

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.