

iSi Automotive Sustainability Report

Financial Year **2020**

Preface

Dear readers,

Over the past year, the global COVID-19 pandemic has reminded people all over the world of the delicate balance that exists between humans and nature, and has highlighted the close connection between matters of the environment, health and mobility. The field of mobility (including automotive, traffic and transport industries) plays a central role on the road to a „green“, sustainable future. The challenge that is presented to us seems frighteningly complex: How can we create wealth and social stability in a way that is ecologically and socially sustainable?


As a globally active, family-run business in the automotive supplier industry for many generations, we have been holding ourselves to sustainable business practices for many years. We have often implemented processes and new ways of thinking long before they became industry standards, with product innovations like our Cool Inflator® (which provides exclusively cold and clean gas), but also with our earnest commitment to socially responsible business operations in all our locations. We are looking forward to keeping our strong stride as an industry leader as we continue on this promising path for the years to come. For the first time in

our company's history, the sustainability report 2020 offers valuable insight into the elevated standards we hold our business to, as well as the ambitious goals we have set for the future. It presents the progress we have already made while outlining achievements still to come. At iSi, we know that our economic and ecological success is a result of our employees' commitment in all iSi Automotive Group locations around the globe, and our sincere thanks go out to all of them. Together we can keep proudly advancing towards a common goal: leading iSi Automotive Group into the future as a company that is known as a leader in the fields of economic, ecological and socio-economic sustainability. We hope you enjoy the read.

The iSi Automotive senior management team



Dipl. Ing. Hendrik Hasch
Chief Executive Officer (CEO)



Dipl. Betriebsw. Claudia Beermann
Chief Financial Officer (CFO)

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Strategy & Vision

About this Report

This first Sustainable Value Report (SVR) is presented by iSi Automotive Group with the aim of sharing insight into the company's business operations, progress and sustainability goals with our stakeholders, partners, customers and employees. We want to present our current vision of the future along with the accomplishments that have been made so far towards the achievement of this vision - and we warmly invite all our partners to play an active part in making our ambitious future goals a reality.

For confidentiality reasons, key performance metrics are not presented in detail for each location.

The 17 goals for sustainable development (Sustainable Development Goals - SDGs) are outlined in the UN's „2030 Agenda for Sustainable Development“ and took effect in 2016 with a projected run time of 15 years.



You can find more information about Sustainable Development Goals here:

<https://www.un.org/sustainabledevelopment/sustainable-development-goals/>

We at iSi Automotive Group naturally want to help in the achievement of the SDGs and leave our mark in the fight against rapidly progressing climate change. With integrity being one of our core values, we have decided to focus our efforts on the 9 SDGs that offer the greatest opportunity for our business to create sustainable global change:

Strategy & Vision

Quality Education:



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

Gender Equality



Achieve gender equality and empower all women and girls

Affordable and Clean Energy:



Ensure access to affordable, reliable, sustainable and modern energy for all

Decent Work and Economic Growth:



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Reduced Inequalities:



Reduce inequality within and among countries

Responsible Consumption and Production:



Ensure sustainable consumption and production patterns

Climate Action:



Take urgent action to combat climate change and its impacts

Life on Land:



Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

Peace, Justice, and Strong Institutions:



Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

The SDGs highlighted on this page are the focus points of iSi Automotive Group's sustainability debut. We aim to implement and measure the actions that contribute to reaching these goals right off the bat, starting in year 1. One of the main goals of our company's sustainability strategy being the completion of our SDGs within the prospected time frame, we want to contribute in a meaningful way to the reduction of CO2 emissions over the next years. In order to reach our targets, we put a strong focus on having all our iSi Automotive locations on board with our overall strategy, as we know that the iSi value model can only be successful as a team effort.

Strategy & Vision

Sustainability goals

Safety, quality and sustainability are true pillars of our business strategy. As a tier 1 supplier in the automotive industry, we are always aware of our responsibility to help decrease CO2 emissions in order to protect the environment. One of our main goals is to continuously improve our locations' climate footprints while simultaneously becoming an even more attractive and reliable partner for our customers. This report outlines the details of the standards that are implemented to achieve this goal, and the tangible measures that are taken in our various locations.

Everything the iSi Group does is centered around our core values of independence, sustainability and integrity. We see independent thoughts and actions as the main driving force for entrepreneurship in all its forms, and we understand sustainability as the only possible path to ensure long-term success for people, and for society in general. For us, integrity means not only living these core values but allowing them to influence all our decisions. Our iSi Value Model is also a set of directives for our minimum requirements with regards to business ethics, work conditions, human rights compliance and environmental protection for all our sites. Every one of our employees is expected to uphold these same standards in their work, regardless of their role.

Medium-term and long-term goals are fixed based on our value model, in order to guarantee the protection of our natural and socio-economic environment, including suppliers and sub-contractors along our entire supply chain. These goals are reflective of the 17 Sustainable Development Goals (SDGs) established in the UN's „2030 Agenda“ in 2016.

As a first step, a global sustainability strategy will be established for the iSi Automotive Group in 2021. By 2022, this will see the creation of medium-term and longterm goals which we aim to implement by 2030. Global goals will be established for iSi Automotive Holding before being translated to each of our locations. Based on our business plan as well as opportunities, risks and the requirements of our local stakeholders, each site will develop action items and precise measures, the progress of which will be assessed every year.

Our medium-term goals until 2022 include the expansion of environment-centered roles in all our locations as well as the creation of the necessary structures for implementation of our goals, including measures for accountability and control.

Amongst other things, this includes the following measures:

- Expansion of the ISO 14001 certifications in our sites in Hungary, China and Mexico.
- Re-evaluation of supplier assessments and contract awarding processes with a focus on sustainability
- Detailed calculation of environmental impact
- Extension of our engagement around and support of environmental projects
- Continued job security and creation of new employment opportunities

In parallel, we are aiming to complete measures to reduce environmental impact and enhance work conditions, like for example at iSi Automotive Austria GmbH where we are switching over our open office spaces to heat recovery ventilation systems. Another project underway is the equipment of our new production halls with heat recovery ventilation capacity and Free-Cooling-systems. iSi Automotive Austria GmbH is also currently exploring the addition of photo-voltaic systems for certain production areas.

We are aware of the time and resources required for the implementation of sustainable change. Yet we are confident we are setting the bar high, and are committed to future investments and a fully transparent communication strategy around these measures.

Strategy & Vision

Corporate responsibility

iSi Automotive Group wants to achieve innovation and success through sustainable actions. For this reason, we set the highest standards for our business conduct and our way of treating each other, and we ensure that our values are translated throughout the ecological and social track record of our entire supply chain.

We truly believe that the high degree of complexity in the automotive supply chain makes it extremely important for all stakeholders to benefit from a combined approach and a shared message in order to inspire lasting positive change.

As a result, we want our value model to be a guideline for the high demands we make in our day-to-day operations in all iSi Automotive locations and towards our suppliers and sub-contractors. Our values around ethics, working conditions, human rights compliance and a sustainable way of treating the environment are non-negotiable.

Every one of our employees here at iSi Automotive Group is expected to uphold our standards and to integrate them into their roles. Our leadership team is serious about enforcing our values and controlling compliance along our entire supply chain.



Publication Coverage and Frequency

Publication Coverage and Frequency

After the initial publication of our sustainability report in 2021, we are aiming to publish progress updates with regards to our sustainability concept and goals every two years.

Data and standards

Our environmental indicators refer to the ISO 14001 environmental management system, which was successfully implemented in all locations for iSi Automotive Holding GmbH and iSi Automotive Austria GmbH in 2020.

This report covers data from our financial year 2020 as a baseline for future sustainability reporting.

Each of the chapters of the present report mentions specific Sustainable Development Goals (SDGs) established for our company, and highlights the actions that have been implemented to date in order to achieve individual goals. Future measures will equally be informed by the SDGs and best practices in the field of sustainability.

Our sustainability report was created following a selection of Global Reporting Initiative (GRI) standards. For a detailed list of these standards and their corresponding chapters, please see the GRI appendix.

External third party review

As iSi Automotive Group's initial report, the present sustainability report has not yet been reviewed by an independent third party. A review is planned for future reports, as we welcome external reviews as a way of putting our sustainability strategy to the test, and as an opportunity for continued improvement.

Company Profile

iSi Group

Founded in the early 19th century, the iSi Group initially started out as Carl Pochtler AG before the establishment of the iSi metal goods factory in 1961 (iSi GmbH today). Thanks to a successful global market niche policy, what started as a small metal goods factory is now one of Austria's most innovative business groups. Today, the iSi Group is an undisputed global leader in the production of disposable gas storage for use in various areas of application. iSi's capacity for development of client specific and industry based designs and the required process technology to bring them to life plays a major role in the company's successful production technology and marketing of these highly specialized products.

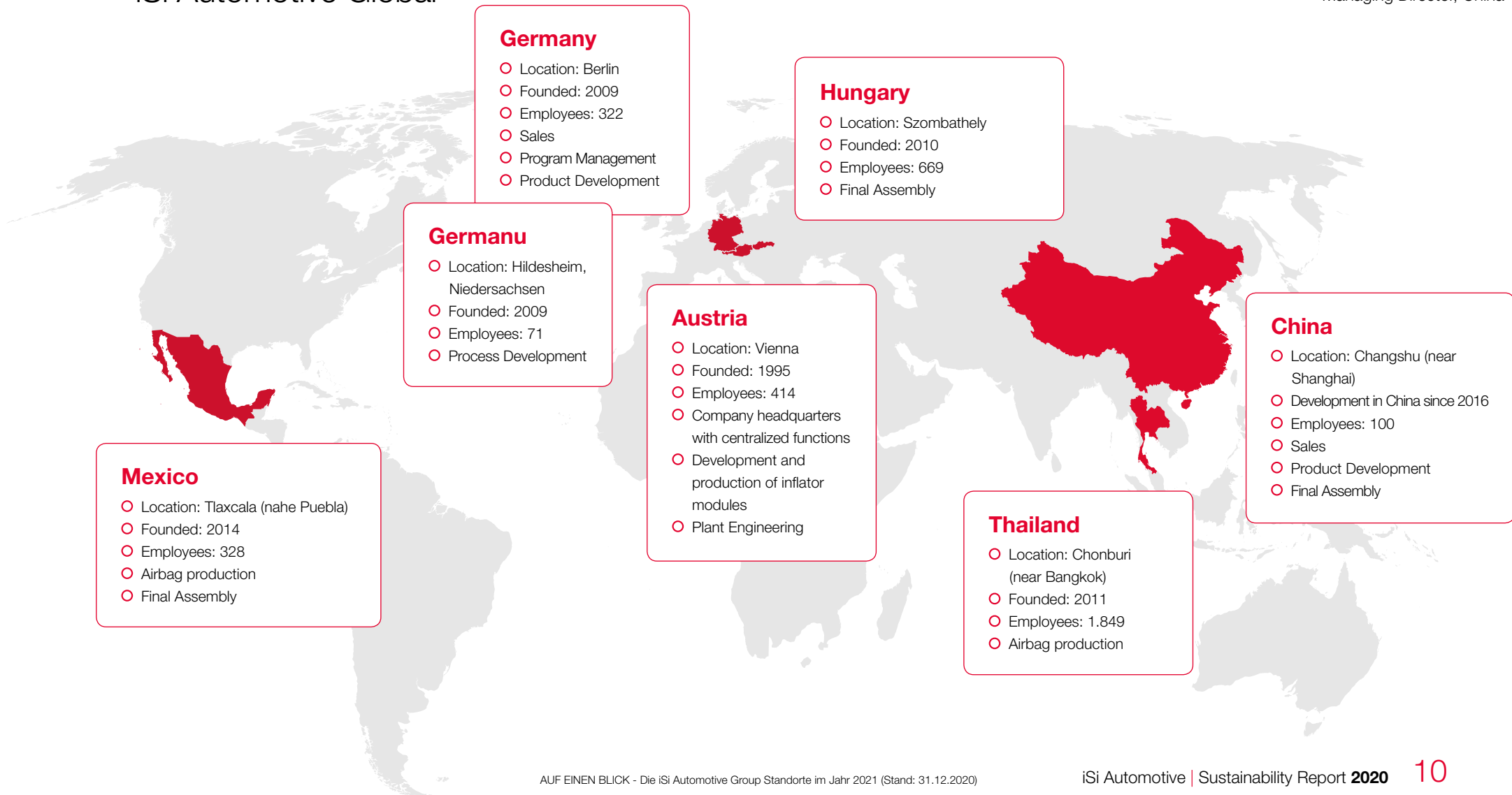


Company Profile

iSi Automotive Global

“Regular opportunities for exchange between employees in different locations result in increased engagement and the feeling that we are all part of the iSi Group.”

– Managing Director, China



Company Profile

Key numbers 2020 and environmental indicators

iSi Automotive Group	Unit	2020
Business Activity		
Modules produced	piece	7,238,633
Production and Value Added - iSi Automotive Austria		
Energy consumption per manufactured inflator part in Austria (finished product)	KWh/inflator	1.05
CO ² - emissions per inflator	kg/inflator	0.048
Waste per inflator	kg/inflator	0.11
Recyclable scrap metal	t	457
Percentage of recyclable scrap metal	%	56.77%
Natural gas	MWh	208
District heating	M³	839



Company Profile

iSi Automotive Holding
(iAH) – Austria



iSi Automotive Austria
(iAA) – Austria



Company Profile

iSi Automotive Berlin
(iAB) – Germany



iSi Automotive Hildesheim
(iAHi) – Germany



Company Profile

iSi Automotive
(iAU) - Hungary



iSi Automotive
(iAM) - Mexico



Company Profile

iSi Automotive
(iAT) - Thailand



iSi Automotive Changshu
(iAC) - China



Company Profile

iSi Automotive products and services

Our customers in the field of automotive safety have high demands for the safety parts we develop, produce and deliver. It is our great pride to continuously focus on, meet and surpass their expectations.

All our single documented products are produced using innovative process technology with state-of-the-art automation and traceability. Our development labs have access to cutting-edge technology and equipment.



Airbags

Our airbag systems stand out because of their modular assembly. In particular, the head, side and knee airbags make use of Cool Inflator® technology to allow flexibility, standardization of components, and reduced package and weight requirements to be met.

Side Airbags

Side airbags excel in their fast and reproducible positioning. The different variations such as thorax, head/thorax and thorax/pelvis airbags can be custom tailored for different load conditions as well as different vehicle configurations. Cold gas technology allows the use of light materials with minimal space requirements.

Head Airbag

The protection of the head against direct hard contact with interior components as well as obstacles such as other vehicles or trees in the event of a side impact can be achieved through different head airbag installations, for example, door-integrated head airbags for convertibles and roof-integrated airbags for conventional vehicles. Here we differentiate between sealed and unsealed head airbags. Our sealed head airbags (impermeable seam) are typically employed for protection systems including rollover protection where a holding time of at least 6 seconds is achieved according to FMVSS226 – the new regulation introduced in 2011 relating to ejection mitigation

Passenger Airbag

Passenger airbags are used to protect the passenger in the event of a frontal collision. They fulfill the legislative requirements in Europe, Asia and North America with one and two-stage gas generators as well as adaptive solutions, which, for example, can set the firmness of the airbag to account for different crash severities or occupant weights, and thereby optimize the restraint effect.

Knee Airbags

Our knee airbag concepts use Cool Inflator® technology as with the head and side airbags, since this allows the lightest airbag and an optimized package while ensuring the best restraint performance. Special folding technology allows fast and optimal positioning independent of installation location.

Company Profile



Cool Inflator® CLASSIC

Radial plug-in contact and radial gasflow



Cool Inflator® CLASSIC+

Radial plug-in contact and axial gasflow; Additional customer-specific interface



Cool Inflator® FUSION

Radial plug-in contact and radial gas-flow; Extended casing for clamped air bag mounting



Cool Inflator® EVO

Axial plug-in contact and radial gasflow



Cool Inflator® EVO+

Additional customer-specific interface

Pedestrian Safety

Pedestrian air bags can be implemented in order to comply with European regulations for pedestrian protection. Based on the modular tool kit, iSi has developed a safety system that complies with these regulations as well as the EURP NCAP requirements.

Cool Inflator®

The Cool Inflator® sets new standards for inflators with regards to efficiency, speed, repeatability and cleanliness. Inert gas stored under high pressure is released during operation. This does not generate any heat, which offers advantageous possibilities especially for the design of gas distribution ducts and fabrics in the module.

The Cool Inflator® consists of a gas storage module and an activator module. The gas storage module varies in diameter and length depending on gas needs, and regulates mass flow requirements. The activator allows for cold gas distribution during operation, while also being the customer-specific system interface. This combination offers almost unlimited possibilities for gas expulsion and airbag connection configurations.

System Design

Drawing from years of experience, our product development services include the design of complete occupant protection systems (front, side, rear and rollover). This service also includes interior cladding components, coordination of relevant parts with regards to specific design and protection requirements, coordination of various suppliers and customer communication.

Governance

Leadership

Our senior management team in charge of sustainability includes managing directors and leading professionals from each of the iSi Group's subsidiaries (iSi Automotive, iSi Culinary and iSi Components), lead by Pochtler Industrieholding GmbH.

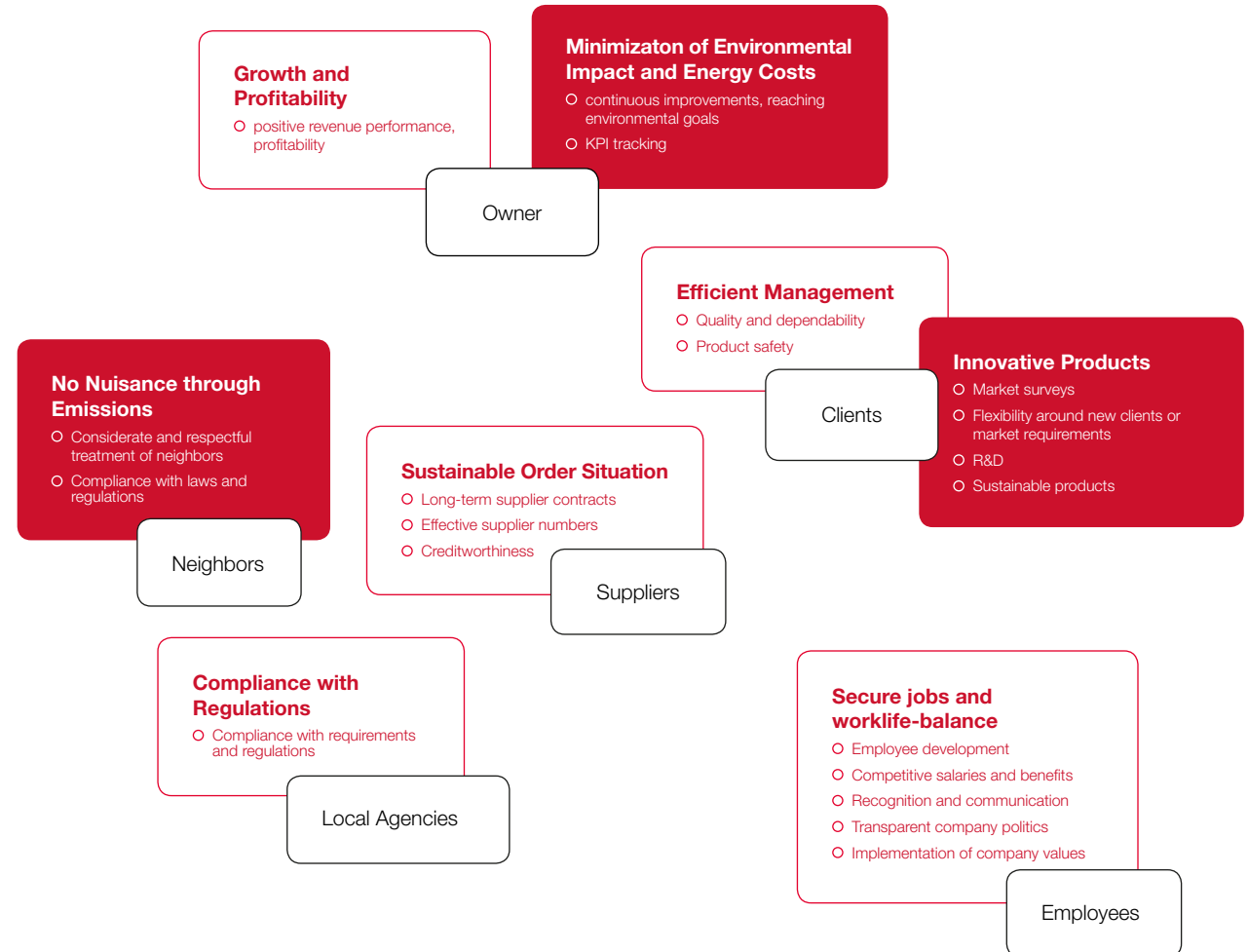
Our team's know-how covers fields like human resources, production, environmental control, marketing and quality control, which allows for a broad overview and a combination of skills which are applied to guarantee and implement strategic alignment throughout the Group.



Governance

Stakeholders

In addition to meeting our clients' requirements and needs, our company and sustainability strategies also take into account the interests and concerns of additional stakeholders including our employees, suppliers and owners. but also our sites' neighbors and the general public. iSi Automotive Group is committed to meeting a large number of different expectations and catering to the goals of our various stakeholders.



Governance

Management Systems and Certifications

It has long been our focus to continuously improve our business processes. Our integrated management system (IMS) tracks all certifications that are completed, ongoing or available for each of our sites, and allows for continuous coordination (both global and site specific) order to implement and track these improvements.

In an effort to go above and beyond our customers' expectations, we continuously assess and document all client satisfaction processes: our compliance with norm requirements as per IATF 16949, ISO 9001 and ISO 14001 guarantee the delivery of high-quality products to our customers. All our products are single documented, allowing for detailed traceability at all times.

After the successful certification of iSi Automotive Holding GmbH and iSi Automotive Austria GmbH in 2021, our focus is now on additional ISO 14001 certifications for other locations, namely our sites in Hungary, Mexico and China.

iSi Automotive Holding GmbH
ISO 9001 und ISO 14001

iSi Automotive Austria GmbH
9001, IATF 16949 und ISO 14001

iSi Automotive Berlin GmbH
ISO 9001

iSi Automotive Hildesheim GmbH
ISO 9001

iSi Automotive Hungary Kft.
ISO 9001 und IATF 16949

iSi Automotive (Thailand) Ltd.
ISO 9001 und IATF 16949

iSi Automotive (Changshu) Co., Ltd.
ISO 9001 und IATF 16949

iSi Automotive de México SA de CV
ISO 9001 und IATF 16949



<https://www.isi.com/automotive/footer/zertifikate/>

Economic Performance

Economic Performance

Despite the global economic crisis triggered by the COVID-19 pandemic and the resulting external and internal challenges, we were able to achieve solid sales results in 2020.

A broad product portfolio combined with our internal development sites made it possible to keep production at regular levels during the unprecedented situation of the COVID-19 crisis. Throughout this year, the health and safety of our employees was our top priority.



SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Throughout the economical challenges of 2020, iSi Automotive Group managed to retain crisis-proof employment situations for workers. We are delighted to remain on this path of positive company development together with our employees and partners.



Economic Performance

Cash Flow & Market Share

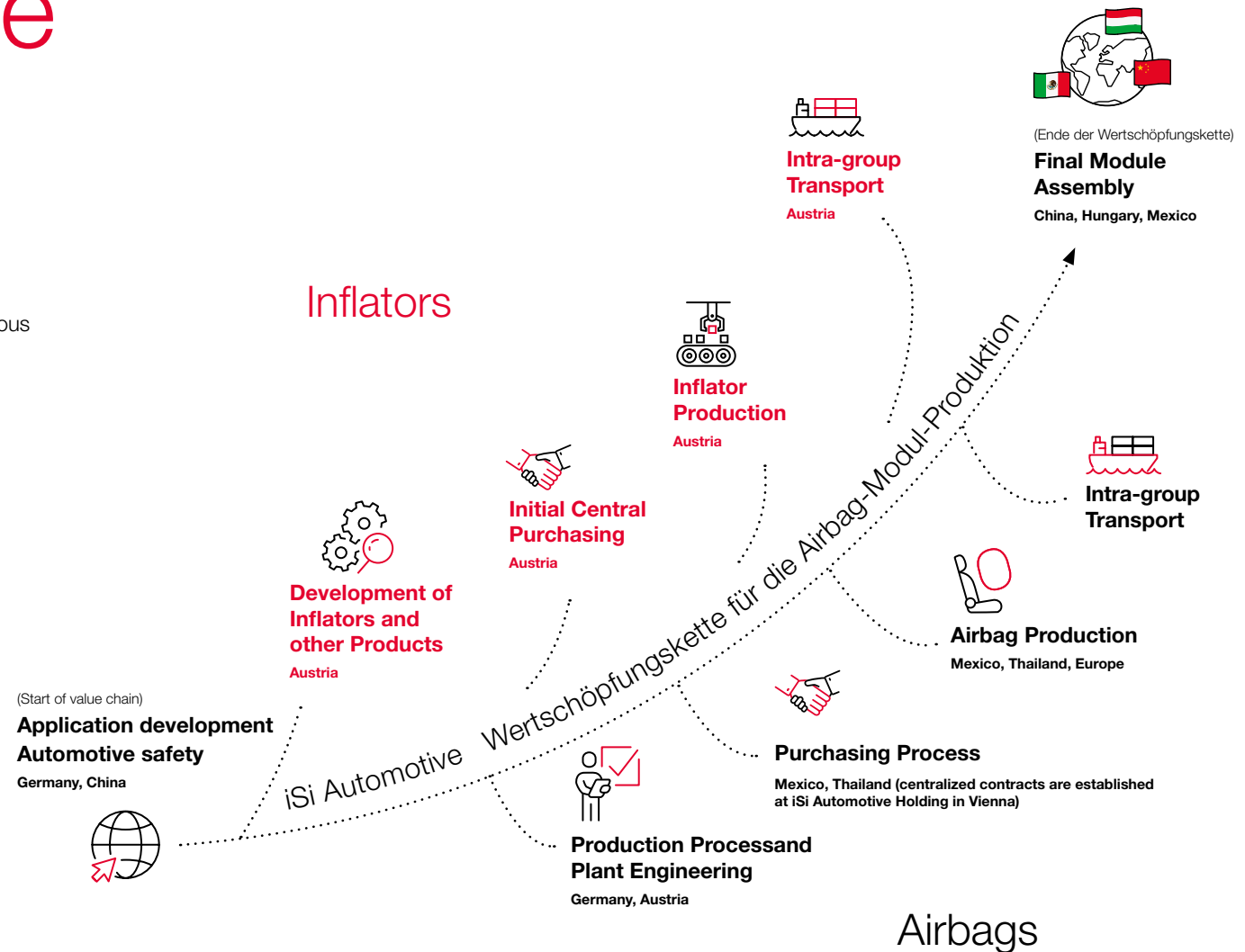
Total vertical integration, from engineering/development to final assembly. iSi Automotive's airbags are present in various locations inside a vehicle:

iSi Head Airbags: Side protection airbags which are usually roofintegrated and protect the occupants' head like a curtain.

iSi Side Airbags: Mostly seat-integrated, these airbags open within fractions of a second after an impact and protect passengers in case of a side collision.

Some of our other innovative products are: iSi **knee airbags**, **thorax** and **pelvis airbags** and **pre-crash airbags**.

Inert Gas Generator (IGG): inflators using argon as an extinguishing agent to mitigate the release of toxic substances in case of fire in the AC unit.



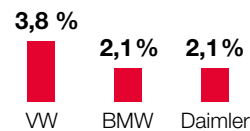
Economic Performance

A value chain spanning six countries.

Our locations cater to the regions which offer the highest sales opportunities to iSi Automotive's clients: Europe, China and North and South America.

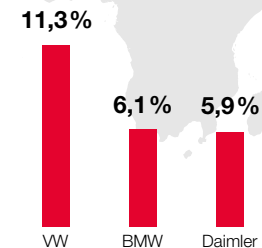
iSi Automotive delivers to globally active premium suppliers. Our most important clients include the Volkswagen Group with brands Audi, Lamborghini, Bentley, Porsche, Skoda, SEAT, VW, VW Commercial Vehicles as well as the corresponding joint ventures in China, and Daimler and BMW including Mini and Rolls Royce. Further collaborations with other OEMs are currently being explored.

Market Share of iSi Automotive Clients in the USA



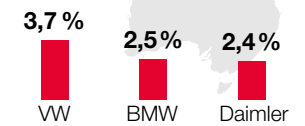
Source: Statista

Market Share of iSi Automotive Clients in Europe



Source: Statista

Market share of iSi Automotive Clients in China



Source: Volkswagen AG, FAZ



Ecological Performance

Environmental Compliance

In addition to ensuring compliance with laws and regulations, our environmental management system as per ISO 14001 contributes to the continuous improvement of our company's environmental protection strategy along the entire production process. In order to enhance our employees' awareness around issues of the environment and to inform about updates to the environmental management system, we regularly host environmental training sessions. Our comprehensive management system ensures that individual measures are completed and assessed on a regular basis.

Alongside the mandatory environmental oversight roles, each of our European locations also has volunteer representatives who assist in the creation of control measures and regularly assess the site's compliance with regulations and internal protocols. In the field of environmental protection, representatives are in charge of general environmental strategy, waste, hazardous goods, and other specific fields. Depending on production equipment, some sites further have roles specializing in the oversight of laser and radiation safety.



Ecological Performance

Environmental Standards



SDG 13: Take urgent action to combat climate change and its impacts

SDG 13.3: Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning

In the spirit of supporting present challenges in the field of environmental protection and helping to expand the availability and development of environmentally friendly technology, we are taking a proactive approach. Our environmental protection strategy comprises all products created within our supply chain, including materials and substances used during production. All elements need to meet established environmental standards with regards to design, development, sales, use, disposal and recycling.

Our concept includes measures which aim to:

- Lower energy and water consumption
- Reduce greenhouse gas emissions
- Increase the use of renewable energies
- Enhance waste management
- Educate employees

After implementation of ISO 14001 in our headquarters in Vienna in 2020, we have seen employee engagement increase along with the reduction of environmentally relevant internal impacts. Through efficient measuring and tracking of key metrics, we are able to implement measures early and are committed to improving our performance year over year.

During our environmental training sessions and open workshops, employees are educated on the measures that everyone can take as an individual to help reduce environmental impact.

Risk assessments with regards to environmental matters are completed on a regular basis on our sites together with the environmental team and general managers. Action items and updated measures resulting from these assessments are directly translated into the various departments' operations. This strategy has successfully highlighted enhanced risk mitigation measures, which were then included in our overall company goals, and planned for in a more direct way. Given the rapid short-term success of some of these measures, we have set a new and ambitious target for ourselves by planning for implementation of ISO 14001 standards in our sites in Hungary, Mexico and China by 2022.

Ecological Performance

Input: Material, Water, Energy

As a company, we attach great importance to energy obtained from renewable sources. Our iSi Group locations in Austria have been running on 100% green electricity for many years, and we pay close attention when selecting local producers and suppliers in an effort to cut down on additional impact arising from the delivery of foreign electricity. In the same spirit, our other locations worldwide focus on choosing energy suppliers with the highest possible percentage of green electricity. Our long-term goal is to run all our sites on 100% green energy from renewable sources, with the hope of even producing part of our consumed energy in-house, using systems like internal photo-voltaic systems.

Energy input and consumption for iSi Automotive Holding and Austria GmbH in 2020:

Energy consumption	[MWh]	7.735
Energy consumption per inflator	[kWh/pcs]	1,05
District heat consumption (Site 1)	[MWh]	839
Natural gas consumption (Site 2)	[MWh]	208
Natural gas consumption (Site 2)	[m³]	19.716



SDG 7: Ensure access to affordable, reliable, sustainable and modern energy for all

SDG 7.2: By 2030, increase substantially the share of renewable energy in the global energy mix

Materials

Our inflators' core raw material is steel. We use exclusively recycled steel which is delivered as deep-drawn material or in large tube bundles before being processed into inflators on our production lines.

Steel is an excellent material, as it can be recycled indefinitely and with close to no quality loss. The process of converting scrap metal back to steel thus creates a sustainable material cycle.

Water

Energy input and consumption for iSi Automotive Holding and Austria GmbH in 2020:

Water usage total	[m³]	2340
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Energy

As a responsible climate action partner, the iSi Automotive Group uses CO₂-free electricity from hydroelectric power sources, as well as climate-neutral gas. We support a variety of climate protection projects including technology projects in India, Peru, Zambia and Bulgaria.

In parallel, we are encouraging the use of sustainable green energy and heat recovery through the installation new ventilations systems. The heat recovery process lowers energy costs, decreases pollutant emissions and creates a more comfortable working environment for our employees.

Ecological Performance

Output: Waste, Emissions, Waste Water



SDG 12: Ensure sustainable consumption and production patterns

SDG 12.4: By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment

In all of the iSi Automotive Group's locations, specially trained staff are in charge of waste management, chemical handling and the handling of any materials which carry the risk of negatively impacting the environment.

Our employees' skills are constantly updated and enhanced through external training partners. Trained staff help identify areas of potential improvement in all fields relating to environmental protection, and are encouraged to directly bring their ideas and concerns forward to senior management. Regular meetings provide room for discussion of company outputs in these fields, and for the creation or amendment of measures to enhance our performance.

Consumption for iSi Automotive Holding and Austria GmbH in 2020:

Energy consumption per inflator	KWh/inflator	1,05
CO ² - emissions per inflator	kg/inflator	0,048
Waste per inflator	kg/inflator	0,11

Waste

A very transparent waste management system operated by iSi Automotive and Holding GmbH clearly outlines our Vienna location's waste generation including type, volume, origin and disposal, with types of waste characterized by key numbers.

Waste generation for iSi Automotive Holding and Austria GmbH in 2020:

Waste total	[t]	805
Recycling waste (scrap metal)	[t]	457

Definitions and key numbers are taken from ÖNORM S2100 and S2101, as well as Austrian law BGBl. Nr. 49/1991 which defines regulations around hazardous waste. A reference year and a brief plan utilization are also included.

Ecological Performance

We work with waste disposal providers certified by ISO 14001 and EMAS, who support our goals with services like emulsion splitting, processing and recycling. When choosing our disposal providers, we pay close attention to the waste being treated in an environmentally friendly way, so that we can keep doing our part for value chain sustainability.

Our waste is split into the following categories (yearly consumption 2020, in tons):

Hazardous waste

Definition	Key Number	2020
Other oil water mixes	54408	248,55
KST packaging with hazardous residual content	57127	1,05
Solid grease and oil contaminated equipment	54930	1,19
Lead accumulators	35322	0,05
Display devices	35212	0,39
Total hazardous waste		251,23

According to waste management laws, hazardous waste is waste that requires special disposal protocols and/or well as additional care in comparison with the disposal of household waste.

Included in the list of “potentially hazardous waste” is waste that is only qualified as hazardous waste after consultation of ingredients (for example, after consultation of a material safety data sheet).

The generation of hazardous waste falls under certain reporting requirements and other laws, and has to be declared using key numbers outlined in Ö-NORM S 2101.

This includes, amongst other things: batteries, neon tubes, printer toner, correction fluid, markers, adhesives and adhesive tape, cleaning agents, filters, refrigerating agents, oils, paint, electronic waste, oil-contaminated cloth, pyrotechnic waste.

Ecological Performance

Non-hazardous waste

Household waste (non hazardous waste): Household waste is the part of industrial waste that can not be processed or recycled. In practice, household waste can contain recyclable elements such as soiled food packaging, toilet paper or composite material.

Industrial waste - salvage waste (non hazardous waste): Industrial waste includes all types of waste that are generated in an industrial operation and that are not characterized as hazardous waste. If something is waste and can be further processed, it falls under the definition of salvage waste.

Salvage waste needs to be collected separately. This includes, for example, paper, cardboard, scrap metal, synthetic materials (foil, recipients, styrofoam), glass, wood, leaves, demolition waste etc.

Overview of waste generated in 2020, in tons:

Definition	Key Number	2020
Cardboard non licensed	91201 GW 800	248,55
Cardboard licensed	91201 GW 800	1,05
Industrial waste	91101	1,19
Scrap paper, paper, cardboard untreated	18718	0,05
Household waste	91401	0,39
Plastic foil licensed	57119	
Plastic foil non licensed	57119	
Construction waste	91206	
Cable	35314	
Electronic appliances <50cm	35231	
Lighweight packaging non licensed	91207 GW 400	
Lighweight packaging license	91207 GW 400	
Construction and demolition wood treated	17202 01	

Electronic appliances >50cm	35221	
Styrofoam	57108 GW 441	
Refrigeration equipment FCKW, FKW, KW	35205	
Electronic waste	35202	
Compressed gas receptacles	59803	
Filter dust	31217	
Glass	31408	
Aluminium	35304	
Wood	92105	
Synthetic packaging and receptacles	57118	
Wood packaging GW licensed	17201 GW 201	
Rubble (not construction waste)	31409	
Lead accumulators - Kohl		
Scrap metal - Kohl		
Scrap metal - Schaufler		
Used filters and absorbents with use specific non hazardous additions	31434	
Other solid synthetic materials	57129	
Total non hazardous waste		251,23

Ecological Performance

Emissions

The biggest part of our CO₂ emissions are generated through energy consumption in our plants, with the most important part hereof being consumed by production facilities. The use of 100% green electricity thus has an important impact on our path to a positive climate balance. More information on this can be found in the chapter on Energy.

Our calculations of CO₂ equivalents were completed using the Environment Agency Austria's THG calculator:

<https://secure.umweltbundesamt.at/co2mon/co-2mon.html>

The following graphic shows our Vienna location's energy and CO₂ equivalent (for iSi Automotive Austria and Holding GmbH). Given that we use only green electricity, the columns for Austria's power station and energy generation have not been completed but remain in the diagram due to their presence in the ministry's THG calculator.



The above graphic shows calculation of the energy and CO₂ equivalents for the Vienna location.



Ecological Performance

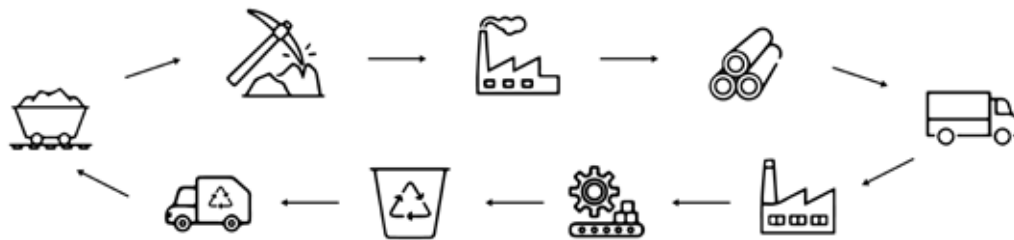
Waste & Recycling



SDG 12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse

The production of our gas storage modules creates steel splints and other high-quality scrap metal. The scraps are collected and forwarded to steel plants for recycling. This way, the scraps ultimately come back to our production line as new steel.

In order for the system to work well, separate collection of scrap metal is essential. The raw material used for our gas modules is of very high quality. In order for recycling to be possible as intended, it is crucial for the material to be disposed of in a certain way. Our scrap metal recycling process allows us to feed more than 58% of our waste back into our product life cycle, which in turn generates a considerable decrease in our demand for natural raw materials.



Waste Water

Another field in which the iSi Automotive Group regularly sets new standards is the field of waste water management. In our location in Thailand, for example, an internal primary clarifier system prevents polluted waste water from entering surrounding bodies of water.

Our headquarters in Vienna offer a different water treatment strategy to protect our local water table. An internal oil separator ensures that waste water is not contaminated by oil-based pollutants. Flowing through the oil separator, all waste water is pre-treated to a state in which is of no concern for humans or the environment, before it even enters the sewage system. The light liquids and sludge accumulated this way are disposed of on a regular basis by our recycling supplier.

Ecological Performance

Biodiversity

None of the iSi Automotive Group's locations is situated in an area subject to special environmental protection regulations. We are committed to keeping these protected environments safe from even the slightest impact of our operation.



SDG 15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation



Ecological Performance

Production sustainability

From the development phase all the way to the disposal concept of our products: sustainability is a main focus throughout our entire product life cycle

Over the past years, the requirements for production plant operations have been continuously enhanced. Even the initial phases of product development are now offering a focus through the lens of energy efficiency, system availability and sustainability, starting with design and the choice of appropriate suppliers and continuing throughout the production process. The input and considerations of internal departments such as engineering and automation during the early phases of product development can help instigate positive changes in the way we look at and establish energy consumption processes.



SDG 12.8: By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature

Zero-error strategy and sustainability team up with the help of sensor technology.

Sensor technology is one of the efficient tools for early error recognition. Especially interlinked and highly automated production processes immensely benefit from various assessment and control points which measure scrap rates and allow corrections or optimizations early in the process. This way, underlying value loss in case of scrap can be confidently kept to a minimum. Less scrap means less of an impact on the environment, and higher productivity. It's a win-win situation for all parties. Innovative and sustainable process development means compliance with the highest health, safety and environmental standards and guarantees a decrease of emissions in the spirit of minimizing our ecological footprint.

We foresee that safety and environmental standards will keep being enhanced and improved, which is why we don't just include solutions for today when reviewing our plants' construction and operation processes, but look to the future to proactively anticipate solutions for tomorrow's rules and regulations.

Continued training for our employees, combined with preventative maintenance and enhancements of our plants, cuts down on down time and lowers cost while simultaneously increasing quality and customer satisfaction.

We never look for the easiest solution but always for the most efficient one.

Socio-economic Performance

Work Practices and Employment

Integrity, tolerance, diversity, internationality and equality are all at the very core of our company philosophy here at iSi Automotive Group. Our proportion of female employees globally is at 37.3%. In addition, as a family business, we truly care about our employees' wellbeing and are taking active steps to support personal and professional development as well as sustainable health and safety policies.

Generally, none of our production processes use technologies that generate harmful emissions or pollution. All of our plants are running on state of the art equipment that caters to highest ergonomic and occupational health and safety requirements. In the design of our office workstations, too, we make sure to cater to up-to-date ergonomic criteria. In parallel, our group is continuously applying strategies for employee retention, while simultaneously developing new and specialized talent. For us, all of these elements are crucial to our company's successful long-term development.

Workers & employment

We are both a high-value international technology group and a family business, and are proud to look back on more than 150 years of exciting company activity. As a Global Hidden Champion based in Vienna, we have always aimed to combine two themes that are of equal importance to us - tradition and innovation -, and always in the spirit of advancing into the future together with our employees.



SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Employment conditions are negotiated individually and employees are offered full-time, part-time and minimal employment models. In some departments, we partner with agencies for contract work. Generally, workers employed through temporary employment agencies are integrated into the iSi Automotive group's permanent staff pool after a probation period.

The global human resources management team is on top of new hires and labor turnover, and regularly informs employees worldwide about staffing updates in our locations. Through the establishment of an internal sewing facility for air bags in our Thailand location, we actively decided to stop outsourcing this work to thirdparty operations. This not only gives us more control over quality, but also allows us to guarantee supervision of working conditions and compliance with human rights standards, as outlined in our CSR model. Decisions like this are not only beneficial from a humane and environmental standpoint, but equally from a business standpoint, as they make our operation both more sustainable and more lucrative - a true win/win situation.

Socio-economic Performance

During my job interview, I was already informed about training opportunities which ultimately allowed me to take the lead on our site's environmental management program - delightful!

– Quality Managerin, Vienna

Training Opportunities

Our employees' training and education is important to us, and we offer trainee positions for youth and young adults in both administrative and technical roles. In addition, initiatives like apprenticeship training, internships and student jobs allow for a first step towards a rewarding career in the industry



SDG 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

SDG 4.3: By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university

SDG 4.4: By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship

It is obvious to us that offering continued professional training to our employees through internal and external courses is in everyone's interest. Our global company structure is a definite asset as it allows workers to gain experience or follow training in different locations. Our specialists in Austria and Germany regularly travel to other countries to train and inspire their colleagues, gather new experiences and thus contribute to our collective growth. We're proud to say that anyone in our company - regardless of gender, background or religion - is actively encouraged to realize their full potential.

One of the highlights of our integrative employment model in Germany is the working student model. Gerhard Lutter, one of the managing directors in this location, holds a position as external lecturer at Berlin's Technical University, which offers an exciting opportunity for students.

They have the possibility to start working on projects within our company for up to 6 months, while still completing their education. Many of these young people stay on with iSi Automotive Group in permanent employment contracts after their student jobs, bringing a breeze of fresh air and new understandings to the table, including the latest points of view in sustainability issues.

Through social networking within the student community, we now also get requests for student jobs from other universities and colleges. We are delighted that the offer of working with us seems to excite the specialists of tomorrow. For more information about our partnership with the TU Berlin please visit:

https://www.kfz.tu-berlin.de/menue/studium_und_lehre/lehrende/gerhard_lutter/

Socio-economic Performance

Protection of Labor Rights

Compensation and benefits need to be competitive and comply with local laws - this includes minimum wage, overtime pay and other compensation prescribed by local legislation. Work hours, including overtime, must follow local labor laws and any form of forced labor, including human trafficking, can not be tolerated under any circumstances



SDG 8.8: Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

We equally do not condone any form of harassment of our employees, including discrimination based on ethnicity, religion, gender or disability. In 2020, our iSi Automotive Group location in Changshu initiated the practice of hiring workers experiencing different forms of disabilities, a practice that has been in implementation for a long time already in our European locations. As a globally active company, we are convinced that our economic success is based on the individual success of our excellent employees. We offer fair working conditions and fair compensation based on local customary compensation amounts which, depending on roles and qualifications, often go above and beyond the respective countries' minimum wage policies.

Training and Enforcement of CSR Standard Compliance

As part of their onboarding process, all employees here at iSi Automotive Group are trained in our Corporate Social Responsibility (CSR) strategy, details of which are outlined in the chapter about Human Rights. During annual employee performance reviews, we make sure to update and reinforce our workers' understanding about what we stand for, and give them an opportunity to input their own ideas for improvement.

Socio-economic Performance

We celebrate the Songkran Festival with our employees and incorporate great food, traditional cuisine and small treats and presents. It has such a positive impact on our team spirit!

- HR Manager, Thailand

Employee benefits

The unprecedented Covid-19 situation requires workplaces to provide additional safety measures for a duration which yet remains to be determined. In addition to implementing remote working where possible, we have made it a priority to follow all public health recommendations for the installation of protective measures for worker health and safety. A global Covid-19 response team coordinates all required measures to keep our employees safe throughout this pandemic.

In addition to the legally prescribed country-specific social contributions, we offer our workers extensive benefits:

Meal subsidy and on-site cafeterias

All our locations offer workers the option of getting their meals from an on-site cafeteria. Our locations in China and Thailand offer lunch and dinner free of charge. Germany, Austria, Hungary and Mexico support cafeteria meals through a company subsidy. In addition, our workers in China and Austria have access to free hot beverages around the clock.

Health care and health insurance

We actively care about our employees' health and wellbeing, and pay for their health insurance in countries that do not offer base insurance (China, Thailand and Mexico). Workers in Germany and Austria have the option of getting their annual flu shot through the company, free of charge. Pension planning and life insurance Workers in Austria receive an additional 5% subsidy to the government's pension plan. Our Mexico location provides additional life insurance to managers and indirect employees.

Family and vacation benefits

Our employees in China and Mexico are offered social insurance benefits and housing funds. The Thailand location offers education subsidies for workers' children. Employees in China and Mexico receive additional vacation days in order to spend more quality time with their families. Company and team building events Apart from our traditional Christmas and/or New Year's parties (in Asia), we regularly organize shared leisure activities for our teams, such as: company fitness programs, summer events, team building field trips and weekend trips, and other outdoor activities.

Socio-economic Performance

“
Our winning formula in recruiting is to choose people solely for their qualifications, regardless of their gender.
”
- HR Manager Hungary

Human Rights

Compliance with International Human Rights Standards

Child labor is not tolerated at iSi Automotive Group. All workers must be aged according to the local labor laws. Our suppliers are contractually obligated to comply with all UN human rights principles. If abuse or inconsistencies are discovered within our supplier relations, they are immediately reported to the authorities.



SDG 8.7: Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms

Regular inspections together with the authorities and external consulting firms in all our locations offering youth training positions guarantee continuous compliance with updated child protection policies and regulations

Equal Opportunities

We are proud to say that we are living our philosophy of gender equality in our global operations. No form of harassment or discrimination of employees is tolerated. Globally, we are focused on keeping the percentage of female employees above 30% at all times.



SDG 5: Achieve gender equality and empower all women and girls

SDG 5.1: End all forms of discrimination against all women and girls everywhere

SDG 5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life

Standing at 37,32% at year-end 2020, our percentage of female employees is higher than the global average of 31% (Source: Grant Thornton/Women in Business 2020).

With its percentage of female employees at 45.40% (of all workers) and 43.75% (in leadership positions), our production facility in Hungary is especially noteworthy. We strongly encourage internal initiatives which support women in leadership positions, as we are convinced that our contributors should not be defined by their gender. It is a principle that we live by in our day-to-day, with a percentage of 17,58% of management positions held by women in our global operations

iSi Automotive Group

Employees at iSi Automotive Group

Female employees at iSi Automotive Group	at year-end in %	37.32%
Female employees in leadership positions at iSi Automotive Group	at year-end in %	17.58%

Socio-economic Performance



SDG 10: Reduce inequality within and among countries

SDG 10.2: By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status

SDG 10.3: Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard



SDG 16.B: Promote and enforce non-discriminatory laws and policies for sustainable development

The iSi Automotive Group does not perceive or treat employees differently based on their age, gender, disability, race, ethnicity, background, religion or social status. We are a global company, and all our employees hold equal worth for us. Our internal CSR strategy is part of all onboarding conversations and performance reviews, thus solidly grounding our values in our company policies.

Freedom of association

Employees are encouraged to openly communicate with management about their working conditions, without fear of retaliation or harassment. Our workers have the right to communicate freely, to individually decide if they want to be associated with advocacy or interest groups, and to seek representation and join union groups according to local laws.

Workers are authorized and even encouraged to create, join and run local interest groups such as workers' councils. iSi Automotive Austria GmbH for example founded a workers' council together with union groups, which was very positively received by employees.



Socio-economic Performance

Occupational Health & Safety

In our company, the health and safety of our workers is our top priority, and internal policy makes a point of underlining this strategy. Workers receive special training depending on their roles, and compliance with regulations are regularly verified through production inspections together with local authorities and external partners. In line with requirements outlined in the local labor law regulations, our health and safety representatives' work includes the following tasks:

- Safety inspections in the workplace
- Inspection of necessary documentation
- Inspection of health and safety equipment (presence, inspection log, damages)
- Tracking of observed defects and remediation strategies
- Update of health and safety documents for inspections
- Communication and research pertaining to material safety data sheets and hazardous and non-hazardous material lists
- Update and delivery of workplace evaluations
- Inspection of youth training workplaces as required for updated child protection regulations, and delivery of updated measures
- Update of work material lists
- Completion of noise readings
- Documentation and investigation of workplace injuries
- Investigation around single-position evaluations
- Communications around personal protective equipment for maintenance workers for emptying of welding dust filters, and other specialized tasks
- Evaluation of mental health impacts and integration of mental health considerations into workplace inspections
- Creation and distribution of monthly reports
- Creation and distribution of annual report
- Creation and update of workplace injury logs and statistics
- Individual communication around relevant health and safety issues within the company



Socio-economic Performance

Company values

Company Ethics

Integrity and transparency in business practices is the basis of a sustainable and successful operation. We act and communicate in an honest way and in accordance with local laws and regulations, including:

- Anti-corruption
- Anti-competitive business practices
- Protection of intellectual property
- Protection of company and personal data
- Export controls
- Conflicts of interest

CSR of iSi Automotive Group

Our Corporate Social Responsibility (CSR) model is more than just a compliance factor for many companies, and has been part of our business strategy here at iSi Automotive Group for many years. Our value model is based on the principles of social and ecological responsibility in line with local laws and international standards. In some cases, our standards are supplemented with (but never replaced by) our customers' and OEMs' specific guidelines.

Every single one of our employees is expected to uphold these standards along our entire supply chain, and to immediately report discrepancies or wrongdoings. Our whistle blowing policy was created in order to highlight violations of our CSR standards without penalizing employees for raising concerns.

With absolute transparency being at the core of our operation, our CSR strategy is openly available to our employees and third parties on our website: <https://www.isi.com/automotive/footer/firmenpolitik/>

Legal Compliance

As a globally active company, we naturally comply with all country-specific laws and regulations. In addition, due to the nature of our product portfolio and certifications in different fields, we are truly committed to reporting violations and implementing counter measures immediately. Our workers know that any discrepancies need to be signalled to their supervisors without delay.

We are happy to confirm that thanks to stringent controls and the excellent performance of our employees, we do not have any anomalies to report in the domain of legal compliance



SDG 16.5: Substantially reduce corruption and bribery in all their forms

Internal policies make it mandatory for all workers to comply with our anti-corruption measures. Just like our CSR, our company strategy is openly available on our website for those who would like to consult it: <https://www.isi.com/automotive/footer/firmenpolitik/>

Socio-economic Performance

Socio-economic Compliance

We have no violation of laws and regulations to report in socio-economic and economic domains at iSi Automotive Group



SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions

During performance reviews, we also chat to our employees about socio-economic themes and issues. Observed violations as well as ideas for improvements are openly talked about and forward to human resources staff or general management as applicable. Most of the elements that come up through these channels are our employees' very positive ideas on how to continuously improve their social work environment. In 2020, we did not declare any violations of laws and regulations falling under the reporting obligation.

Privacy

Protecting our customers' data is a non-negotiable requirement. All employees at iSi Auto-motive Group sign off on their compliance with this policy. Certain departments who have access to sensitive customer data follow additional security protocols. Our company runs on an Information Security Management System based on ISO/EC2700, and as part of the automotive supplier industry, we follow all standards and requirements outlined in the VDA ISA (TISAX).

The TISAX assessment allows all participants to ret each other's labels. We welcome how this system offers full information transparency to our customers and interested third parties members.

We are happy to report that iSi Automotive Group is not aware of any grievances as it relates to data protection.



Socio-economic Performance

Supply Chain

It is our goal to obtain precise control over our entire supply chain in order to guarantee sustainable business practices at all times and at all points along the way.

In 2020, our supplier manual was updated to include new considerations in the fields of sustainability and environmental protection. The updated version includes new requirements such as compliance with our environmental standards, added requirements around suppliers' CSR strategies, REACH and Conflict Minerals. Our sustainability strategy puts a focus on controlling and assessing these requirements as part of our supplier assessment process. Special workshops are being developed for our employees in charge of procurement, supplier quality and environmental strategy in order to update our supplier assessment processes with new learnings using a sustainable rating system.

A part from our international procurement conditions, our agreements and supplier manuals also offer language around necessary compliance with all human rights standards and regulations.

Naturally, every supplier is expected to fulfill their branch-specific expectations around business ethics, working conditions, human rights and sustainability, while also abiding by all national laws and regulations. In the case that one of our contract partners has additional customer specific requirements which are to be translated to their suppliers, both parties agree to find the best solution to fulfill and execute all demands in a way that works for all.

All suppliers are contractually obliged to establish and regularly control the same requirements amongst their sub contractors, generally using risk analysis processes.

The compliance with customer specific requirements is assessed in the early stages of supplier acquisition. A supplier who does not match our specific requirements is dismissed in the initial phase of the selection process.

Our suppliers' performance, including regulation compliance, is controlled through 2nd party audits. Any highlighted violations lead to the immediate implementation of counter measures. If serious wrongdoings are found, the supplier loses the contract and may incur legal consequences.

The supplier assessment process is how we guarantee compliance with customer specific requirements throughout our supplier pool, and ensure that our company values and standards are respected on all sides of the value chain.

Out of our 151 suppliers globally, an impressive 45% are already certified according to ISO 14001 and/or EMAS. In our experience, this ultimately leads to a better relationship between customers and suppliers, increased transparency and improved data collection.

Socio-economic Performance

Product Responsibility

Customer Health & Safety

In addition to our responsibilities towards employees and the environment, we are also looking out for our customers who trust our products to protect their health and safety. Our aim is to fully support every product that leaves our production facilities. For this reason, the iSi Automotive Group's state-of-the-art crash facility in Berlin is equipped for vehicle and horizontal carriage tests. The facility tests whole and partial vehicle systems in different loading conditions (frontal, side and rear crashes, rollover and vehicle crash situations). A static testing area allows for and inflation, swing and out-of-position testing, as well as drop tower, linear impact and push-pull testing - all in the spirit of putting our products' sturdiness and energy absorption capacity to the ultimate test

As an additional safeguard for our products, they are exposed to environmental simulations such as salt spray tests, sun simulation, climate change testing, pollution and dust exposure, humid storage, so that we can confidently stand behind our products' passenger protection functionality, even years down the road. In parallel, our products are put through mathematical computer simulations, both as individual elements and as part of a system. The various parts and modules are tested for sturdiness, energy absorption, deployment, gas dynamic and gas flow, before being calibrated for optimal system performance in each crash situation.

Product Labeling

As a supplier of safety products for the automotive industry, all of iSi Automotive Group's products need to be marked and traceable as per IATF 16949. However, not only our products can be traced: all materials used in our production are documented in detail and can be traced back to their raw material manufacturer. In line with automotive industry standards, composition of our materials is documented using IMDS (International Material Data System), which is made available to our customers.

<https://www.mdsystem.com/imdsnt/startpage/index.jsp>

Socio-economic Performance

The IMDS material data declares material and chemical composition of components, semi-finishes and materials, with the main goals of the IMDS data being the protection and verification of legal material regulations for complete vehicles and their parts. In addition, IMDS material data is used to calculate recycling quotas as per ISO 22628.

IMDS material data are used by automotive manufacturers for all vehicle classes and are obtained through contracts along the supply chain.

Due to enhanced legal requirements around materials and information laws (for example REACH article 33), IMDS data is also collected for spare and accessory parts. The goal of the IMDS is to comply with all national and international legislation that applies to automotive manufacturers and suppliers, especially with regards to environmental concerns. Every manufacturer and supplier is responsible for all aspects of their product in its entire life cycle including fabrication, use, recycling and disposal. In addition, manufacturers are obligated to provide data about material composition of products used in the vehicle, so that the original material composition can be reconstructed and assessed for hazards.

Hence, it is in the best interest of automotive manufacturers to have access to the exact material composition of their products and parts - and it is in our best interest as well.

We use the system to provide complete transparency about our products with regards to composition and materials used - in the spirit of optimizing our entire value chain through the lens of sustainability

Key References

Epilogue

As a global company with a history spanning many decades, we are aware at all times of our share of responsibility for the generations to come. It is our first and most valued goal for our corporate activity to support the creation of a better world in all its forms.

All aspects of our operation focus on humane and sustainable practices that help preserve resources.

The present sustainability report 2020 outlines our detailed goals and measures in line with the global 2030 Agenda. We recognize that we have chosen an ambitious track to lead the iSi Automotive Group into a climatefriendly future, but we are proud to be walking this path together with our employees and partners, and are looking forward to rising to new challenges together.

Here's to future achievements.



Key References

Glossary

Term	Definition
CSR	Corporate Social Responsibility / CSR is a management concept whereby companies integrate social and environmental concerns in their business operations and interactions with their employees and stakeholders. CSR is a type of international private business self-regulation that aims to contribute to societal goals of a philanthropic, activist, or charitable nature by engaging in or supporting volunteering or ethically-oriented practices. Source: https://en.wikipedia.org/ https://de.wikipedia.org
CO ₂ equivalent	Each greenhouse gas has a different global warming potential and persists for a different length of time in the atmosphere. Greenhouse gas emissions are converted into CO ₂ equivalents so they can be compared. Source: https://climatechangeconnection.org/
COVID -19	Coronavirus disease 2019 (COVID-19) is a contagious disease caused by severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2). Source: https://en.wikipedia.org/
EMAS	European environmental management system (Eco-Management and Audit Scheme)
GRI	The Global Reporting Initiative (known as GRI) is an international independent standards organization that helps businesses, governments and other organizations understand and communicate their impacts on issues such as climate change, human rights and corruption. Source: https://en.wikipedia.org/
IATF	IATF 16949 is a technical specification aimed at the development of a quality management system which provides for continual improvement, emphasizing defect prevention and the reduction of variation and waste in the automotive industry supply chain and assembly process. It is based on the ISO 9001 standard. Source: https://en.wikipedia.org/
IMDS	The International Material Data System (IMDS) is a global data repository that contains information on materials used by the automotive industry. Several leading auto manufacturers use the IMDS to maintain data for various reporting requirements. Source: https://en.wikipedia.org/
IMS	German: Integriertes Management System: Consolidation of various management systems
OEM	An original equipment manufacturer (OEM) is generally perceived as a company that produces parts and equipment that may be marketed by another manufacturer. Source: https://en.wikipedia.org/
REACH	Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) is a European Union regulation dating from 18 December 2006. REACH addresses the production and use of chemical substances, and their potential impacts on both human health and the environment. Source: https://en.wikipedia.org/
SDG	The Sustainable Development Goals (SDGs) or Global Goals are a collection of 17 interlinked global goals designed to be a „blueprint to achieve a better and more sustainable future for all“. The SDGs were set up in 2015 by the United Nations General Assembly and are intended to be achieved by the year 2030. Source: https://en.wikipedia.org/
Stakeholder	A stakeholder is an individual, group, or organization, who may affect, be affected by, or perceive itself to be affected by a decision, activity, or outcome of a project or business result. Source: https://en.wikipedia.org/
THG	Greenhouse gas (short for German: Treibhausgas)
Tier 1	A tier 1 supplier is a manufacturer who provides products directly to a company without dealing with a middleman or other manufacturers.
TISAX	TISAX (Trusted Information Security Assessment Exchange) is a data security standard defined by the automotive industry. Source: https://de.wikipedia.org
UMS	Environmental management system (short for German: Umweltmanagement System)
VDA	The German Association of the Automotive Industry or VDA (German: Verband der Automobilindustrie e. V.) is a German interest group of the German automobile industry, both automobile manufactures and automobile component suppliers. It is member of the European Automobile Manufacturers Association (ACEA). Source: https://en.wikipedia.org/

Key References

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