



AutoForm Engineering's
ESG Strategy
executive summary

**Engineering sustainability
- by people, for people**

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.





AutoForm core values and the four pillars of our ESG strategy

Challenge the status quo

GHG reduction & resource efficiency

Passion to learn

Education

Bring our community together

Caring for people

Inspire people

Integrity & transparency



Challenge the status quo

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

Main actions:

- **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 energy consumption** by 25% in five years.
- Aim to increase the use of **renewable energy** until we reach a minimum of 75% by 2028.
- Each year, in honor of Earth day, we organize a **reforestation** project. So far, we have planted 23.200 trees in Kenia.
- In the next two years we will train all our employees in sustainability.
- Develop a **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 Education

All employees should receive continuous training

Maintain average number of **training hours** per employee to a minimum of 15 annually. All employees receive training every year.

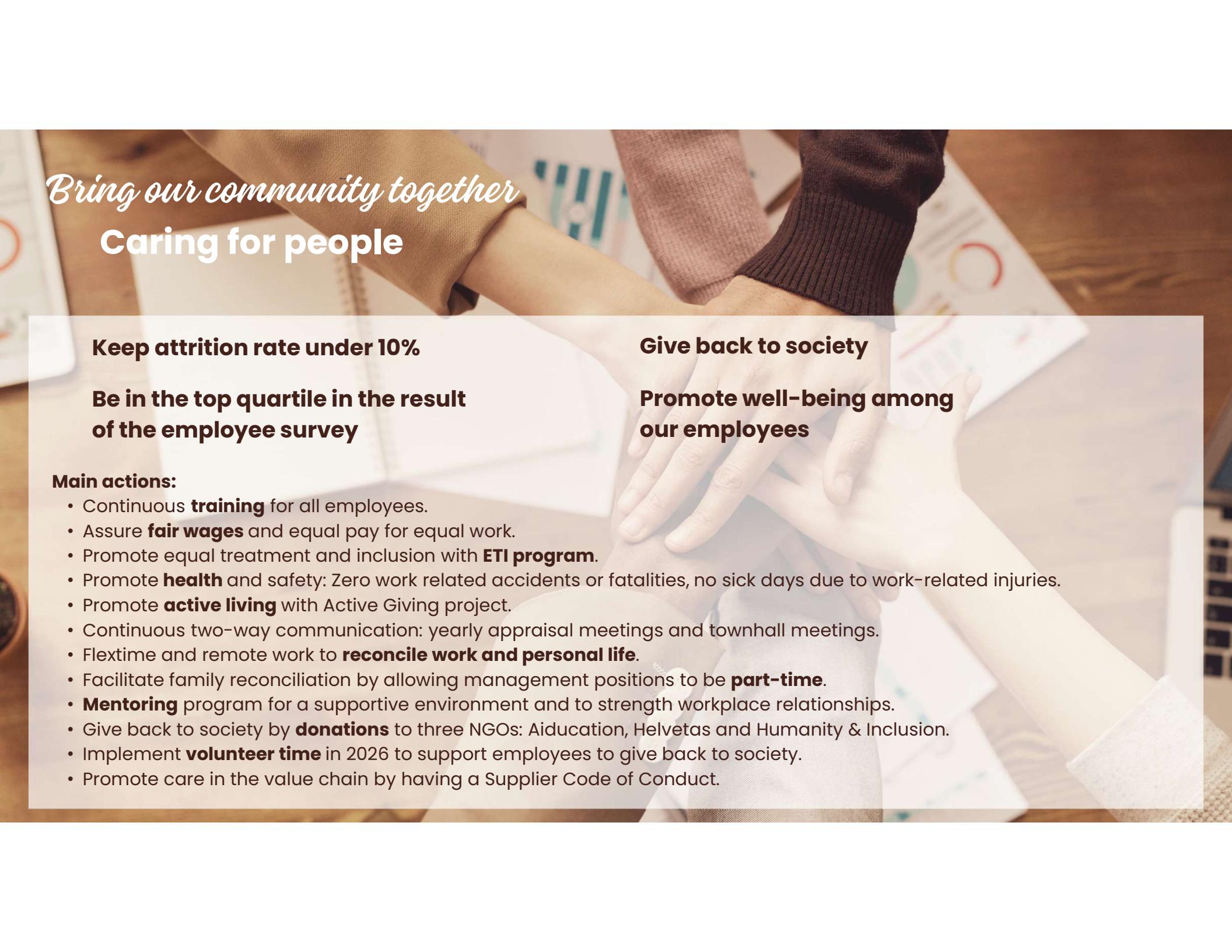
AutoForm Tech Scholarship

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**.

AutoForm Mentoring program

To enhance employee development by **fostering knowledge transfer**, skill-building, and **career growth**, a mentoring program will be implemented.





Bring our community together

Caring for people

Keep attrition rate under 10%

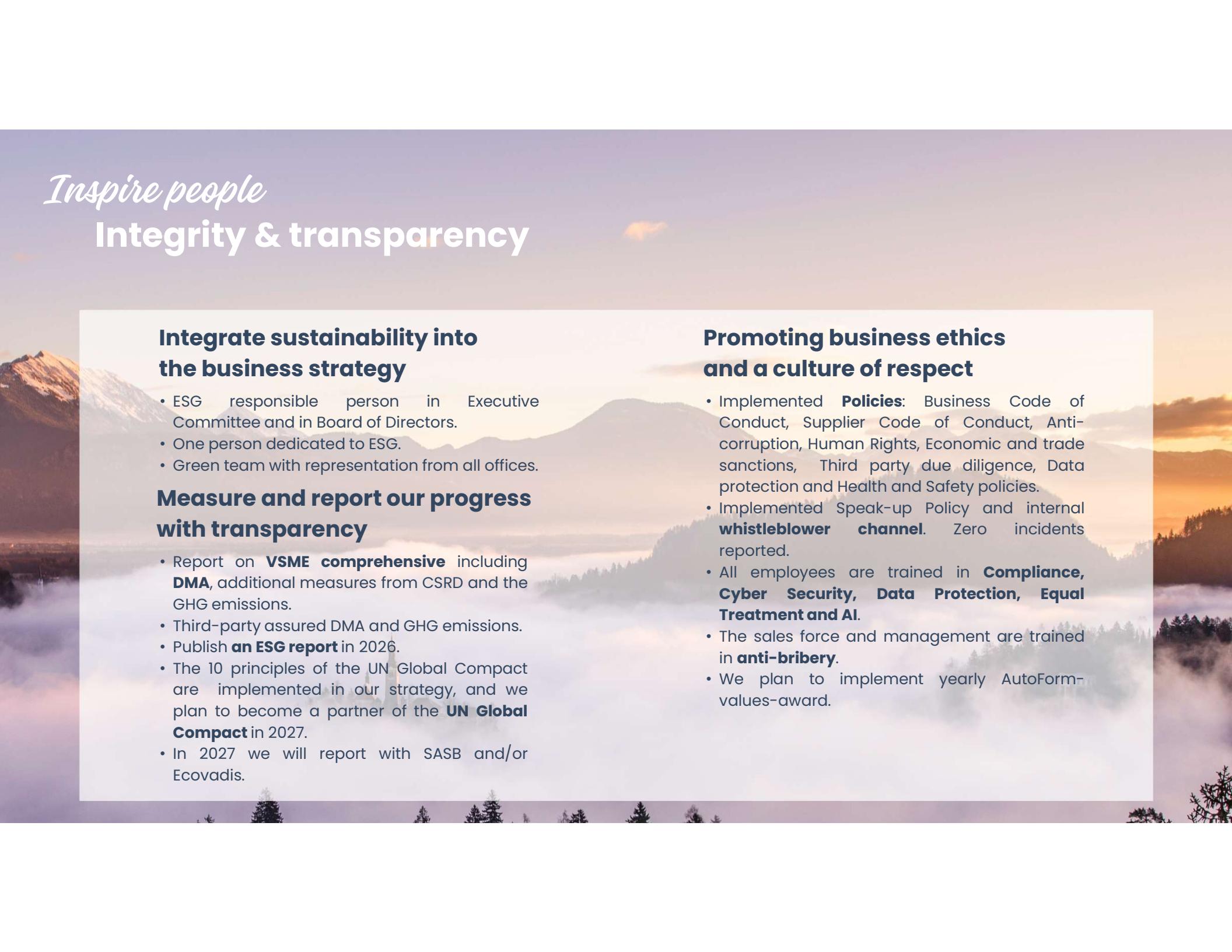
Be in the top quartile in the result of the employee survey

Main actions:

- 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.
- Implement **volunteer time** in 2026 to support employees to give back to society.
- Promote care in the value chain by having a Supplier Code of Conduct.

Give back to society

Promote well-being among our employees



Inspire people

Integrity & transparency

Integrate sustainability into the business strategy

- ESG responsible person in Executive Committee and in Board of Directors.
- One person dedicated to ESG.
- Green team with representation from all offices.

Measure and report our progress with transparency

- Report on **VSME comprehensive** including **DMA**, additional measures from CSRD and the GHG emissions.
- Third-party assured DMA and GHG emissions.
- Publish **an ESG report** in 2026.
- 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.

Promoting business ethics and a culture of respect

- 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.