

AutoForm Group

ESG Strategy

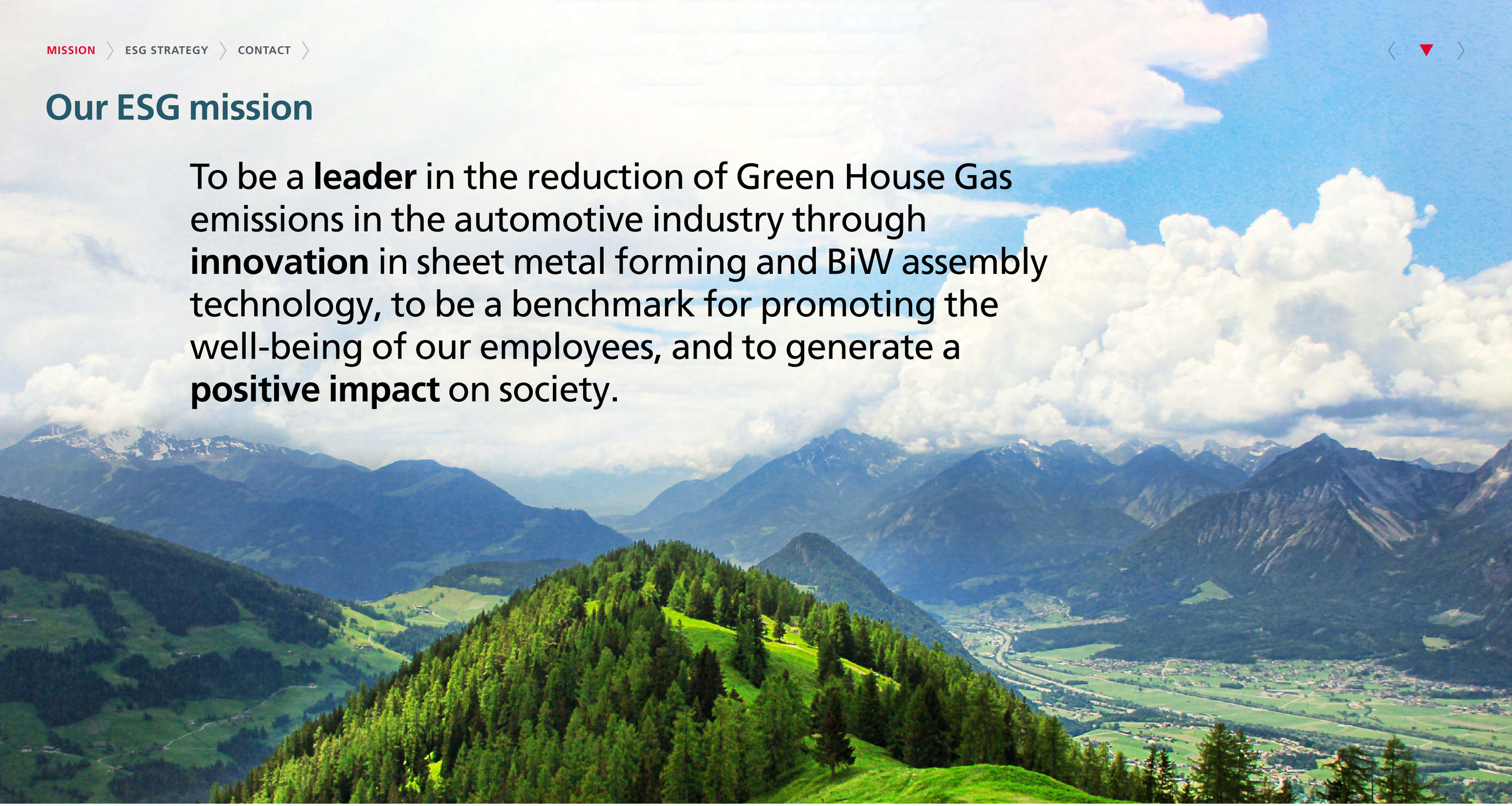
EXECUTIVE SUMMARY 2026

Engineering sustainability—by people, for people

AUTOFORM
Forming Reality

Our ESG mission

To be a **leader** in the reduction of Green House Gas emissions in the automotive industry through **innovation** in sheet metal forming and BiW assembly technology, to be a benchmark for promoting the well-being of our employees, and to generate a **positive impact** on society.



The four pillars of our ESG strategy and our core values



Challenge the status quo

1
ESG STRATEGY

GHG REDUCTION & RESOURCE EFFICIENCY

Measure GHG emissions and reach NetZero in Scope 1 and 2 by 2040, and become a NetZero company in all scopes by 2050

Continue developing products for sustainability: our software reduces the GHG emissions of our customers

- **Waste management** policy that establishes the hierarchy of 1. Reduce 2. Reuse 3. Recycle 4. Dispose.
- Extended the life cycle of electronic equipment and only work with suppliers committed to NetZero by 2050.
- All our electronic equipment is **recycled**.
- Energy efficiency policy, with a target to **reduce office related energy intensity** by 25% in five years.
- Aim to increase the use of **renewable energy** until we reach a minimum of 75%.
- Each year, in honor of Earth day, we organize a **reforestation** project. So far, we have planted 32.141 trees in Kenya.
- Train our Green Team members all over the world in sustainability.
- Develop a global **business-travel policy** in order to avoid, as far as reasonably possible, travel by plane and car.
- Promote a **hybrid work model** that reduces commute.
- **Train our sales team** on the benefits for our customer of using our software when reducing the CO2 footprint.



Passion to learn

2
ESG STRATEGY

EDUCATION

All employees should receive continuous training
AutoForm Tech Scholarship
AutoForm Mentoring program

- Maintain average number of **training hours** per employee to a minimum of 15 annually.
- All employees receive training every year.
- To support the development of future talent and contribute to equitable access to education in the engineering sector, AutoForm will establish a scholarship for individuals from **economically disadvantaged backgrounds**.
- To enhances employee development by **fostering knowledge transfer**, skill-building, and career growth, a mentoring program will be implemented.



Bring our community together

ESG STRATEGY
3

CARING FOR PEOPLE



Keep attrition rate under 10%
Be in the top quartile in the result of the employee survey
Give back to society
Promote well-being among our employees

- Continuous **training** for all employees.
- Assure **fair wages** and equal pay for equal work.
- Promote equal treatment and inclusion with **ETI program**.
- Promote **health and safety**: Zero work related accidents or fatalities, no sick days due to work-related injuries.
- Promote **active living** with Active Giving project.
- Continuous two-way communication: yearly appraisal meetings and townhall meetings.
- Flextime and remote work to **reconcile work and personal life**.
- Facilitate family reconciliation by allowing management positions to be **part-time**.
- **Mentoring** program for a supportive environment and to strength workplace relationships.
- Give back to society by **donations** to three NGOs: Aiducation, Helvetas and Humanity & Inclusion.
- **Volunteer time** program **Give Back day** to support employees to give back to society.
- Promote care in the value chain by having a **Supplier Code of Conduct**.

Inspire people

ESG STRATEGY 4

INTEGRITY & TRANSPARENCY

Integrate sustainability into the business strategy
Measure and report our progress with transparency
Promoting business ethics and a culture of respect



- ESG responsible person in Executive Committee and in Board of Directors.
- One person dedicated to ESG.
- Green team with representation from all offices.
- Report on **VS comprehensive** including **DMA**, additional measures from ESRS and the GHG emissions.
- Third-party assured DMA and GHG emissions.
- Publish an **annual Sustainability Report**.
- The 10 principles of the UN Global Compact are implemented in our strategy, and we plan to become a partner of the **UN Global Compact** in 2027.
- In 2027 we will report with SASB and/or Ecovadis.
- **Implemented Policies**: Business Code of Conduct, Supplier Code of Conduct, Anti-corruption, Human Rights, Economic and Trade Sanctions, Third Party Due Diligence, Data Protection and Health and Safety policies.
- Implemented Speak-up Policy and internal **whistleblower channel**. Zero incidents reported.
- All employees are trained in **Compliance, Cyber Security, Data Protection, Equal Treatment** and **AI**.
- The sales force and management are trained in **Anti-bribery**.
- We plan to implement yearly AutoForm-values-award.

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