISO27001 or VDA ISA/TISAX. We are committed to the basic principles of lawfulness, purpose limitation, data minimization, accuracy and integrity of data processing as well as the legal framework and continuously develop the use of modern security architectures according to the principles of Privacy by Design, Privacy by Default and Zero-Trust. We see this as part of our social responsibility towards employees, customers, suppliers and other stakeholders.

Mubea has a sophisticated and formalized data security policy that defines responsibilities, procedures and organizational coordination as well as the underlying rule processes for handling personal data in day-to-day business. To this end, the company VIA Consult has been appointed as an external data protection officer to report to the supervisory authorities. In addition, the company provides data protection coordinators for various locations. The data security concept contains detailed procedural instructions on central data processing activities in the company. This also includes the handling of data subjects' rights. We maintain a central data processing directory in accordance with Article 30 DSGVO. Here you can get an overview of all relevant activities in connection with the processing of personal data. The directory shows the legal basis, the data categories and the deletion periods.

To protect personal data, we use various technical and organizational measures to minimize the risk of incidents and irregularities.

We sensitize and train our employees in the handling of personal data. For this purpose, we have developed a qualification concept with a medium-term training plan. The employees receive role-specific training. In addition to the basic principles of data security, they are also taught the appropriate physical, technical and professional application-related tools, procedures and methods for the highest possible protection of personal data.

Much of the data security training takes place online, using state-of-the-art e-learning concepts to avoid greenhouse gas emissions caused by staff travel. As part of our onboarding process, we explain these points in terms of raising awareness and

have every employee agree in a binding procedure to keep exclusive information only for themselves or within the company. The handling of personal data in the company is controlled and evaluated by a documented monitoring process according to strict specifications, which also includes targeted planning of internal and external audits. As part of these external audits, the external data protection officer monitors individual sites and reviews all required activities where critical data and data components are stored or processed. The results of these audits, including positive and negative deviations as well as any action plans, are documented in an audit report and communicated to the managing directors.

Annex

Legal Entities

The following Mubea legal entities are included in the consolidated financial statements 2022: Muhr und Bender KG, Attendorn

Muhr und Bender KG

Muhr und Bender KG, Attendorn/Deutschland	Mubea Automotive Components India Pvt. Ltd., Pune/Indien
Mubea International GmbH, Attendorn/Deutschland	Mubea Otomotiv Parc.San.Ve. Tic. Ltd., Manisa/Türkei
Mubea Fahrwerksfedern GmbH, Attendorn/Deutschland	Mubea Stabilizer Bar Systems s.r.o., Prostejov/Tschechische Republik
Mubea Tellerfedern GmbH, Attendorn/Deutschland	Mubea Precision Steel Tubes s.r.o., Prostejov/Tschechische Republik
Mubea Motorkomponenten GmbH, Attendorn/Deutschland	WEBA Werkzeugbau Betriebs GmbH, Steyr/Österreich
Mubea Tailor Rolled Blanks GmbH, Attendorn/Deutschland	WEBA Olomouc s.r.o., Olomouc/Tschechische Republik
Mubea Aftermarket Services GmbH, Attendorn/Deutschland	WEBA Tools Taicang Co. Ltd., Taicang/China*
Mubea Halbzeuge GmbH, Attendorn/Deutschland	Mubea Präzisionsstahlrohr AG, Arbon/Schweiz
Muhr und Bender Verwaltungs-GmbH, Attendorn/Deutschland	OBR Steel Tubes AG, Oberriet/Schweiz
Mubea Inc., Florence/Kty./USA	Mubea Tailor Rolled Blanks LLC., Florence/Kty./USA
Mubea Engineering AG, Heiden/Schweiz	Mubea Automotive Components (Shenyang) Co. Ltd., Shenyang/China
Mubea Leasing AG, Heiden/Schweiz	Mubea Automotive Components (Yangzhou) Co. Ltd., Yangzhou/China
Mubea Carbo Tech Holding GmbH, Salzburg/Österreich	Mubea Automotive Poland Sp. Z.o.o., Zimna Wodka/Polen
Mubea Carbo Tech GmbH, Salzburg/Österreich	Mubea Performance Wheels GmbH, Salzburg/Österreich
Mubea spol s.r.o., Zbrak/Tschechische Republik	Industria Auxiliar Alavesa S.A. ("Inauxa S.A."), Amurrio/Spanien
Mubea Fabbrica Molle S.A., Bedano/Schweiz	Engineering Developments for Automotive Industry S.L. („EDAI S.L.“), Amorebieta-Echano/Spanien
Mubea do Brazil Ltda., Taubaté/Brasilien	Inauxa de Mexico S.A. de C.V., Celaya/Mexiko
Mubea-HZP s.r.o., Prostejov/Tschechische Republik	Inautek Automotive Components Co. Ltd., Kunshan/China

Mubea France S.A.S.U., Issy les Moulineaux/Frankreich	Mubea Performance Wheels GmbH, Attendorn/Deutschland
Mubea Italia Srl, Como/Italien	Mubea Automotive Slovakia s.r.o., Kezmarok/Slowakische Republik
Mubea Iberia S.A., Agreda/Spanien	Flamm GmbH, Attendorn/Deutschland
Mubea de Mexico S. de R.L. de C.V., Ramos Arizpe/Mexico	Mubea Aviation GmbH, Schwerin/Deutschland
Mubea Precision Springs Inc., Florence/Kty./USA	Mubea Rollbonding Products ek. Mon. San. Ve Tic. A.Ş., Çerkezköy /Türkei
Mubea North-America Shared Services Inc., Florence/Kty./USA	Mubea Aviation Havacılık Sanayi ve Ticaret A.Ş., Ergene/Türkei
Mubea IT Spring Wire s.r.o., Prostějov/Tschechische Republik	Jansen GmbH, Dingelstädt/Deutschland
Mubea Automotive Components (Taicang) Co. Ltd., Taicang/China	Mubea Tailored Products s.r.o., Kezmarok/Slowakische Republik
Mubea Korea Co. Ltd., Seoul/Korea	Mubea Beteiligungs-GmbH, Attendorn/Deutschland
Mubea Japan Co. Ltd., Yokohama/Japan	Mubea Windpark 1 Schlüchtern GmbH & Co. KG, Attendorn/Deutschland
Mubea Suspension Components Japan Co. Ltd., Gyoda City/Japan	Mubea Windpark 2 Haunetal GmbH & Co. KG, Attendorn/Deutschland
Mubea Transmission Components s.r.o., Zbrak/Tschechische Republik	Mubea Seating Components s.r.o., Cerhovice/Tschechische Republik

*in liquidation

About this report

The Mubea Group's sustainability report has been issued 2014, 2017, 2019 and 2021. Since the last iteration, it is intended to be published every year. The present report describes the progress made in terms of sustainable business practices in the 2022 fiscal year.

The Mubea Group has reported the information cited in this GRI content index for the period from January 1, 2022, to December 31, 2022 with reference to the GRI Standards. This report has been prepared with the motivation to meet the standards of ESRS in the future. We have not sought external assurance for the content.

Unless indicated otherwise, all disclosures in this report relate to the entire consolidated group.

The main organizational changes since the last report is the acquisition of the above listed Mubea Tailored Products s.r.o., Kezmarok/Slovak Republic, the Mubea Beteiligungs-GmbH, Attendorn/Germany and the Mubea Windpark 1 Schlüchtern GmbH & Co. KG, in Attendorn/Germany as well as the Mubea Windpark 2 Haunetal GmbH & Co. KG, Attendorn/Germany. Last years introduced Flamm GmbH in Attendorn/Germany was renamed to Mubea Aviation Holding GmbH. No longer scope of the consolidated statement are Mubea UK Ltd., Northampton/Great Britian and WEBA Tools Taicang Co. Ltd., Taicang/China.

All forward-looking statements in this report are based on assumptions that were valid when this report was authorized for issue. Actual results, developments, and the company's performance may diverge from our forecasts, estimates, and announcements as a result of unknown risks, uncertainties, and other factors.

The sustainability report 2022 is available online in PDF format in English on our company homepage at mubea.com. The next sustainability report is scheduled for publication in 2024.

Contact point for questions regarding this report:

Muhr und Bender KG
Corporate Quality Management
P.O. Box 360
D-57427 Attendorn
Email: sustainability@mubea.com

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