

AutoForm Group

# Sustainability report 2025

Prepared in accordance with the EU VSME Comprehensive Standard



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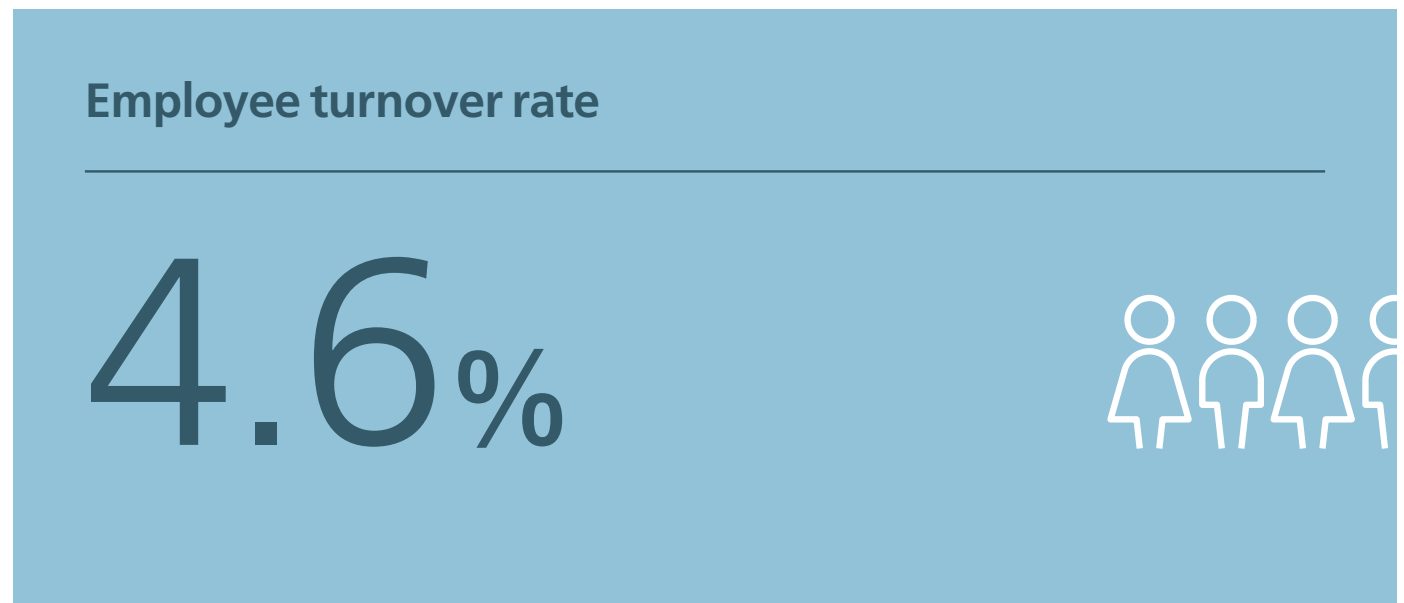
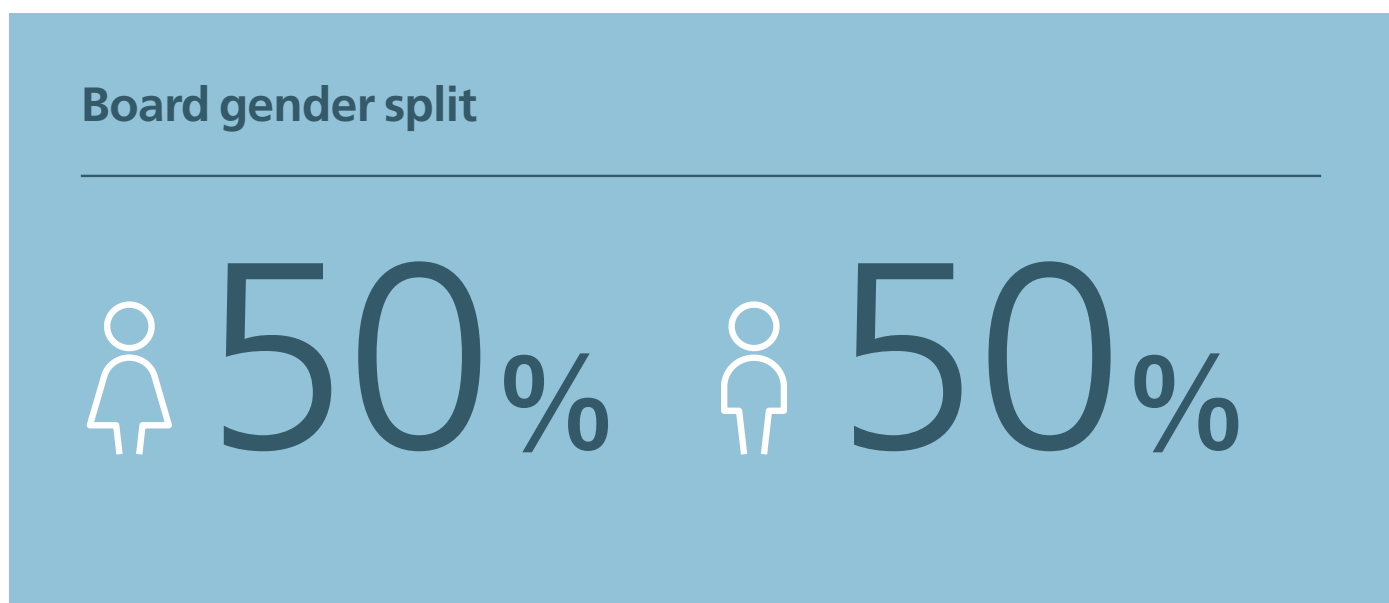
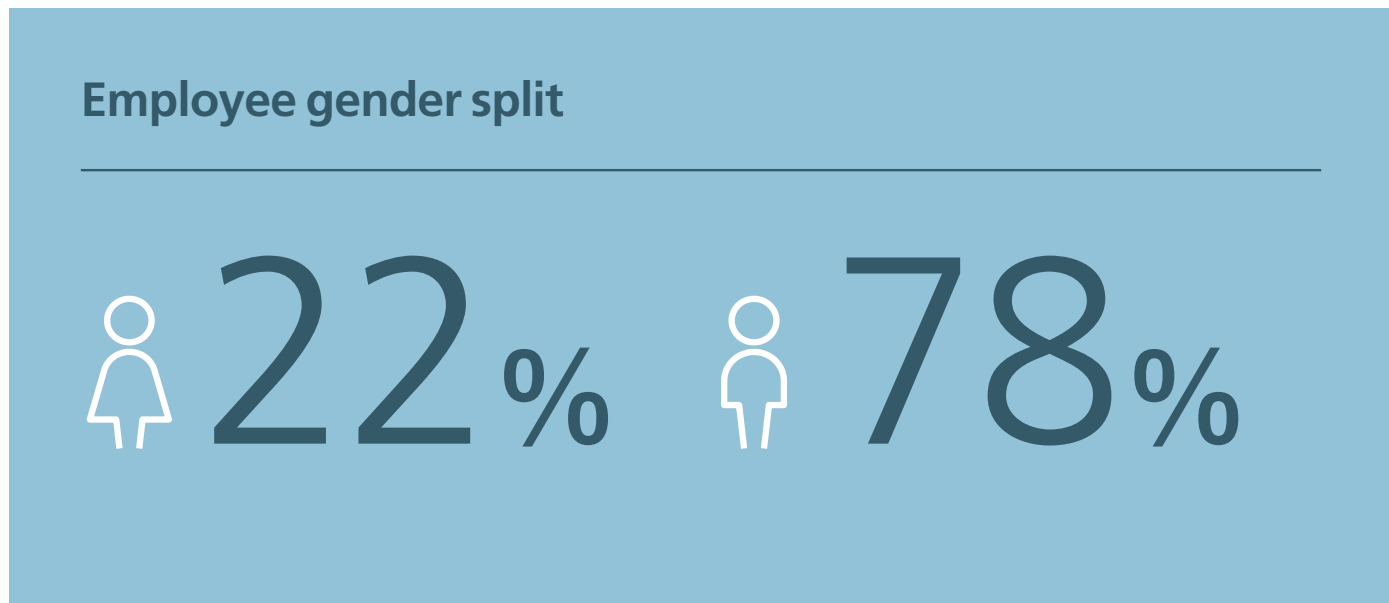
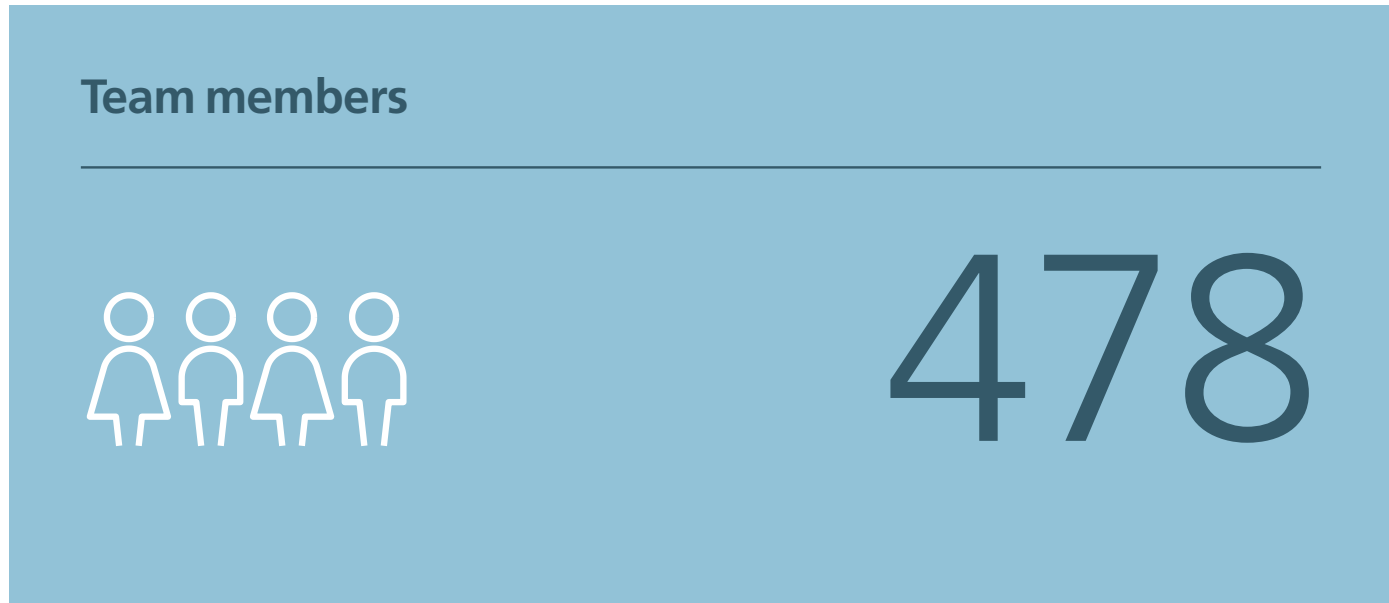
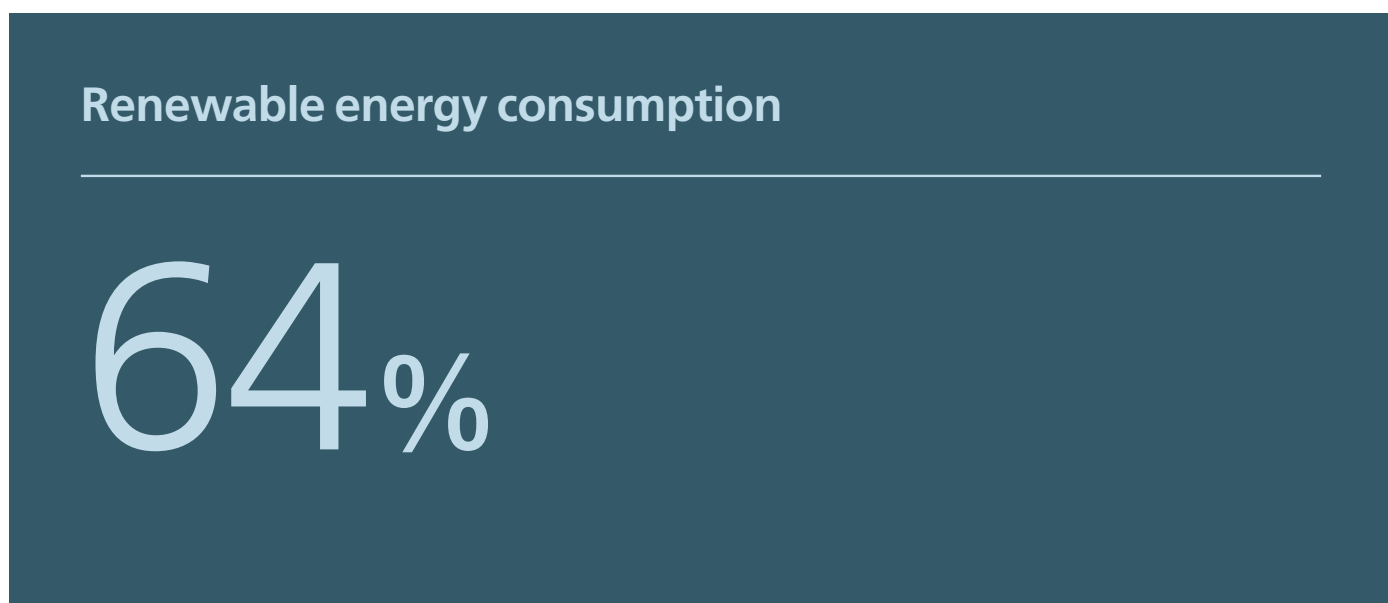
Photo © Luca Venturi

Insects play a vital role in keeping ecosystems healthy. They are an important food source for many animals and help break down organic matter, supporting natural cycles. Many plants and food crops also rely on insects for pollination. Today, insect populations are declining due to habitat loss, pesticide use, climate change, and pollution. This makes insects particularly vulnerable and highlights the importance of protecting them to safeguard biodiversity, ecosystems, and food systems.



# Business highlights

Engineering sustainability—  
by people, for people



Conducted and third-party  
assured DMA



# A message from the CEO

At AutoForm, sustainability is not just a priority — it is a fundamental part of our business strategy and daily operations.

Our advanced software solutions for sheet metal forming and BiW assembly empower our customers to optimize material usage, reduce scrap, and design lighter vehicles—directly supporting our customers with their decarbonization and sustainability goals.

In 2025, we formalized our ESG strategy, building on our core values and insights from a comprehensive Double Materiality Assessment. Publishing this first sustainability report is the logical next step in our journey toward greater transparency and accountability.

We have set ambitious climate targets: achieving Net Zero emissions for Scopes 1 and 2 by 2040 and across all scopes by 2050, in alignment with the Paris Agreement. These commitments reflect our determination to reduce our own impact while enabling our customers to achieve theirs.

Our ESG mission is clear: to lead in reducing greenhouse gas emissions through innovation, to promote employee well-being, and to create a positive societal impact. The four pillars—CO<sub>2</sub> Reduction and Resource Efficiency, Education, Caring for People, and Integrity and Transparency—guide the decisions we make.

This report marks the beginning of an ongoing dialogue. We are committed to continuous innovation, improvement, and transparent reporting on our progress. Thank you to our employees, customers, and partners for joining us on this journey.

**Olivier Leteurtre**  
Chief Executive Officer, AutoForm Group



Olivier Leteurtre is an alumni of INSEAD and holds a degree in Mechanical Engineering as well as an MBA. With more than 15 years of international experience, he has held various executive positions in leading software companies located in Europe, Asia and USA. Through his career he has gained deep knowledge and extensive expertise in the automotive, aerospace as well as other manufacturing industries. In his position as CEO, he is responsible for expanding the worldwide development of AutoForm in the field of sheet metal forming within various industries.



# GENERAL INFORMATION

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- 14 Practices, policies, and future initiatives (B2, C2)





# Basis for reporting and company overview (B1)

This sustainability report is prepared in accordance with the EU’s voluntary sustainability reporting standard for non-listed SMEs (VSME), covering both the basic and comprehensive modules of the VSME standard.

In addition to the required disclosures, we have included supplementary metrics and information to provide a complete and more transparent overview of our sustainability performance. The report incorporates the results of our Double Materiality Assessment, conducted with help from external consultants and assured by a third party. Disclosures are divided into the three categories Environmental, Social and Governance.

The original titles from the VSME standard have been largely preserved, with only minor adjustments for clarity. Each disclosure is accompanied by its corresponding identifier (e.g., B1 for Basic Module) to ensure clarity and facilitate cross-referencing. This report covers the entire AutoForm Group, except for Stampack GmbH, which was acquired in October 2025. Stampack GmbH will be included in our 2026 sustainability report.

Certain data points have been omitted due to confidentiality, lack of materiality or data availability constraints:

**Balance sheet size**—omitted (classified information)

**Turnover**—omitted (classified information)

**Training hours per gender**—AutoForm’s technical departments receive the majority of training due to annual software update requirements.

These departments are predominantly male due to sector-wide gender imbalances. As a result, we have decided that in AutoForm’s case, comparisons of training hours by gender are less meaningful.

**Waste**—AutoForm only generates ordinary office waste as well as small amounts of electronic waste from IT equipment. Both are comparable to typical household waste, and as waste volumes are low and no industrial waste is generated, this topic is considered of limited relevance and reported accordingly under the VSME ‘if applicable’ principle.

**Ownership form and legal form**

Private limited liability company

**Industry classification (NACE)**

NACE J – 62.01: Computer programming activities

NACE K – 64.20: Activities of holding companies

**Headcount**

At the end of the fiscal year 2025, AutoForm employed 478 people

**Country of primary operations**

Switzerland

**SUBSIDIARIES INCLUDED IN THE CONSOLIDATION SCOPE**

SUBSIDIARY NAME	REGISTERED ADDRESS
Ark Holding Sarl	1B, rue Jean Piret, L-2350 Luxembourg, Grand Duchy of Luxembourg
Stonebridge Sarl	1B, rue Jean Piret, L-2350 Luxembourg, Grand Duchy of Luxembourg
AutoForm AG	Unterdorfstrasse 12, CH-8808 Pfäffikon, Switzerland

## Sustainability related certificates

The entire AutoForm Group is TISAX certified, an industry-standard assessment for information security in the automotive industry. The TISAX label confirms that AutoForm’s information security management system meets defined security levels and allows the results of the assessment to be shared via a designated platform.



## AutoForm group offices

AutoForm operates leased office premises in the following locations, all of which are included within the scope of this report:

SITE / CITY	STREET ADDRESS	POSTAL CODE	COUNTRY	LATITUDE	LONGITUDE
Sao Bernardo do Campo	Rua José Versolato nº 101, conjunto nº 142 – Torre A	09750-730	Brazil	-23.68984	-46.56485
Zürich	Technoparkstrasse 1	8005	Switzerland	47.3893342	8.5157665
Pfäffikon	Unterdorfstrasse 12	8808	Switzerland	47.2056599	8.7757409
Shanghai	Plaza 336, 20F 01–04, 336 Xizang Middle Road, Huangpu	200001	China	31.23	121.48
Shenzhen	Rongchuang Zhihui Plaza, Tower A, 9F 923–925, Longhua District	518110	China	22.64	114.02
Beijing	Wangjing SOHO, Tower 1, Unit C, 22F 132203, Chaoyang District	100102	China	40.00	116.48
Changchun	17 Dayunanhushoufu, 7F 721, Chaoyang District	130012	China	43.84	125.30
Praha	Milady Horákové 116/109	16000	Czech Republic	50.0972293	14.4048677
Pfaffenhofen	Büro Pfaffenhofen, Luitpoldstraße 2a	85276	Germany	48.5458225	11.5092254
Ravensburg	Marktstrasse 46	88212	Germany	47.7795525	9.6163863
Esslingen	Büro Esslingen, Alleenstraße 28	73730	Germany	48.7240086	9.3550447
Berlin	Leipziger Platz 15	10117	Germany	52.5105954	13.3783226
Dortmund	Joseph-von-Fraunhofer-Straße 13a	44227	Germany	51.4921203	7.4053593
Barcelona	Calle Juan de Austria, 116, 7º	08018	Spain	41.3960899	2.1885670
Eguilles	380, rue Obsidienne	13510	France	43.5462534	5.3577586
Hyderabad	B.V. Raju Bhavan, 8-2-269/4 C&D, 5th Floor, Road No. 2, Banjara Hills	500034	India	17.42572	78.43312
Torino	Corso Duca degli Abruzzi, 14	10128	Italy	45.0657322	7.6643437

SITE / CITY	STREET ADDRESS	POSTAL CODE	COUNTRY	LATITUDE	LONGITUDE
Tokyo	Level 3, MOMENTO SHIODOME, 2-3-17 Higashi Shinbashi, Minato-ku	1050021	Japan	35.6627383	139.7581156
Ota City	Ota Branch, Level 2, Ekinan House, Iida-chou 1376	3730851	Japan	36.2931783	139.3811537
Nagoya City	Global Gate, Level 29, Hiraikae-chou 4-60-12, Nakamura-ku	4536129	Japan	35.1626388	136.8834046
Hiroshima	GRANODE Hiroshima, Level 3, 3-5-7 Futabanosato, Higashi-ku	7320057	Japan	34.4004622	132.4752090
Busan	#1410 Centum Leaders Mark, APEC Road 17, Haeundae-gu	48060	South Korea	35.165924	129.132431
Seoul	#1903 Sinsong Center Building, 57 Yeouinaru-ro, Yeongdeungpo-gu	07327	South Korea	37.522932	126.925694
Pouilley les Vignes	ZA Les Salines	25115	France	47.2581174	5.9271559
Querétaro	Av. Paseo Constituyentes 1009 Int 15, Col. Del Valle	76190	Mexico	20.5638105	-100.4129003
Capelle	Rhijnspoor 221	2901	Netherlands	51.9224129	4.5624102
Enschede	Hengelosestraat 500	7500	Netherlands	52.2372970	6.8549430
Troy	755 W. Big Beaver Road, Suite 300	48084	United States	42.5600113	-83.1608489
Grand Rapids	2851 Charlevoix Drive SE, Suite 110	49546	United States	42.91208	-85.52387

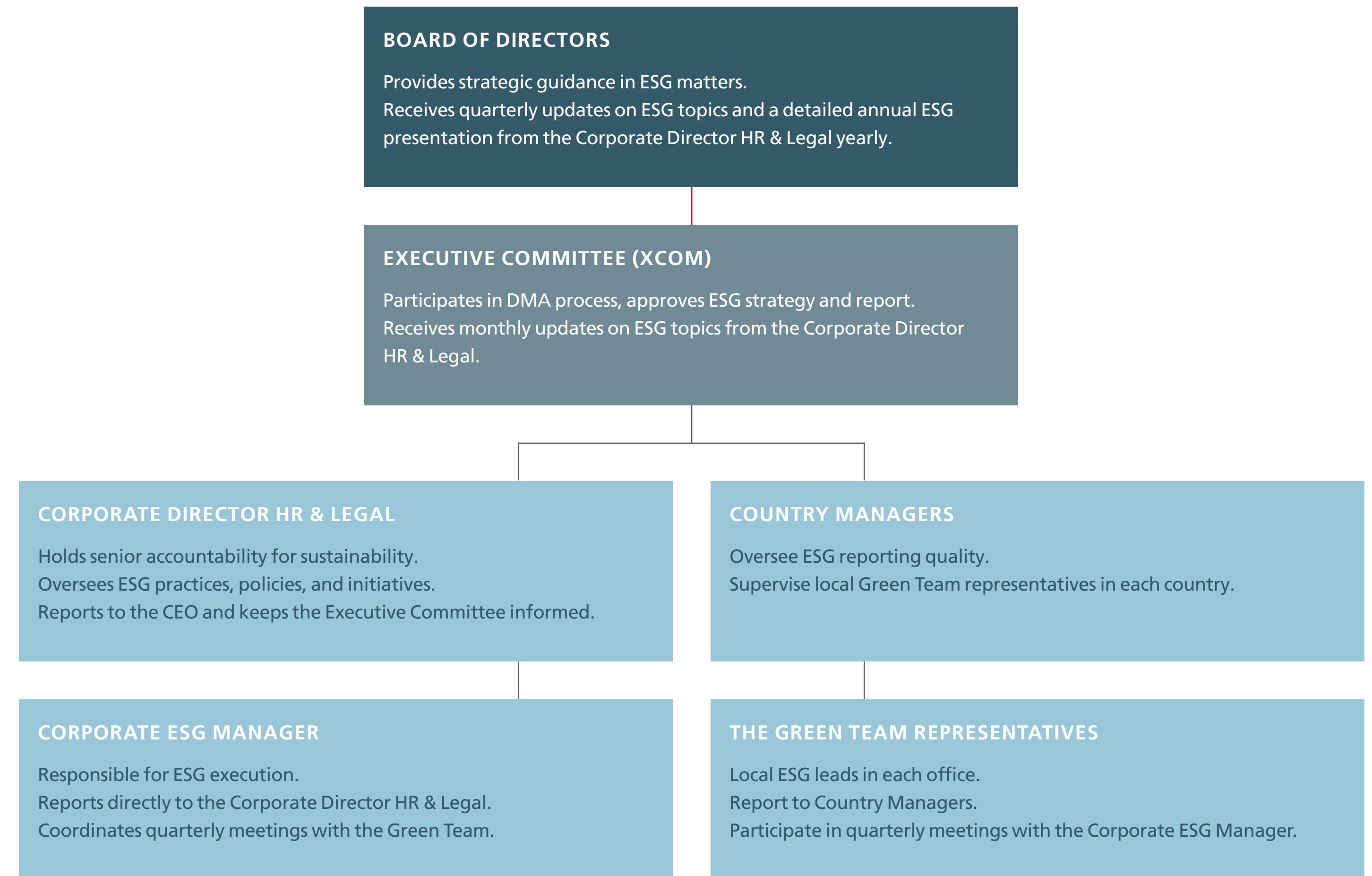
No other financial or physical assets have been assessed as significant for inclusion under the VSME reporting boundary.



# Sustainability governance

ESG oversight is integrated at the Board of Directors level by one dedicated Board member, senior accountability for our sustainability framework rests with the Corporate Director HR & Legal and member of the Executive Committee, who oversees the implementation of all sustainability practices, policies and forward-looking initiatives across the organization. Operational execution is supported by cross-functional teams across Legal, HR, IT, Finance, Procurement and Facilities. Our Corporate ESG Manager is solely dedicated to sustainability and reports directly to the Corporate Director HR & Legal. The local offices have Green Team representatives who report to their local Country Managers.

## Sustainability governance structure





# Our stakeholders

Engaging with our stakeholders is essential for creating meaningful impact and long-term value. The following section outlines our key stakeholder groups within the ESG framework, how we engage with them, the purpose and the outcome of these interactions.

KEY STAKEHOLDER	ENGAGEMENT AND PURPOSE	OUTCOME
<b>Customers</b>	Our local support and sales teams engage with our customers frequently to support them in optimizing their use of the AutoForm software, and to receive input on how to support them better in their decarbonization journey.	<ul style="list-style-type: none"> <li>• Lower carbon footprint</li> <li>• Reduced material usage</li> <li>• Fewer try-out loops</li> <li>• Potential energy savings</li> <li>• Potential vehicle weight reduction</li> </ul>
<b>Employees</b>	We strive to set a standard for employee well-being by encouraging open communication with management, conducting annual appraisals, hosting CEO townhall meetings, providing regular training, conducting employee satisfaction surveys and maintaining a whistle-blowing channel.	<ul style="list-style-type: none"> <li>• Low attrition rate</li> <li>• Higher employee satisfaction scores</li> <li>• High average tenure</li> <li>• Low absenteeism due to illness</li> </ul>
<b>Investors</b>	We engage with our investors in monthly meetings, regular presentations and ESG questionnaires.	<ul style="list-style-type: none"> <li>• ESG performance evaluation and guidance</li> <li>• Enhanced investor interest</li> </ul>
<b>Suppliers</b>	All our offices worldwide maintain ongoing relationships with suppliers for which we have a Supplier Code of Conduct (SCoC).	<ul style="list-style-type: none"> <li>• We aim to only work with suppliers with a strong sustainability strategy</li> </ul>
<b>Universities</b>	We collaborate with universities worldwide to foster research and innovation.	<ul style="list-style-type: none"> <li>• Increased awareness of AutoForm among students</li> <li>• Enhanced innovation in the development of our software</li> </ul>
<b>NGOs</b>	We are committed to generating positive societal impact through regular collaboration with different NGOs.	<ul style="list-style-type: none"> <li>• Implementation of impactful projects, such as donations, scholarship in India and tree planting initiatives in a reforestation project in Kenya</li> </ul>
<b>Regulatory agencies</b>	We regularly monitor regulatory agencies to ensure compliance across the markets in which we operate.	<ul style="list-style-type: none"> <li>• Full regulatory compliance</li> </ul>



# Business model and sustainability (C1)

## AutoForm, partner in sustainability



**AutoForm is more than just software;** we are a crucial catalyst in the automotive industry's green transition. Our products positively impact the entire CO<sub>2</sub> value chain, giving us a unique position in the rapidly growing ESG market.

## Business model and products

AutoForm's business model focuses on developing advanced software solutions for sheet metal forming and BiW assembly. Our solutions form a comprehensive digital platform that supports the engineering, evaluation and optimization of forming and assembly processes. This platform enables full digitalization and seamless information and data flow for our customers, while integrating Industry 4.0 standards. Our software enables our customers to address complex challenges that arise in practice, achieve a new level of competitiveness and considerably enhance material efficiency and process performance. AutoForm's software helps companies actively reduce Green House Gas (GHG) emissions generated during aluminum and steel production. In addition, our technology enables car manufacturers to design lighter vehicles that meet increasingly stringent requirements for lower fuel consumption and reduced GHG emissions.

## Key markets and key business relationships

AutoForm operates exclusively in the B2B sector, with offices in 15 countries including Switzerland, Germany, the Netherlands, Czech Republic, Sweden, France, Italy, Spain, Mexico, Brazil, the United States, China, Japan, Korea and India. We serve customers in over 50 countries. Our primary customer base is comprised of automotive OEMs, tooling and stamping companies, and steel and aluminum suppliers. AutoForm is also becoming increasingly involved in the aerospace industry as well as medical and electrical appliance sectors and white goods industry.

AutoForm's supply chain is limited to a relatively small number of local suppliers, as we do not engage in manufacturing. Our suppliers are mainly landlords, electronic equipment providers, cloud and IT service providers, professional service firms such as legal advisors and accountants, and electricity suppliers located in the countries where we have offices. We sell most of our products and services directly to customers, complemented by a small number of agents in markets where we do not maintain a local office. These direct customer relationships allow us to collaborate closely with users of our software and ensure that our solutions continue to evolve in line with market needs and sustainability expectations.



## How AutoForm software reduces customer CO<sub>2</sub> emissions

# 1

### Material optimization

#### MATERIAL OPTIMIZATION

Optimizing blank size and nesting layouts reduces material waste, directly cutting CO<sub>2</sub> emissions from raw material production.

#### REDUCED SCRAP RATE

AutoForm helps decrease the scrap rate. This translates to saving tons of steel and aluminum.

#### CO<sub>2</sub> EMISSION REDUCTION

Each ton of steel saved avoids 1.9 tons of CO<sub>2</sub> emissions from material production.

# 2

### Energy efficiency

#### REDUCED PHYSICAL TRIALS

AutoForm helps reduce physical trial loops by 50-60%, saving valuable time and resources.

#### LOWER ENERGY CONSUMPTION

This significantly cuts down the operating hours of energy-intensive presses (50-200KWh/hour).

#### REDUCED LOGISTICS CO<sub>2</sub>

Less need for prototype transportation, leading to lower logistical carbon footprints.

#### SUBSTANTIAL ENERGY SAVINGS

Overall, our software enables substantial energy savings in stamping plants.



# 3

### Lightweighting & product innovation

#### ENABLES LIGHTER PARTS

AutoForm allows the design and production of lighter automotive parts.

#### OPTIMIZED MATERIAL USE

Facilitates the optimal use of high-strength steels and aluminum.

#### FUEL ECONOMY

Every 10% reduction in vehicle weight translates to a 6-8% fuel economy improvement.

#### EV RANGE EXTENSION

For electric vehicles, this can extend battery range by up to 15%.



## Double Materiality Assessment (DMA) and third-party assurance

In 2024, AutoForm conducted a DMA together with external consultants.

Ernst & Young AG assessed the assurance readiness of the DMA against the requirements outlined in European Sustainability Reporting Standards (ESRS) 1: General Requirements and International Standard on Assurance Engagements (ISAE) 3000 principles. The assurance was finished on February 24th, 2025.

The DMA is revised annually.

The following table summarizes the key impacts, risks and opportunities identified across material ESG topics.

### IMPACTS ACROSS THE MATERIAL SUB-TOPICS

TOPIC	SUB-TOPICS	POSITIVE OR NEGATIVE IMPACT	IMPACT NAME
E1	Climate change mitigation	Negative	GHG emissions (scope 1&2)
E1	Climate change mitigation	Negative	GHG emissions (scope 3)
E1	Climate change mitigation	Positive	Reduced GHG emissions from manufacturing car parts
E1	Energy	Negative	Consumption of energy in offices
E1	Energy	Negative	Increased energy consumption related to AI
E1	Energy	Positive	Increased energy efficiency among customers via solution
E2	Pollution of air	Negative	Pollution from manufacturing of data servers
E2	Pollution of air	Negative	Air pollution from manufacturing of car parts
E2	Substances of concern	Negative	Hazardous substances in electronics manufacturing and disposal
E4	Impacts on the extent and condition of ecosystem	Negative	Supplier's adverse impacts on biodiversity from raw material extraction
E5	Resource inflows including resource use	Positive	Optimized and reduced resource use via customers
S1	Other work-related rights	Negative	Breach of employee data

### RISKS AND OPPORTUNITIES ACROSS THE MATERIAL SUB-TOPICS

TOPIC	SUB-TOPICS	RISK OR OPPORTUNITY	RISK OR OPPORTUNITY NAME
E1	Climate Change Mitigation	Opportunity	Higher demand for new designs due to development of EV cars
E5	Resource inflows including resource use	Opportunity	Optimize and reduce resource use
S1	Working conditions	Opportunity	Lower operational costs due to employee retention programs
G1	Cybersecurity	Risk	Operational disruptions due to cyberattacks



## Our ESG strategy

Sustainability plays an important role in our strategic direction. Our software enables customers to optimize material use, reduce scrap, facilitate lightweight production, and optimize processes, thus directly supporting customers' decarbonization goals. We are equally committed to reducing our own climate impact. AutoForm has set long-term GHG reduction targets, including achieving Net Zero emissions in scopes 1 and 2 by 2040 and Net Zero across all emission scopes by 2050. These targets reflect our ambition to align with global decarbonization pathways.

In 2025, we formalized our ESG strategy, building on insights from our DMA and our core values.

We established a clear ESG Mission and defined supporting pillars.

This report explores each pillar in detail, structured into three chapters: Environmental, Social and Governance. Before delving into these, we present our practices, policies, and future initiatives.





# Practices, policies, and future initiatives (B2, C2)

## Policies, practices, targets and public availability by sustainability topic

The table summarizes our main sustainability-related policies, the practices they drive, the targets they support, and their public availability status.



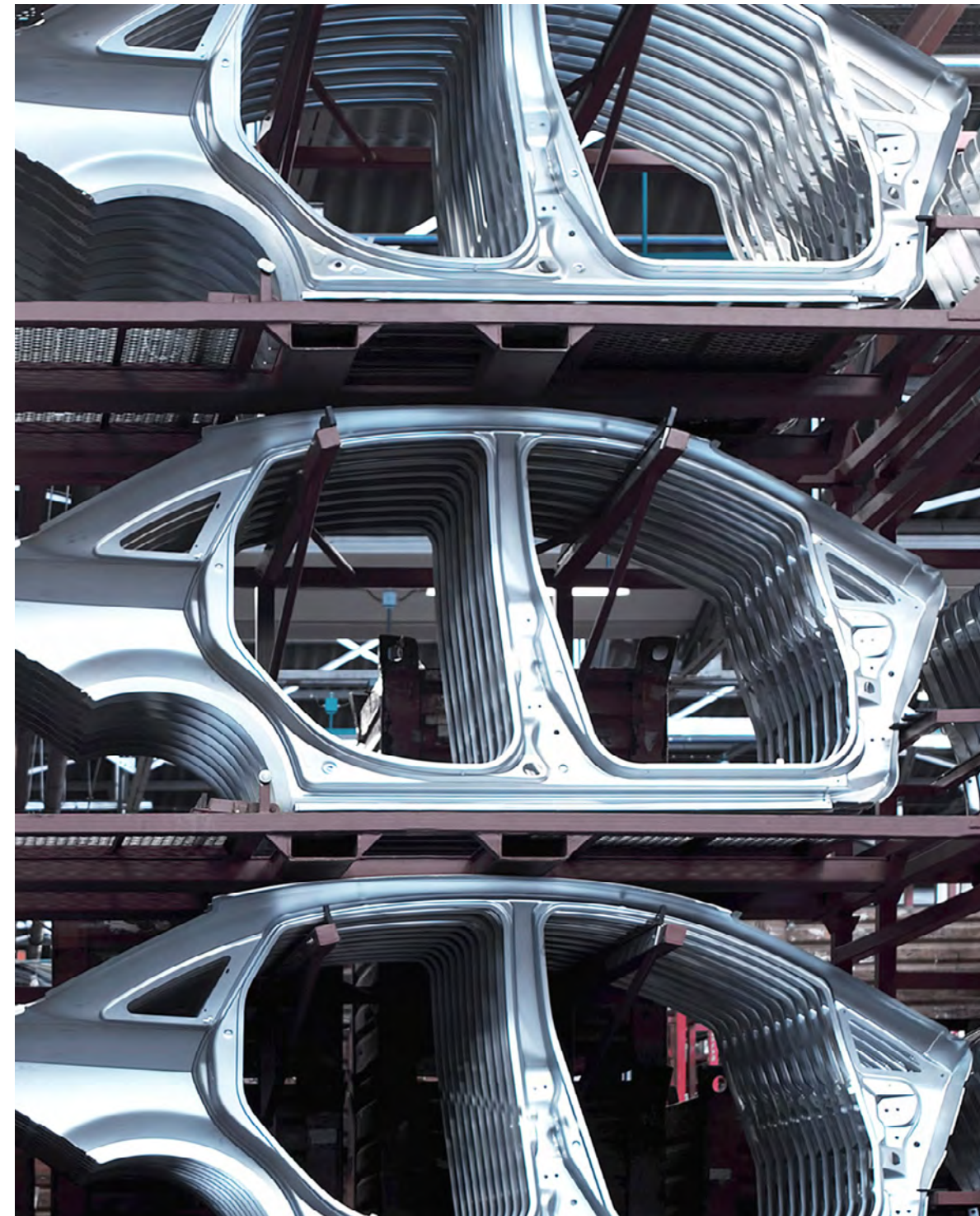
### ESG STRATEGY (OVERARCHING ENVIRONMENTAL & SOCIAL FRAMEWORK)

POLICY	KEY PRACTICES IMPLEMENTED	TARGETS SUPPORTED	PUBLICLY AVAILABLE	SUSTAINABILITY TOPICS
<b>Environmental sustainability policies</b>	<ul style="list-style-type: none"> <li>• Measurement of AutoForm’s GHG emissions.</li> <li>• Annual reforestation project in Kenya.</li> <li>• Supplier selection prioritising suppliers committed to Net Zero by 2050. All our cloud providers have a strong sustainability strategy and two of them use 100% renewable energy.</li> <li>• Hybrid work model to reduce transport emissions and support resilience during extreme weather.</li> <li>• Environmental awareness training plan for all employees (2025–2027 rollout).</li> </ul>	<ul style="list-style-type: none"> <li>• Net Zero scope 1–2 by 2040.</li> <li>• Net Zero all scopes by 2050.</li> <li>• 25% energy reduction per m<sup>2</sup> by 2028.</li> <li>• 75% renewable energy by 2028.</li> <li>• 100% environmental training by 2027.</li> </ul>	Yes	Climate change Pollution Circular economy
<b>Material optimisation and scrap reduction</b>	<ul style="list-style-type: none"> <li>• Our software enables customers to optimise material use and decrease the scrap rate, thereby decreasing the use of sheet metal and lowering the overall environmental footprint.</li> <li>• By improving resource efficiency, the solution contributes to waste prevention and supports more sustainable production processes.</li> </ul>	<ul style="list-style-type: none"> <li>• Continue innovation in sheet metal forming and BiW assembly technology to support our customers with their GHG reduction targets.</li> </ul>	Yes	Biodiversity & ecosystems
<b>Energy efficiency policy</b>	<ul style="list-style-type: none"> <li>• Active reduction of energy consumption per m<sup>2</sup>.</li> <li>• Increase renewable energy share.</li> <li>• Selection of energy-efficient cloud providers.</li> <li>• Hybrid work model reducing transport emissions.</li> </ul>	<ul style="list-style-type: none"> <li>• 25% energy reduction per m<sup>2</sup> by 2028.</li> <li>• 75% renewable energy by 2028.</li> </ul>	Partially	Climate change Energy
<b>Waste management policy</b>	<ul style="list-style-type: none"> <li>• Full application of the waste hierarchy (Reduce &gt; Reuse &gt; Recycle &gt; Dispose).</li> <li>• Recycling 100% of electronic equipment (hazardous waste).</li> <li>• Extension of lifecycle of electronic equipment to reduce waste.</li> <li>• Segregation of all waste streams for proper disposal.</li> </ul>	<ul style="list-style-type: none"> <li>• Zero hazardous waste to landfill.</li> <li>• Minimize waste.</li> </ul>	No	Pollution Circular economy Climate change
<b>Speak-Up policy (whistleblowing)</b>	<ul style="list-style-type: none"> <li>• Established channels for raising concerns, including anonymous whistleblower channel.</li> <li>• Clear investigation procedures.</li> <li>• Confidentiality protections and non-retaliation commitment.</li> </ul>	<ul style="list-style-type: none"> <li>• 100% of cases resolved.</li> </ul>	No	Own workforce Business conduct



**ESG STRATEGY (OVERARCHING ENVIRONMENTAL & SOCIAL FRAMEWORK) CONT.**

POLICY	KEY PRACTICES IMPLEMENTED	TARGETS SUPPORTED	PUBLICLY AVAILABLE	SUSTAINABILITY TOPICS
<b>Supplier code of conduct</b>	<ul style="list-style-type: none"> <li>• Due diligence on labour rights, including freely chosen employment, no child labour, non-discrimination, fair wages and safe working conditions.</li> <li>• Ethical sourcing requirements, including conflict minerals and high-risk area mining controls.</li> <li>• Monitoring and expectations for continuous supplier improvement.</li> <li>• Compliance with legal, human rights and environmental requirements.</li> <li>• Select electronic equipment supplier that is committed to:                             <ul style="list-style-type: none"> <li>— By 2030, for every ton of products purchased by customers, another ton will be reused or recycled.</li> <li>— By 2030, more than half of the content of its products will be made from recycled, renewable or lower-carbon materials.</li> <li>— In the extraction of raw materials, they collaborate with colleagues, suppliers and other stakeholders to address the risks associated with mining operations in conflict-affected and high-risk areas and help ensure the human rights of all who work in those communities.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Source only from suppliers committed to Net Zero by 2050.</li> </ul>	No	Workers in the value chain Business conduct Climate change Pollution Biodiversity & ecosystems
<b>Business Code of Conduct</b>	<ul style="list-style-type: none"> <li>• Mandatory compliance training for all employees.</li> <li>• Anti-bribery and anti-corruption training for sales and management.</li> <li>• Conflict of interest, gifts, and entertainment rules.</li> <li>• Data protection and confidentiality training.</li> </ul>	<ul style="list-style-type: none"> <li>• Zero corruption and bribery incidents annually.</li> </ul>	No	Business conduct Consumers & end-users Own workforce
<b>Human rights policy</b>	<ul style="list-style-type: none"> <li>• Zero tolerance for harassment, abuse, discrimination, workplace violence, forced labour and child labour.</li> <li>• Safe and healthy workplace with procedures to prevent occupational accidents and injuries.</li> <li>• Compliance with global labour and employment standards and employment provisions.</li> <li>• We prioritise responsible sourcing and respect for human rights throughout our value chain. Suppliers are required to respect human rights.</li> <li>• Our electronic equipment supplier collaborates with industry peers, suppliers, and other stakeholders to address risks linked to mining in conflict-affected and high-risk areas. These efforts aim to safeguard the human rights of workers and local communities and prevent contributions to conflict or human rights violations.</li> </ul>	<ul style="list-style-type: none"> <li>• Zero work-related accidents, fatalities or sick days due to work-related injuries.</li> <li>• Zero human rights violations.</li> </ul>	No	Own workforce Workers in the value chain Business conduct



**ESG STRATEGY (OVERARCHING ENVIRONMENTAL & SOCIAL FRAMEWORK) CONT.**

POLICY	KEY PRACTICES IMPLEMENTED	TARGETS SUPPORTED	PUBLICLY AVAILABLE	SUSTAINABILITY TOPICS
<b>Equal treatment &amp; inclusion policy</b>	<ul style="list-style-type: none"> <li>• Equal treatment training for all employees.</li> <li>• Flexible working hours and hybrid model for work-life balance.</li> <li>• Monitoring of diversity metrics.</li> <li>• Part-time management roles to support equal career opportunity.</li> <li>• Annual global salary review to ensure equal pay for equal work and fair, equitable remuneration regardless of gender.</li> <li>• Commitment to a non-discriminatory approach ensuring equal opportunity for employment, advancement and fair treatment.</li> <li>• Employee health and wellbeing initiatives.</li> </ul>	<ul style="list-style-type: none"> <li>• ≥15 training hours per employee annually.</li> <li>• Attrition rate goal &lt;10%.</li> <li>• Voluntary attrition &lt;5%.</li> <li>• Maintain gender pay equity.</li> </ul>	No	Own workforce
<b>Information security policies (including TISAX)</b>	<ul style="list-style-type: none"> <li>• Annual GDPR, cybersecurity and AI training.</li> <li>• Phishing simulations to test awareness.</li> <li>• Policies for cloud use, AI use, IT admin, IT users, mobile phone use, password management, physical access and public area security.</li> <li>• TISAX certification demonstrating alignment with automotive sector information security requirements.</li> </ul>	<ul style="list-style-type: none"> <li>• Maintain 0 cybersecurity incidents and data breaches.</li> <li>• 100% of employees have completed training on information security, data privacy and AI.</li> </ul>	No	Consumers & end-users Business conduct
<b>Community and social impact activities (within ESG strategy)</b>	<ul style="list-style-type: none"> <li>• Annual donations to three NGOs:                             <ul style="list-style-type: none"> <li>— Aiducation International (education).</li> <li>— HELVETAS Swiss Intercooperation (development &amp; humanitarian aid).</li> <li>— Humanity &amp; Inclusion (disability &amp; crisis support).</li> </ul> </li> <li>• Annual reforestation/employee wellbeing project “Active Giving”: converting physical activity into mangrove tree planting in Kenya.</li> <li>• One paid volunteer day per employee starting 2026.</li> <li>• Launch AutoForm scholarship in India in 2026.</li> </ul>	<ul style="list-style-type: none"> <li>• Plant minimum 10.000 trees per year.</li> <li>• Expand to three AutoForm scholarships in India in 2027.</li> </ul>	Partially	Affected communities Own workforce Climate change



# ENVIRONMENTAL RESPONSIBILITY

## 3



- 18 Energy and greenhouse gas emissions & GHG reduction targets and climate transition (B3, C3)
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# Energy and GHG emissions & GHG reduction targets and climate transition (B3, C3)

## Net Zero in scope 1 & 2 by 2040

AutoForm is committed to achieving Net Zero emissions for scope 1 and scope 2 by 2040. Our approach centers on reducing overall energy consumption, increasing the use of renewable energy across our operations, and enhancing the accuracy and robustness of our emissions reporting. Any remaining emissions that cannot be fully eliminated will be offset using verified carbon credits to ensure we meet our Net Zero target.

## Net Zero by 2050

AutoForm has also pledged to reach Net Zero emissions across scope 1, scope 2, and scope 3 emissions by 2050. This includes close collaboration with our cloud service providers to obtain supplier-specific emission factors, and to encourage reductions in their operational footprints. We also plan to transition all company vehicles into electric alternatives. Improving the precision and completeness of our emissions reporting will remain a priority throughout this period. Any remaining emissions that cannot be fully eliminated will be offset using verified carbon credits to ensure we meet our Net Zero target.

## High climate impact sectors

According to the VSME criteria, AutoForm does not operate in high climate impact sectors. GHG intensity metrics are not reported because turnover data is classified, in accordance with B1, and therefore unavailable for calculation.

## Energy consumption

AutoForm has established a target to achieve 75% renewable energy usage by 2028. In 2025, several of our offices transitioned to 100% renewable energy, contributing to a global share of 64.26% renewable energy consumption. Increasing this share further remains challenging, as some of our locations operate within multi-tenant office buildings where we do not have the ability to influence the energy supply or mix.

In 2024, AutoForm set a target to reduce energy consumption per square meter by 25% by 2028. At that time, the increasing use of AI—and the corresponding rise in electricity demand—had not been anticipated. As a result, electricity consumption per square meter increased in 2025. Despite this, several offices achieved reductions in their energy use during the year. AutoForm remains committed to continuously pursuing measures to lower overall electricity consumption.

### SCOPE 1, SCOPE 2 AND SCOPE 3 GHG REDUCTION TARGETS

TARGET	SCOPE 1	SCOPE 2	SCOPE 3
Net Zero by 2040 (scope 1 & 2)	66.92%	33.08%	n/a
Net Zero by 2050 (all scopes)	13.5%	6.7%	79.8%

### ENERGY CONSUMPTION

ENERGY TYPE / MWh	RENEWABLE	NON-RENEWABLE	TOTAL
Electricity (utility bills)	712.2062	396.11723	1,108.32
Self-generated electricity	0	0	0

kWh	2024	2025
Electricity consumption per square meter	87.10	98.81



## GHG emissions by category and reduction target (tCO<sub>2</sub>e)

The total GHG emissions in scopes 1 and 2 decreased 46.14% in 2025 compared with 2024. This significant reduction was driven by the increased use of renewable energy and improvements in data quality.

## Scope 3 GHG emissions by category and reduction target (tCO<sub>2</sub>e)

The total GHG emissions in scope 3 increased by 2.96% in 2025 compared with 2024, primarily driven by higher emissions in the categories Purchased goods and services and Business travel.

### GHG EMISSIONS tCO<sub>2</sub>e

CATEGORY	EMISSIONS 2025	BASE YEAR 2024	TARGET YEAR 2040
Gross scope 1 GHG emissions	364.76	690.53	0
Gross scope 2 location-based GHG emissions	294.26	279.42	n/a
Gross scope 2 market-based GHG emissions	191.00	341.30	0
<b>Total scope 1 and scope 2 GHG emissions (location based)</b>	<b>659.02</b>	<b>969.95</b>	n/a
<b>Total scope 1 and scope 2 GHG emissions (market-based)</b>	<b>555.76</b>	<b>1,031.83</b>	0

SCOPE 3 (INDIRECT GHG EMISSIONS)	EMISSIONS 2025	BASE YEAR 2024	TARGET YEAR 2050
Category 1: Purchased goods and services	2,682.81	2,032.99	0
Category 2: Capital goods	396.39	1,017.62	0
Category 3: Fuel- and energy-related activities (not included in scope 1 and 2)	99.22	109.05	0
Category 4: Upstream transportation and distribution	13.33	17.52	0
Category 6: Business travel	844.23	742.71	0
Category 7: Employee commuting	158.36	153.97	0
Category 9: Downstream transportation and distribution	0.10	0	0
<b>Total Scope 3 GHG emissions</b>	<b>4,194.45</b>	<b>4,073.86</b>	0



## Total scope 1,2 and 3 GHG emissions (tCO<sub>2</sub>e)

The total GHG emissions in all scopes decreased by 6.96% in 2025 compared to 2024.

### GHG EMISSIONS tCO<sub>2</sub>e

CATEGORY	EMISSIONS 2025	BASE YEAR 2024	TARGET YEAR 2040/50
Total scope 1, scope 2 and scope 3 GHG emissions (location based)	4,853.47	5,043.81	n/a
Total scope 1, scope 2 and scope 3 GHG emissions (market-based)	4,750.21	5,105.70	0



# Pollution of air, water and soil, Climate risks & Biodiversity (B4, C4, B5)



## Pollution of air, water and soil (B4)

AutoForm’s activities do not include industrial processes, manufacturing operations or the use of hazardous substances that could result in emissions to air, water or soil. As the company is not legally required to report pollutant emissions and its business model generates no material pollution impacts, AutoForm does not report on these topics.

## Climate risks (C4)

AutoForm has made a natural hazards risk assessment with help of the WWF biodiversity risk filter using geospatial and hazards specific indicators for every global office. Some AutoForm offices are exposed mainly to physical climate hazards, including extreme heat, landslides, tropical cyclones, wildfires, drought/water scarcity, and storms. These hazards can disrupt office operations, IT infrastructure, employee safety, and service continuity. No significant transition risks (e.g., regulatory, market, technology shifts) were identified.

Results are reviewed periodically in cooperation with the local offices and integrated into risk management and office leasing decisions. Sensitivity is evaluated by examining potential impacts on office accessibility, employee wellbeing, IT systems, and customer service continuity.

- **Extreme heat:** All offices have air conditioning and conduct regular maintenance of the equipment.
- **Landslides:** No offices are in local areas of high risks for landslides.
- **Tropical cyclones:** The offices that are located in areas with risk for tropical cyclones are in buildings that are structurally designed to withstand seasonal typhoons and have emergency procedures.
- **Wildfires:** No offices are in local areas with high risk for wildfires.
- All employees are well **equipped for remote work** during nature hazard events.

The assessment considers short term (current to 5 years) risks through annual/periodic reviews, medium term (5–10 years) based on evolving climate patterns, and long term (10+ years) as natural hazards intensify. Risks are expected to increase over time, and monitoring is ongoing.

Adaptation measures include:

- Ensuring buildings meet local disaster resilience standards, including reinforced structures and emergency power supply.
- Using redundant cloud and IT systems located in low risk regions (Frankfurt).
- Implementing emergency procedures, evacuation plans, and enabling remote work.
- Maintaining insurance coverage and conducting regular building drills (particularly in Korea, Japan and China).

## Biodiversity (B5)

AutoForm operates solely from office locations and does not own, lease or manage any sites situated near biodiversity-sensitive areas. The company’s activities do not involve land-use changes, resource extraction, or operations with potential impacts on ecosystems. As a result, AutoForm’s direct biodiversity impact is minimal.



# Water & Resource use, circular economy, and waste management (B6, B7)

## Water (B6)

AutoForm’s water withdrawal is limited solely to domestic purposes, such as sanitary facilities and kitchen areas within our office premises.

### WATER WITHDRAWAL m3

SITE CATEGORY	WATER WITHDRAWAL
All sites	2,710.18
Sites in high water-stress areas	638.24

## Resource use, circular economy, and waste management (B7)

AutoForm applies a structured Waste Management Policy designed to minimize environmental impact across all operations. This policy follows a four-step hierarchy that guides how materials are selected, used, and handled at the end of their life cycle. The approach ensures that waste is prevented where possible, reused when feasible, and recycled to the greatest extent before disposal is considered.

- **Reduce:** Only order, purchase and use the amount of materials required.
- **Reuse:** Retain and repurpose materials whenever possible, onsite or by others.
- **Recycle:** Segregate waste to maximize the value of materials for recycling.
- **Dispose:** Used only as a last resort.

As a software company, our only hazardous waste is electronic equipment, which we always recycle. This approach ensures responsible resource use and supports our commitment to the circular economy.

AutoForm only generates ordinary office waste as well as small amounts of electronic waste from IT equipment. Both are comparable to what a typical household consumes, and as waste volumes are low and no industrial waste is generated, this topic is considered of limited relevance and reported accordingly under the VSME ‘if applicable’ principle.



# SOCIAL RESPONSIBILITY

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# Workforce—general characteristic (B8)



AutoForm’s workforce consists mainly of permanent employees, with a limited number temporary contracts. We employ both male and female staff in all countries of operation and monitor workforce composition by gender and location to support our commitment to diversity and inclusion. We maintain a low employee turnover rate, indicating strong satisfaction and engagement. We monitor turnover annually to identify trends and guide our HR strategies.

## EMPLOYEES BY CONTRACT TYPE

TYPE OF CONTRACT	NUMBER OF EMPLOYEES (HEADCOUNT)
Permanent contract	473
Temporary contract	5
<b>Total employees</b>	<b>478</b>

## EMPLOYEES BY GENDER

GENDER	NUMBER OF EMPLOYEES (HEADCOUNT)
Male	374
Female	104
Other	0
Not reported	0
<b>Total employees</b>	<b>478</b>

## EMPLOYEES BY COUNTRY (≥ 10% OF TOTAL HEADCOUNT)

COUNTRY OF EMPLOYMENT	NUMBER OF EMPLOYEES (HEADCOUNT)
Switzerland	121
Germany	138

## EMPLOYEE TURNOVER

CATEGORY	NUMBER OF EMPLOYEES (HEADCOUNT)
Number of employees who left during the reporting year	22
Number of employees at the beginning of the reporting year	476
Number of employees at the end of the reporting year	478
Employee turnover rate (%) in the reporting period	4.6
Voluntary employee turnover rate (%) in the reporting period	1.7



# Health and safety & Remuneration, collective bargaining and training (B9, B10)

## Health and safety (B9)

### Work-related accidents and ill-health

AutoForm maintains a strong safety record. In 2025, three work-related accidents were reported, all occurred during travel or commuting. Of these incidents, one resulted in a work-related injury. No fatalities occurred during the year. AutoForm continues to actively monitor health and safety indicators to ensure a safe and secure working environment for all employees.

#### WORK-RELATED INCIDENTS

CATEGORY	
Number of recordable work-related accidents in the reporting period	3
Rate of recordable work-related accidents in the reporting year (%)	0.71
Number of fatalities as a result of work-related injuries and work-related ill health	0

## Remuneration, collective bargaining and training (B10)

### Remuneration and collective bargaining coverage

All employees receive pay that meets or exceeds applicable minimum wage requirements, as determined by national law. We monitor pay equity and collective bargaining coverage to ensure fair and transparent compensation practices.

Certain offices are subject to statutory collective agreements that are mandatory under applicable law; however, AutoForm has not entered into any voluntary collective bargaining agreements.

#### REMUNERATION

CATEGORY	
Employees receive pay that is equal or above applicable minimum wage determined directly by the national minimum wage law or through a collective bargaining agreement	Yes
Percentage gap in pay between the undertaking's female and male employees (%)	0
Percentage of employees covered by collective bargaining agreements (%)	0

### Average training hours per employee

Most trainings at AutoForm are delivered to technical departments, primarily due to annual software update requirements. As these departments are predominantly male—a reflection of sector-wide gender imbalances—comparisons of training hours by gender are not meaningful. Instead, we report on the average training hours per employee to provide a clear measure of our commitment to ongoing professional development.

CATEGORY	HOURS
Average training our per employee	17.30



# Additional workforce characteristics (C5)

We monitor additional workforce characteristics, including the gender ratio at management level, the number of self-employed workers, and the use of temporary workers. This tracking supports our ongoing commitment to diversity, inclusion, and transparency in workforce composition.

## GENDER RATIO OF MANAGEMENT LEVEL

CATEGORY	RATIO
Female-to-male ratio at management level	0.27

## WORKFORCE STRUCTURE (SELF-EMPLOYED AND TEMPORARY WORKERS)

CATEGORY	NUMBER OF EMPLOYEES (HEADCOUNT)
Total self-employed workers without personnel that work exclusively for AutoForm	4
Total temporary workers provided by undertakings engaged in employment activities	0





# Human rights policies and processes, Severe negative human rights incidents & Employee satisfaction survey (C6, C7)

## Human rights policies and processes (C6)

AutoForm maintains a comprehensive code of conduct and human rights policy for its workforce. These policies cover key areas including child labor, forced labor, human trafficking, discrimination, accident prevention, business integrity, fair competition, conflict of interest, equal treatment, respect for the environment, data protection, financial reporting, and compliance. Employees have access to a complaints-handling mechanism, ensuring concerns are addressed confidentially and effectively.

### HUMAN RIGHTS POLICY COVERAGE AND COMPLAINTS MECHANISMS (OWN WORKFORCE)

QUESTION	COVERAGE (Y/N)
Does the undertaking have a code of conduct or human rights policy for its own workforce	Yes
If yes, does this cover:	
— child labour	Yes
— forced labour	Yes
— human trafficking	Yes
— discrimination	Yes
— accident prevention	Yes
— other? (if yes, specify)	Business integrity/bribery, fair competition, conflict of interest, work environment, equal treatment, respect of the environment, data protection, financial reporting, speak-up and compliance.
Does the undertaking have a complaints-handling mechanism for its own workforce?	Yes

## Severe negative human rights incidents (C7)

AutoForm is not aware of any confirmed incidents in its own workforce related to child labor, forced labor, human trafficking, discrimination or other events. It is also not aware of any confirmed incidents involving workers in the value chain, affected communities, consumers and end-users.

## Employee satisfaction survey

AutoForm conducts an anonymous work climate survey with the external provider Entromy every 18 months. In 2025, the participation rate was 83%, and the overall score 64, which puts us in the top quartile in technology benchmark.

The target is to remain in the top quartile and maintain a participation rate above 80%.



# GOVERNANCE AND ETHICS

# 5

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# Convictions and fines for corruption and bribery, Revenues from certain sectors and exclusion from EU reference benchmarks & Gender diversity ratio in the governance body (B11, C8, C9)

## Convictions and fines for corruption and bribery (B11)

AutoForm confirms that no convictions or fines related to corruption or bribery occurred during the reporting period. The company maintains robust compliance procedures and mandatory training to prevent, detect and address unethical behavior throughout all operations.

## Revenues from certain sectors and exclusion from EU reference benchmarks (C8)

AutoForm is not excluded from any EU reference benchmarks that are aligned with the objectives of the Paris Agreement. The company does not derive revenue from fossil fuels, controversial weapons, tobacco, coal, oil, gas or other sectors classified as exclusionary under EU sustainable finance regulations.

## Gender diversity ratio in the governance body (C9)

AutoForm's governance body has a gender diversity ratio of 1, reflecting balanced representation.

### GENDER DIVERSITY RATIO IN THE GOVERNANCE BODY

CATEGORY	RATIO
Gender diversity ratio in governance body	1



# Conclusion and future outlook

The publication of AutoForm's first sustainability report marks an important milestone in our commitment to transparency, accountability, and continuous improvement.

In 2025, we laid the foundation for a more structured ESG framework—formalizing our long-term climate strategy, improving data quality, and advancing initiatives across environmental, social, and governance topics.

Our progress this year is encouraging. We achieved a meaningful reduction in Scope 1 and 2 GHG emissions and saw strong indicators of employee engagement, reflected in low attrition and high participation in our employee survey. These outcomes show that our operational measures and people-focused initiatives are generating positive momentum. At the same time, our technology continues to support customers in reducing their own environmental impacts through improved material efficiency, reduced scrap, lightweighting, and energy-optimized designs.

While proud of these achievements, we recognize that this is only the beginning. We will continue strengthening our data foundation, expanding the scope of our reporting, improving our environmental footprint, and deepening our contributions to society.

As we move forward, AutoForm remains committed to learning, improving, and acting with integrity. We will continue to innovate for climate-smart manufacturing, invest in our people, foster responsible value chains, and reinforce sound governance. Together with our global community, we look ahead with determination and optimism.

Our journey is made possible by many. We thank our colleagues across 15 countries for their dedication, our customers for their trust and collaboration, our partners for helping us advance, and our stakeholders for their continued support in shaping a more sustainable future. Engineering sustainability—by people, for people—will continue to guide our work.



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