

CSR Report of the VOSS Group 2020

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1. Corporate Principles

In the more than five decades of his extremely successful work, Hans Hermann Voss actively lived out his understanding of entrepreneurial responsibility. Within the meaning of a personal legacy, the typical and valuable principles derived from this are summarized as the cornerstones and visions of our company in the form of four pillars in the VOSS Charta.

The VOSS Group and the individual companies' managers are committed to the common values, which are applied daily in the company. They are based on respect, enjoying the activity, individual success, and free expression of opinions and ideas.

The Pillars of the VOSS Charta



1 Passion for technology

As "technical problem solvers", we combine a love of technical interrelationships with a passion for identifying problems that arise, and we develop solutions for them.

2 Commitment to customers

Close cooperation with our customers often creates a bond of partnership. The quality of our strong customer orientation is lived throughout the company.

3 Commitment to people

Our employees are our greatest success driver. They are VOSS. This is because, at the end of the day, each individual makes up all that VOSS was, is and will be in the future.

4 Responsibility for society and environment

Social responsibility and sustainable management are supporting pillars of our entrepreneurial activities. Yet another reason they are an integral part of our corporate strategy. This applies both to environmental protection and to the safety and diversity of our employees.

2. Compliance

As a common understanding of values, the Corporate Principles form the basis for the fundamental rules governing our conduct within the company and also in relation to our external partners and the public.

By implementing compliance-specific frameworks, clear and transparent rules are defined. This way, we make clear how we perceive our ethical-legal responsibility.

The following documents describe and communicate our principles and rules:

VOSS Compliance Policy

The VOSS Compliance Policy describes the relevant documents, the Group-wide compliance management and the basic approach to risk monitoring and control.

The document also specifies measures and topics for the systematic training of employees and defines the various ways of reporting compliance guideline violations.

The Compliance Manual serves as a support for the daily work and as an orientation aid for legally and ethically correct behavior for VOSS employees. It describes the VOSS compliance management system as well as defined rules and procedures.

In addition, a compliance brochure was issued to all employees with the goal of providing a clear explanation of the compliance rules. Like the compliance manual, this can also be viewed on the intranet.

The entire set of rules is subject to constant revision through amendments and additions, for example through a new procedural instruction that governs the procedure for reporting compliance violations.

VOSS Compliance Guideline (Code of Ethics)

With the VOSS Compliance Guideline, we define the ethical-legal framework within which we act in detail.

It contains the fundamental principles and rules for our conduct within our company and in relation to our external partners and the public. It clearly depicts how we perceive our ethical-legal responsibility as a company and is an expression of our corporate values.

It complies with legal requirements and is based on international agreements on human rights, anti-corruption and sustainability. It is intended to raise awareness of the law and morals in our business activities.

All employees are called upon to bring the policy to life.

Code of Conduct for Suppliers

The "Code of Conduct" for suppliers of the VOSS Group defines the principles and requirements of the VOSS Group to its suppliers regarding their responsibility for people and the environment.

Non-compliance with the agreed Code of Conduct by a supplier may result in the termination of contracts.

The aforementioned documents are available to all external partners on the VOSS websites and to all VOSS employees in the intranet.

Further requirements resulting from upcoming German or EU legislation, for example the "Supply Chain Act", will be reflected in our compliance documents.



3. Certifications

IATF 16949



VOSS Automotive GmbH, Wipperfurth
 Henzel Automotive GmbH, Gründau
 VOSS Automotive Ltda., Brazil
 VOSS Automotive Bulgaria EOOD, Bulgaria
 VOSS Automotive Components (Jinan) Co., Ltd., China
 VOSS Exotech Automotive Pvt. Ltd., India
 VOSS Automotive India Private Ltd., India (Chennai)
 VOSS Automotive India Private Ltd., India (Pune Unit 1)
 VOSS Automotive India Private Ltd., India (Pune Unit 2)
 VOSS Automotive India Private Ltd., India (Uttarakhand)
 VOSS Automotive Mexico, S. de R.L. de C.V., Mexico
 VOSS Automotive Polska Sp. z o.o., Poland

ISO 9001

VOSS Fluid GmbH, Wipperfurth
 VOSS Fluid Sàrl, France
 VOSS Fluid S.r.l., Italy
 VOSS Automotive, Inc., USA



ISO 14001



VOSS Automotive GmbH, Wipperfurth
 VOSS Fluid GmbH, Wipperfurth
 VOSS Immobilien + Service GmbH + Co. KG, Wipperfurth
 VOSS Automotive Ltda., Brazil
 VOSS Automotive Bulgaria EOOD, Bulgaria
 VOSS Automotive Components (Jinan) Co., Ltd., China
 VOSS Exotech Automotive Pvt. Ltd., India
 VOSS Automotive Mexico, S. de R.L. de C.V., Mexico
 VOSS Automotive Polska Sp. z o.o., Poland
 VOSS Automotive, Inc., USA

ISO 45001

VOSS Automotive Bulgaria EOOD, Bulgaria

ISO 50001

VOSS Automotive GmbH, Wipperfurth
 VOSS Fluid GmbH, Wipperfurth
 VOSS Immobilien + Service GmbH + Co. KG, Wipperfurth

4. Sustainability Objectives

Social responsibility and sustainable business practices are the cornerstones of our corporate activities and, as such, of our corporate strategy. This applies both to environmental protection and to our employees' diversity and safety.

To substantiate this claim, we have our environmental management system certified in accordance with DIN ISO 14001 and our energy management system in accordance with DIN ISO 50001.

As a constantly growing company, handling resources with great care is particularly important. Thanks to innovative technology and a sustainable management system, we have been able to reduce the specific consumption of resources and specific emissions worldwide over the past few years and are working to continuously improve these values. Our progress is measured on the basis of key figures recorded in accordance with legal requirements at the respective sites.

We report annually on our progress and our global contribution to sustainability as the VOSS Group.

Reducing CO₂ emissions is of particular importance to VOSS. We are making our best possible contribution to mitigating climate change in order

to ensure the continued existence of future generations.

We are systematically fulfilling this responsibility by making production at all our plants worldwide energy-efficient, reducing overall energy consumption, and using our product portfolio to help climate-friendly technologies such as electric vehicles and hydrogen technology succeed. We are committed to green energies and endeavor to reach CO₂ neutrality.

To make our contribution measurable, we have set ourselves the goal of reducing the CO₂ emissions of the VOSS Group by 30% by 2025 (base 2019). And this despite a planned company growth of 10% per year on average.

| Location | Red. CO ₂ |
|--------------------------|----------------------|
| Germany | 90% |
| Italy/Spain/France | 30% |
| Brazil | 20% |
| Bulgaria | 25% |
| China/Japan | 20% |
| India (Automotive, Pune) | 40% |
| India (Exotech, Pune) | 60% |
| Poland | 88% |
| USA/Mexico | 20% |
| Total | 30% |

CO₂ emissions reduction target (2025 vs. 2019)

5. Green Energy for VOSS

To improve the eco-balance, VOSS will purchase only 100% green electricity from hydropower at the Wipperfürth site from the beginning of 2021, and eco-gas from 2022. The resulting additional costs will be invested by the gas supplier, as required by law, for CO₂ compensation measures in various projects across the globe.

Corresponding agreements are also being implemented step by step at the international VOSS sites to meet our global responsibility and achieve our CO₂ reduction targets.



Preparation of a roof for a photovoltaic system

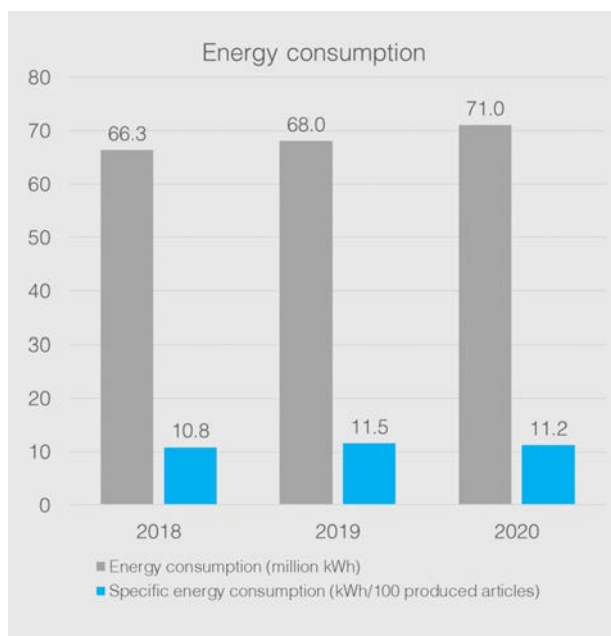
As an additional measure, we have started planning a photovoltaic system with which we will generate 130 kWp of green electricity for our own use. Considering the increasing number of battery or hybrid vehicles in the medium term, this will enable us to supply them with self-generated electricity. The project will be implemented in the second half of 2021.



6. Conservation of Resources

Energy consumption

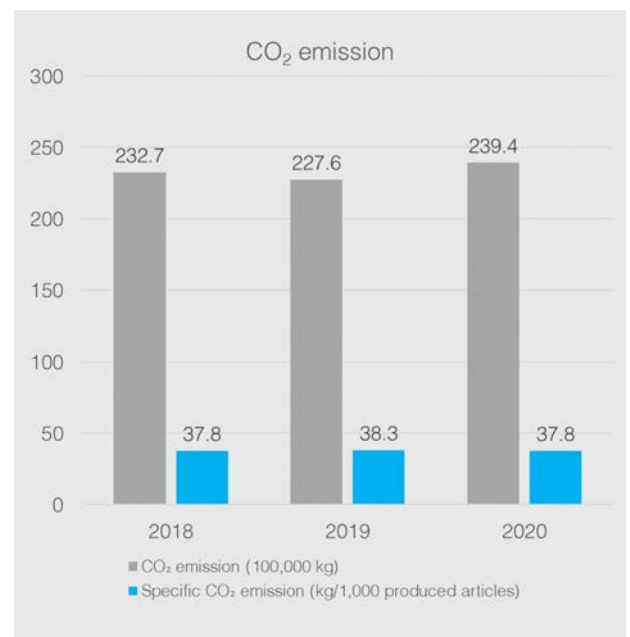
We were able to reduce the specific consumption of electricity and gas – the energy consumption in kWh per 100 items produced – by 2.1% in 2020. In absolute terms, energy consumption increased by 4.4%. This was due to the significant increase in product output (+6.7%), particularly at the VOSS Automotive plant in Bulgaria and the VOSS Fluid plant in Poland, which had only just started up in the previous year, as well as in China.



CO₂ emissions

We report our CO₂ emissions according to the consumption of the primary energies used at the

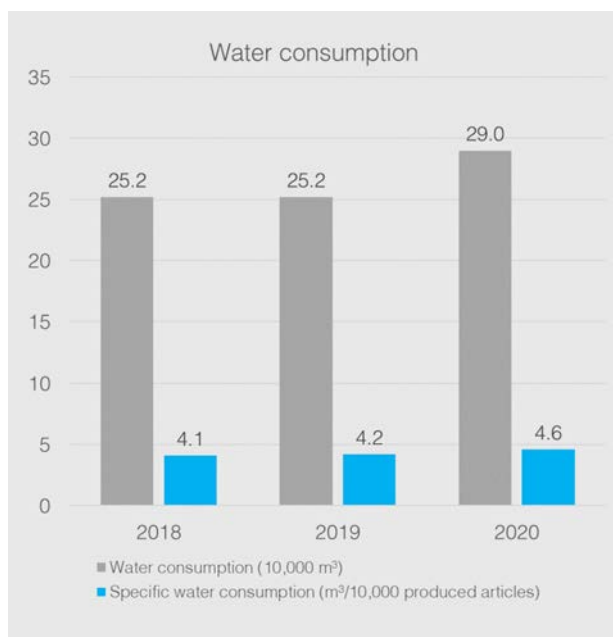
sites (e.g. natural gas, liquefied petroleum gas, fuels) as well as electrical energy provided by utility companies. The values are calculated based on actual energy purchases and the emission factors provided by suppliers. If the latter are not available, we determine the site-related emissions on a flat-rate basis using provided, country-specific factors.



In 2020, the development of CO₂ emissions paralleled the development of energy consumption. By sourcing curing green electricity, we will be able to decouple ourselves from this in the future.

Water consumption

Water consumption increased in 2020, especially at the Wipperfürth site. Since Germany by far accounts for the largest share of the total water consumption of the VOSS Group, and the number of items produced there has simultaneously decreased, the specific water consumption has also increased.

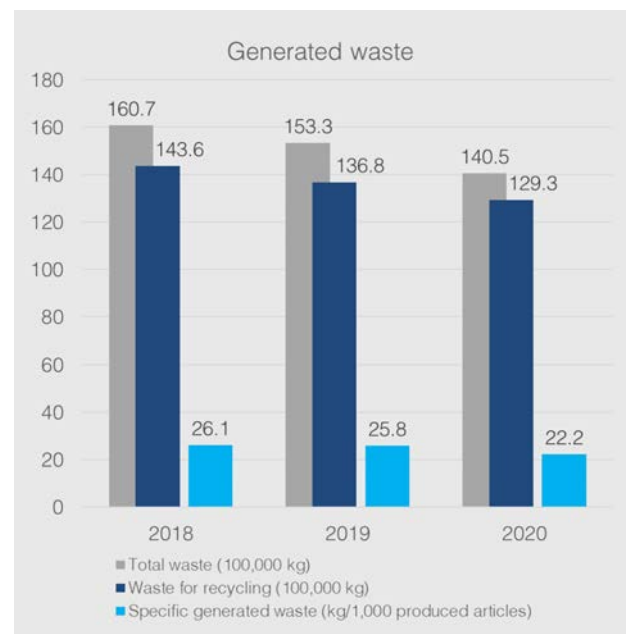


While the consumption of drinking water and sanitary water in 2020 has also decreased due to corona, the consumption of cooling water has increased, as this is dependent on the water level of the river Wupper at our site in Wipperfürth.

At the low water level of summer 2020 the base temperature of the water was already higher, so that more water volume had to circulate for the same or even slightly reduced cooling capacity, so that we could guarantee our maximum re-injection temperature.

Waste generation

In 2020, waste generation was reduced once again. The share of recyclable waste rose to over 90% for the first time.



More than 92%
of our waste is recycled.

7. Appreciation of Employees

We owe our company's success to our dedicated employees, and we appreciate that. That's why, as an excellent employer, we rely on a family-like atmosphere and stand up for one another as a strong team. Our many awards and good ratings also speak for this.



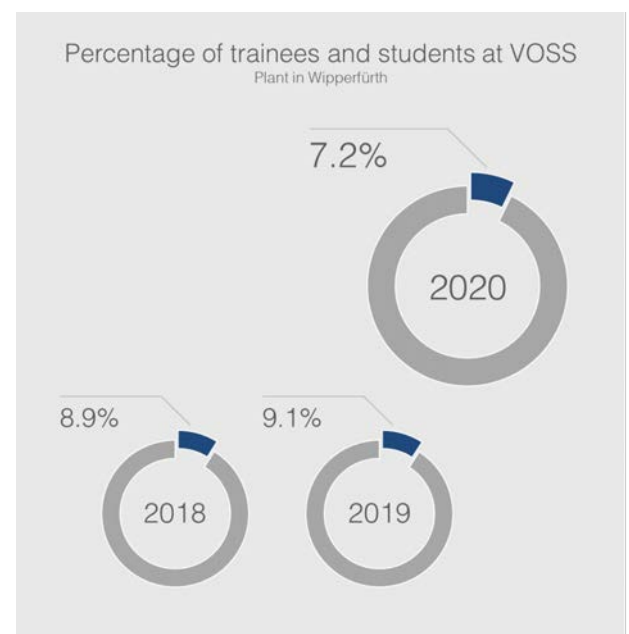
At VOSS, we attach great importance to appreciation and place the highest value on employee satisfaction. We pursue the goal of giving everyone the opportunity to grow with their individual tasks and to achieve further success together as a team. Ideas from the workforce are particularly important to us, and we actively encourage them.

As a family-friendly company, we address the balance between work and leisure and offer health support and a wide range of fitness options.

We are particularly proud of our apprenticeships, for the quality of which we have also repeatedly been distinguished with awards.

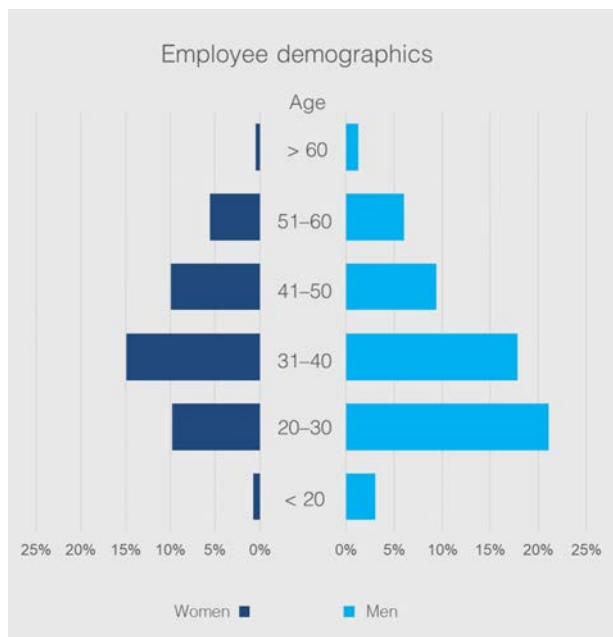


The number of apprentices at VOSS in Wipperfürth in 2020 remained at the previous level. The share of students fell sharply in 2020 due to the Corona pandemic.



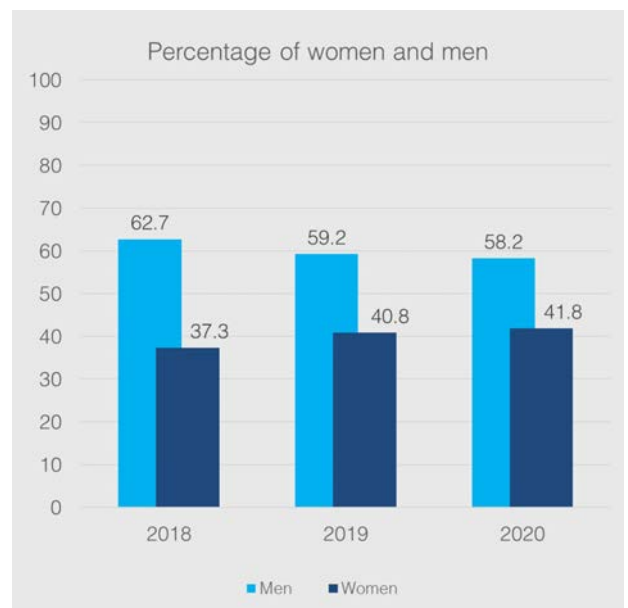
VOSS is characterized by a distribution of the age structure analogous to the worldwide age pyramid.

This is the only way to ensure equal opportunities across all age groups and to allow the increasingly young population to benefit from the older, experienced employees.

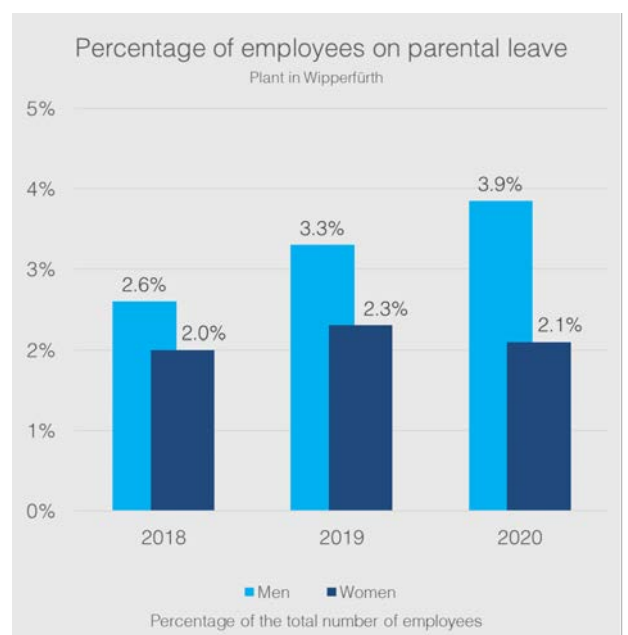


Equality in terms of gender, ethnic origin, faith, etc. is very important to us. That is why we work with programs to create a balance between the sexes. In Germany, for example, we participate in initiatives such as "Girl's Day" to create targeted incentives among women in a technical/trade environment.

This way, we have managed to steadily increase the proportion of women in recent years.



The proportion of men from the VOSS workforce in Wipperfürth who took parental leave again increased significantly in 2020.



VOSS masters the corona crisis

Our employees' safety and health worldwide is a matter close to the VOSS family's heart, which is why we do our part to keep employees healthy with regular training and safety briefings. This also includes tidy and health-compliant workplaces and a good working atmosphere.

The COVID 19 pandemic has presented our Protection of Health with new, extreme challenges in 2020.

After the first cases of Covid also appeared at VOSS, which luckily were not severe, rapid quarantine measures and regulations for mobile working had to be agreed. Our IT has admirably mastered the challenge of providing remote access to hundreds of users without much disruption. Working from home and in video conferences quickly became part of everyday life.

Employees whose presence was required to maintain operations on site were comprehensively informed about the current situation, safety measures and the necessary behavior. To facilitate working together in a group possible in individual cases as well, conversion measures

were implemented and masks were made available. This minimized the risk of contagion in the operational environment.

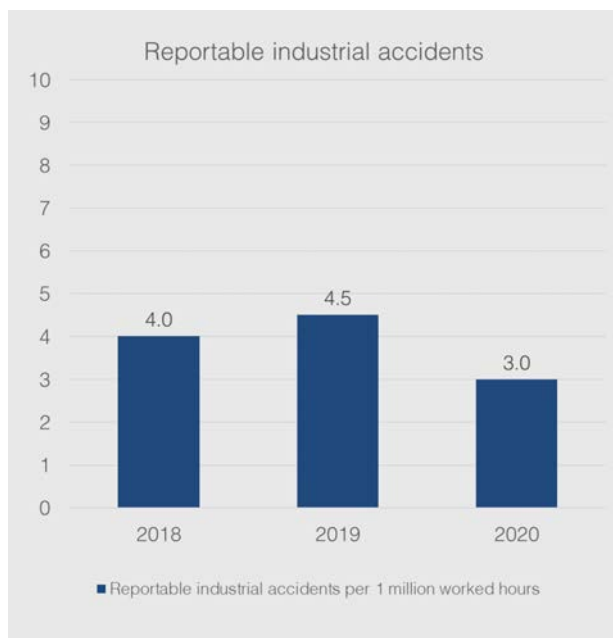


The teamwork spirit of the VOSS family is once again demonstrated by the mutual support of the foreign companies, which were affected by the pandemic at different times and to varying degrees and were thus able to help with resources for the Protection of Health.

Occupational safety

We are proud of the low and further reduced rate of occupational accidents. At VOSS, the global average is 3 accidents per 1 million hours worked.

In Germany, for example, the industry average is 20.7 accidents per 1 million hours worked. Our aim is still to achieve 0 accidents.



Declaration by the management of VOSS

Automotive GmbH in accordance with §289f.

Par. 4 German Commercial Code (HGB)

Pursuant to § 289f Par. 4 of the German Commercial Code (HGB), companies subject to co-determination are obliged to set themselves binding targets for a change in the gender quota.

The VOSS Automotive GmbH has resolved to achieve a female quota of 18% at the 1st and 2nd management levels, 0% on the Management Board and 0% on the Supervisory Board by the end of 2025.

At the 1st and 2nd management level, the share of women is currently 15%.

Imprint

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