

2021 Corporate Sustainability Report

The Fiber of our Future



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1. Letter from the CEO



I'm pleased to share Auria's Annual Corporate Sustainability Report (CSR), which outlines our approach and 2021 global performance in the areas of sustainability, environmental health and safety, social responsibility and ethical compliance.

Last year, we published our first CSR and took great pride as such a young company in reporting the many achievements we've made toward the implementation of sustainable practices across our business.

We were proud to introduce the innovative products we produce that help reduce overall vehicle weight for improved fuel economy and extended electric vehicle range, and the great strides we have made in recent years to exceed customer expectations in the amount of natural and recyclable materials used in our products. At work and at home, we strive to conserve, recycle and reuse our resources efficiently. We are part of the fiber of our many communities, and we contribute our time, talent and support to help make our world a better place.

While formalizing our first CSR, we recognized many opportunities for improvement across the key performance indicators that measure our progress toward sustainability goals. It was at that point that the Auria Executive Management Team made a choice to not only seek to comply with industry expectations for sustainable business practices, but moreover to weave sustainability into the very fabric of our organization and into every thought process that guides our business decisions. Simply put, this is the right way to run our business and is what should be expected of us by employees, customers and all other stakeholders.

To make sustainability part of the company DNA will require meaningful action and to that end we are proud to announce that we are creating a Global Sustainability Department to be led by a Chief Sustainability Officer who will report to me. This new function will coordinate the regions, manage the processes and help define the metrics to improve our sustainability practices. Building a sustainable business will not simply be a box we check to ensure compliance. Instead, it will be a mindset that drives our business and will be evident in our vision, mission, values and long-term company goals. This is the weight we are putting behind our pledge to uphold the highest ethical standards and meet all legal obligations globally, and we require each employee's commitment and dedication to do the same.

Our business is guided by our values, principles and commitment to sustainable practices, which in turn strengthen our company and help us better serve both our immediate communities, and the global community. We recognize that sustainability and social responsibility are the cornerstones of a better future for the people we encounter, the products we develop, and the sustainability of the planet for future generations.

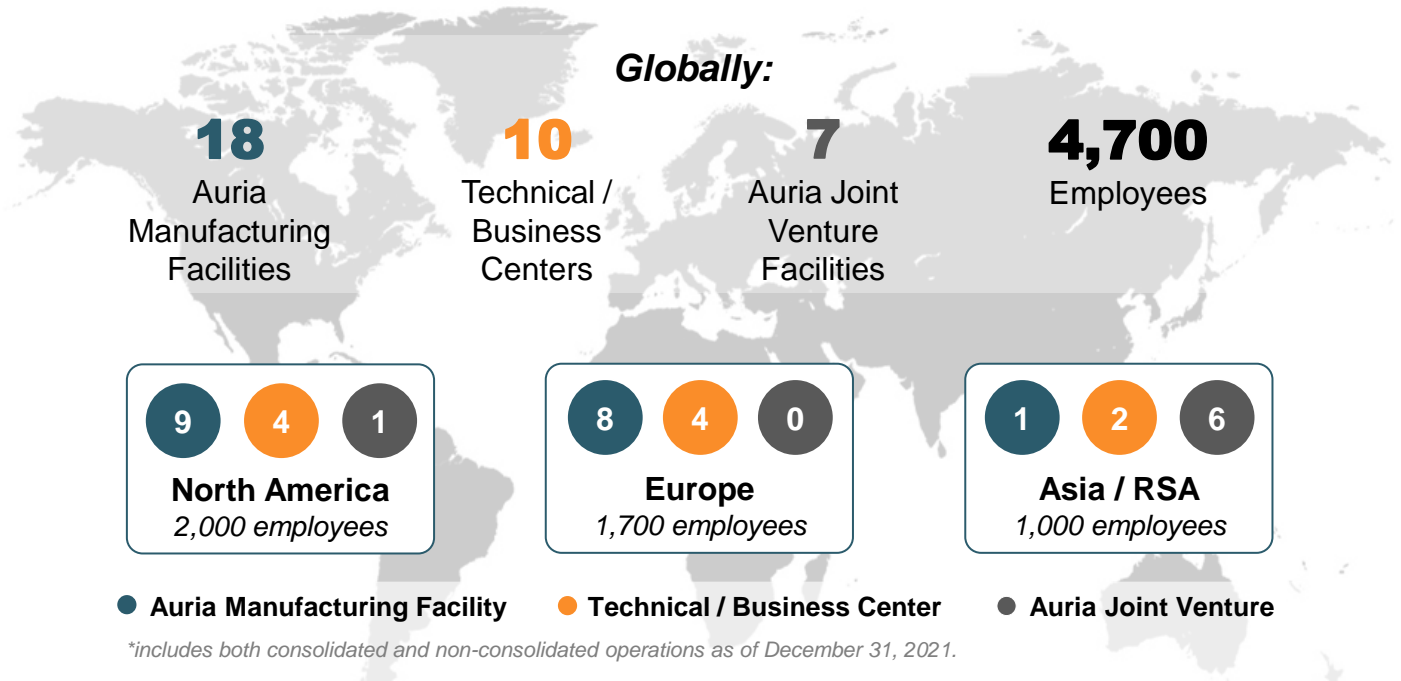
Sincerely,

A handwritten signature in black ink, appearing to read 'BP', written in a cursive style.

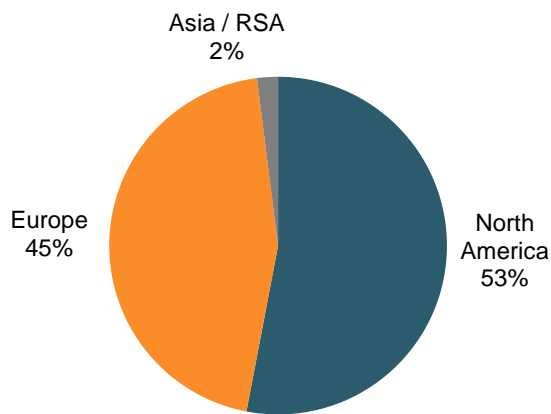
Brian Pour
President & CEO, Auria

2. Company Overview

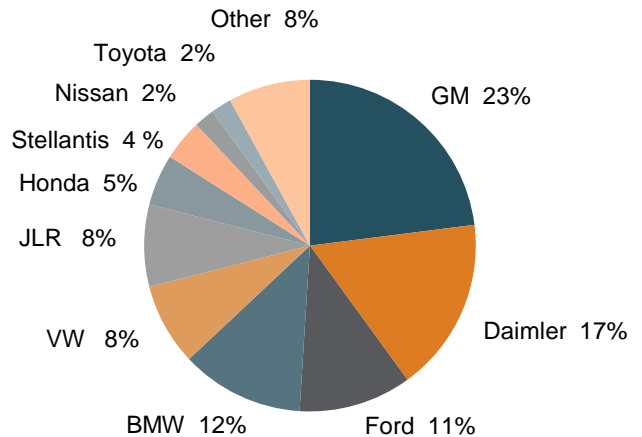
Formed in 2017, Auria is built on more than a century of automotive transportation heritage. Auria is a leading global supplier of automotive flooring, acoustic and fiber-based solutions. Approximately 80 percent of the surface area between the bumpers and in the interior is covered by our products. Globally, Auria operates 18 manufacturing facilities, 10 commercial, engineering, testing and tooling facilities, and two joint ventures.



2021 Revenue* by Geography



2021 Revenue* by Customer



*revenue includes consolidated business only

2. Company Overview (cont.)

Core Product Families

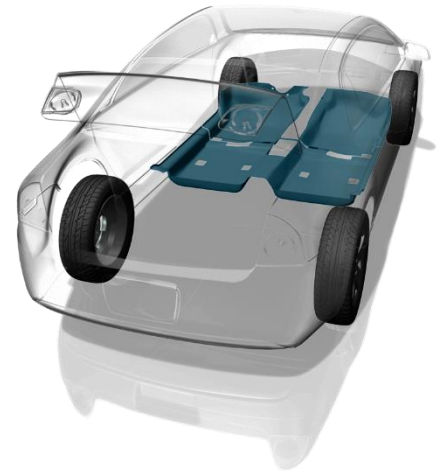
Auria products are represented across five core product families that align the company's material and process knowhow with customers' vehicle segmentation and sourcing strategies. Auria provides systems solutions by working across product families and/or component level solutions from within a given product family.

Vehicle Interior Product Families

Flooring Systems

The flooring system plays a significant role in all vehicles as the major trim feature for interior styling and appearance and it is the carrier for a significant portion of the vehicle's acoustical insulation.

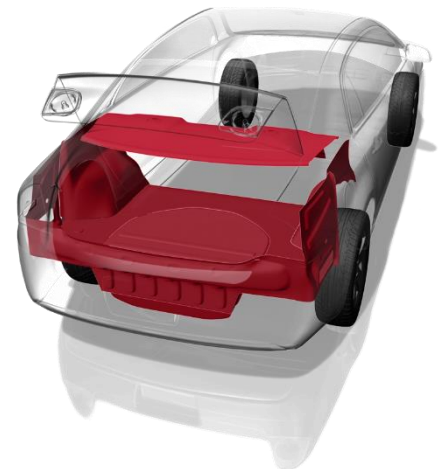
- PA6 tufted carpets
- PET tufted carpets
- Nonwoven carpets
- Utility floor systems
- Floor aux. mats
- Mat integrated floor systems
- Breathable floor systems
- Floor insulators



Trunk & Luggage Management

Auria's trunk and luggage management systems provide consumers flexible positioning devices that adapt to various items being secured within the vehicle's storage compartment. Through our partnership with Stayhold Ltd., we are developing unique cargo management products for consumer retail, dealer aftermarket and integrated OEM solutions.

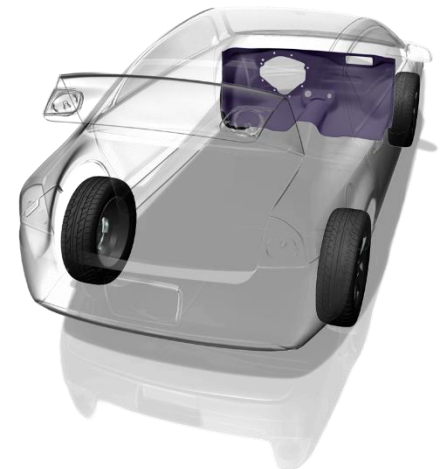
- Luggage trim
- Load floors
- Parcel shelves
- Trunk side trim
- Lift gate trim
- Deck lids
- Frunks & frunk lids
- DEM trim products
- Integrated cargo management



Insulators & Absorbers

Auria's automotive acoustic systems block and absorb road and structural noise and reduce engine noise in the vehicle's interior. Our unique NVH testing and development facilities around the world enable us to create the right interior noise solution for our customers.

- Inner dash insulator
- 3D foam parts
- Under parcel shelf
- Under seat insulator
- Inner wheelhouse insulator
- Absorbers
- Inner Tunnel insulator
- Polyurethane core



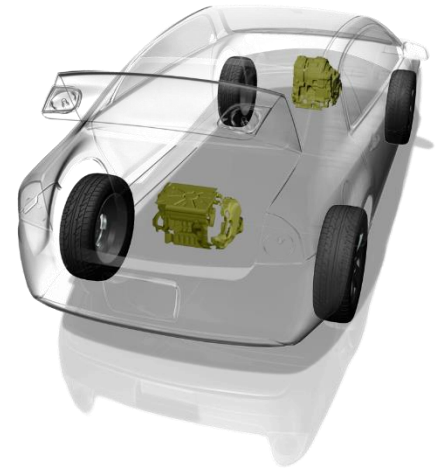
2. Company Overview (cont.)

Vehicle Exterior Product Families

Engine Compartment & Encapsulation

Both Auria acoustical and thermal products thrive in the under-hood environment. As the industry rapidly evolves to EV propulsion systems, Auria's unique encapsulation technology isolates and quells undesirable noise at the source, offering a more pleasant driving experience.

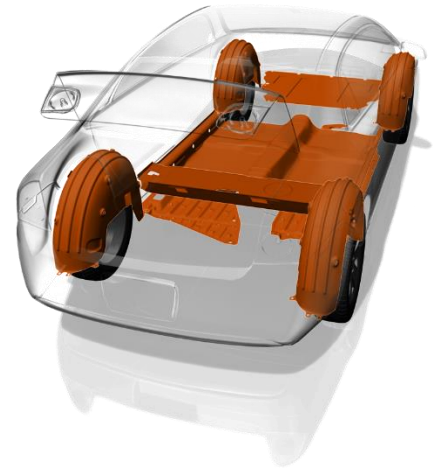
- Battery cover
- Dash outer
- Hood liner
- Tunnel outer
- Water box
- Exterior body
- Encapsulation
- Sealers



Underbody & Structural Systems

Auria draws upon its extensive material knowhow in the development of products designed to improve vehicle aerodynamics and acoustical performance while enduring the extremely harsh underbody environment.

- Underbody shield
- Wheel arch liner
- Aerodynamic parts
- Under battery absorbers



Aftermarket & Accessory Solutions

Launched for the purpose of proving out new technologies and applications, the Aftermarket group has met with early success with the introduction of premium, highly durable replacement flooring for off-road vehicle applications and innovative cargo management products now available through OEM Accessories groups.

- Armormite
- Cargo management accessories



3. Sustainability Strategy

Sustainability: The Fiber of our Future

Auria's corporate sustainability strategy is derived from the company's overarching goals and corresponds with the Sustainable Development Goals established by the United Nations. Sustainability has been a central part of Auria's overarching goals since the company was established in September 2017 and continues to serve as the basis for how Auria conducts business.

Auria's goals focus on four critical aspects of our business: our customers, our people, our products and shareholder value. We align the UN's Sustainable Development Goals with these four aspects our business to ensure that sustainable thinking is built into the fabric of everything we do and across all facets of our business.

SUSTAINABLE DEVELOPMENT GOALS



3. Sustainability Strategy (cont.)

Our Customers

Earn and keep our customers' confidence through a measurable commitment to innovation, quality, delivery and sustainability, coupled with an attitude of service and collaboration.



Our People

Foster a positive and safe working environment in which we engage our employees and embrace our differences, so we may be inspired to achieve career goals and are empowered to advance the company's goals.



Our Products

Differentiate ourselves from the competition through our extensive product and process knowhow, coupled with a commitment to innovate the next generation of sustainable automotive solutions.



Our Shareholders

Consistently deliver on our commitments that will create shareholder value and ensure continued investment, growth and longevity for our company.



4. Governance

4.1 Steering Committee

The Sustainability Steering Committee meets bi-annually, in September and March. The September meeting focuses on reviewing findings of the Sustainability Core Team, progress of initiatives, roadmap status and fulfillment of KPIs. If required this Steering Committee meeting will be used to adjust targets, align existing KPIs and decide upon new defined KPIs. In addition, required investments and other expenses will be reviewed in order to allocate agreed funds in the annual budget process.

The March Steering Committee meeting is focused on reviewing the finalized and adjusted annual CSR, prior to publication.

4.2 Core Team

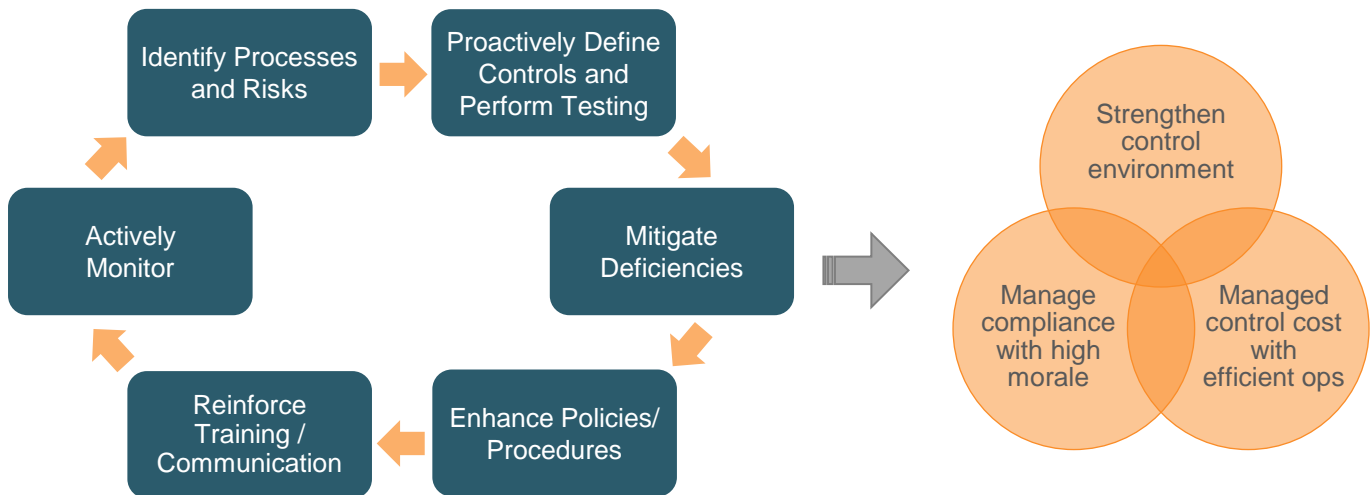
Auria has assembled a multidisciplinary Sustainability Core Team to ensure continuous enhancement of the company's sustainability mindset, globally. This team is responsible for driving sustainability initiatives and roadmaps, defining additional priorities, focusing on further areas of improvements and finally updating and publishing the annual Corporate Sustainability Report (CSR). This process includes quarterly reviews and tracking of KPI progress, support and guidance in case of an implementation risk, providing regular status updates to the organization and Board of Directors, working with all company functions / departments to prepare the annual KPI report, presenting the annual report to the CSR Steering Committee, and publishing the CSR.



5. Compliance Commitment

Compliance Commitment

Auria's success depends largely on following proper operating procedures in the 10 countries and four continents where we operate. We require our employees and our business to comply with each country's laws and regulations; failure can result in financial penalties and wasted resources. Additionally, Auria's management team and employees, at all levels, are encouraged to follow the "Virtuous Circle" approach. This mindset focuses on putting the proper controls in place and being proactive rather than reactive, resulting in smoother processes and increased efficiency.



Since its inception, Auria has embedded its core values, operational responsibilities, and social responsibilities into our daily operations, aiming for healthy and sustainable development. Strong compliance management is the basis for Auria's global operations, and we are committed to integrity, compliance, and strong business ethics. Auria's Internal Control and Internal Audit Team proactively work with the business to identify risks and makes iterative improvements to the company's control framework to ensure we are up to date with the ever-changing external environment.



6. The Fiber of our Future

Mission Statement

To bring inspiration to our employees, deliver market leading innovation to our customers and build sustainability into the fabric of everything we do.

In this section, Auria will outline how its mission statement translates to companywide initiatives that align with sustainable development goals across every aspect of Auria's business.

6.1 Our Customers

We strive to earn and keep our customers' confidence through a measurable commitment to innovation, quality, delivery and sustainability, coupled with an attitude of service and collaboration.



Auria is committed to providing the highest level of service to our customers, globally. We are committed to continuous innovation that offers our customers a competitive advantage, while helping them achieve their sustainability goals using natural and light-weight materials for improved efficiency and environmental harmony. We will continue practicing responsible consumption through aggressive steps that have included massive investments ranging from updated, high-efficiency manufacturing equipment on the plant floors to low-energy lighting in all Auria facilities globally. We will continue improving the recyclability of our product and material waste streams in manufacturing toward a goal of zero landfill. Finally, we will continue working across all aspects of our business, in partnership with our customers and our supply base, toward common goals for a reduced carbon footprint.

Auria develops and produces multifunctional and lightweight components and systems for optimal comfort, styling, functionality and acoustical performance throughout the vehicle interior. For more than a half century, Auria and the legacy companies who preceded it, have been at the forefront of the automotive industry in developing and introducing environmentally compatible materials and processes used in the production of its products.

6. The Fiber of our Future (cont.)

6.1.1 Innovations

Autonomous driving, electric vehicles, digital services and mobility platforms: The auto industry has a history of innovation and turbulence, but it's never been quite like this. High product quality and brand reputation still matter but have lost their luster as selling points. Attributes like technological innovation and transparent cost of ownership are rapidly moving to the top of what customers want from a car.

To maintain a leadership position in the automotive market and survive for the long haul, companies will have to virtually reinvent themselves – and quickly. Auria has made great strides in developing new and valuable solutions that will help OEMs meet these rapidly changing consumer demands.

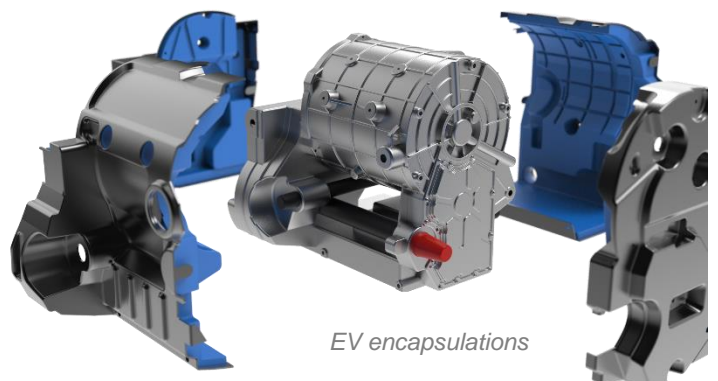
Examples include:

- **Armorlite** is a complete replacement flooring system for Jeep Wrangler and Gladiator models. Armorlite provides maximum durability, easy cleanability, optimal traction, scratch & mar resistance, and cabin heat management. The flooring also features a proprietary built-in water channeling and drainage system. Armorlite was introduced in the aftermarket and is targeted for the ride sharing and new mobility markets.



Armorlite

- Auria developed a unique and customizable acoustic solution that isolates and silences undesirable noises emanating from the electric powertrain using **EV Encapsulations** with a hydrophobic and absorptive Polyurethane foam system. This component-level solution offers many mounting methods and acts in concert with the EV's system acoustics to eliminate noises unique to the electric propulsion system thereby ensuring a quiet and comfortable driving experience.

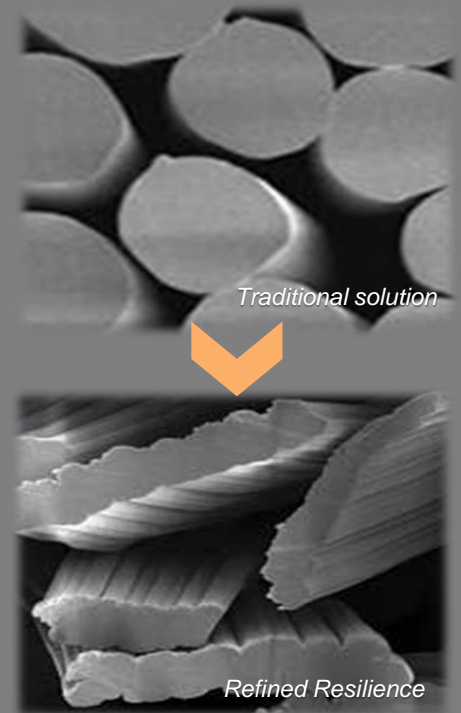


EV encapsulations

6. The Fiber of our Future (cont.)

6.1.1 Innovations (cont.)

- **Refined Resilience™** is a nonwoven material with a unique fiber cross-section that provides improved appearance and durability and can be made with 100% postconsumer recycled materials.
- **Alour™** is a single layer nonwoven trunk system with enhanced face to create an improved appearance without additional process steps.
- **TPO/felt solutions** produced by Auria feature a vacuum-press molding process that offers in-mold graining features, combined with design variability and abrasion resistance of various TPO-films, as well as variable stiffness and rigidity determined by the felt construction. This process is used in the manufacture of trunk/cargo compartment components, such as load side trim panels.
- **Auria's Proprietary Material and Process simulation** modeling is used for foam flow simulations that enhance material consumption, part quality and tool design, supporting light weight solutions, while offering a unique selling proposition to OEM customers.
- **EcoBlend®** - Auria has traditionally referred to products made with recycled fiber as EcoBlend®. EcoBlend® will eventually be expanded to include a family of products that will increase the recycle content in flooring systems.
 - **EcoBlend®-Fiber** will continue to describe insulators with 75% or greater of PCR/PIR.
 - **EcoBlend®-Tuft** will utilize yarn from 100% recycled content with at least 50% from PCR. These products can also include tufting substrates with up to 75% recycled content.
 - **EcoBlend®-Mass** will utilize EVA/TPO barrier layers with up to 75% recycled content.
 - **EcoBlend®-Nonwoven** will not only provide opportunities for 100% PCR but will become an emphasis in circularity. Offal from the nonwoven molding process will be recycled back into new automotive products.



6. The Fiber of our Future (cont.)

6.1.2 Lightweight Solutions

When every kilogram counts, we continue to innovate lighter weight solutions that add up to significant weight reduction for a single vehicle, and we do it without compromising the integrity or performance of our products. These light-weighting efforts extend across every product we produce resulting in improved fuel efficiency for combustion engine vehicles (reduced CO₂), or longer range per charge for electric vehicles. These weight offsets also provide OEMs with the ability to introduce new technology like 10 speed transmissions for better fuel efficiency. Some of Auria's light-weight product offerings include:

Dash Insulators traditionally have been heavy barrier systems with foam or fiber decouplers. These systems were designed to seal and block out noise from the engine compartment. The future of mobility will transcend into less of a need to block noise and more focus on the ability to absorb sound and dissipate in the interior. Auria provides multiple solutions that will reduce weight while balancing both absorption and sound transmission loss. These systems include dual fiber layers, injection molded with foam and light weight barrier systems such as absorptive-barrier-absorptive (ABA) and absorptive-barrier-foam (ABF).

Light Weight Flooring Systems will see a shift from traditional barrier with foam and fiber decouplers. The new systems will use lighter barrier layers which will continue to interact with fiber decouplers to either insulate and/or dissipate noise. Tufted face weights will continue to be challenged with luxury brands using weight as low as 305 g/m².

Exterior Wheel Arch Liners are another opportunity for Auria to offer solutions to reduce weight. The traditional exterior wheel arch liner is 1200 to 1400 g/m². Auria currently provides wheel liners with 25% less weight at 900 g/m².

6. The Fiber of our Future (cont.)

6.1.3 Management System Standards

KPI: Global implementation of working standards according to ISO 45001 and ISO 50001

The Auria Global Documentation System (GDS) was launched in 2018 to implement consistent standards in Quality, Environmental and Occupational Health & Safety at all Auria locations to continuously improve our performance.

The Management System for Quality has been certified according to ISO/TS 16949, in Europe and North America since 2010. The transition to IATF 16949 was successfully passed in 2017 by all locations with the exception of the North American plants in Albemarle and Troy which have held the ISO 9001 certificate since 2008.

IATF 16949 specifies the quality system requirements for the design/development, production, installation and servicing of automotive-related products. The aim of IATF 16949 is the development of a quality management system that provides for continual improvement, emphasizing defect prevention and the reduction of variation and waste in the automotive supply chain. IATF 16949 is based on ISO 9001.

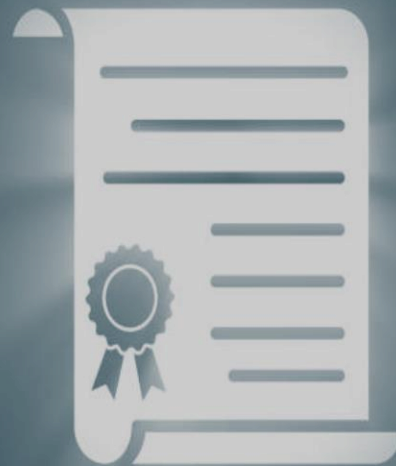
All locations in Europe as well as in North America have been certified to Environmental Management Standard ISO 14001 since at least 2010. Further, all European plants have been certified to Occupational Health and Safety Management Standard OHSAS 18001 since at least 2010. The Transition audits to ISO 45001 OH&S were successfully passed in June 2020.

In addition, the plants Old Fort , North Carolina and Spartanburg, South Carolina obtained the ISO 45001 certificate in 2021.

For our location in East London, South Africa the IATF 16949 certification is planned to take place beginning 2023, followed by ISO 14001 and ISO 45001 certification audits in Summer 2023.

In addition, since 2014 Auria German locations have certified Energy Management System according to ISO 50001 standard.

Please find the detailed overview of our certifications on page 47.



6. The Fiber of our Future (cont.)

6.2 Our People

We strive to foster a positive and safe working environment in which we engage our employees and embrace our differences, so we may be inspired to achieve career goals and are empowered to advance the company's goals.



At Auria, our people are our greatest advantage, and we take many steps to cultivate the best possible working environment. We continue to institute employee programs and benefits that foster the physical, emotional and financial wellbeing of our employees. In the spirit of continuous improvement, we prioritize and facilitate educational and training opportunities for all employees for their personal and professional growth. We foster an atmosphere of gender equality where advancement and compensation in the company are determined solely on the merit of one's work. Our employees are our most valuable asset, and as such, we provide fair and competitive compensation and invest in clean, safe and modern facilities and equipment that foster a positive work environment. Our diversity is our strength and as such we embrace age, ethnicity and gender differences to ensure equal opportunity employment and advancement across the organization, and in every region where we operate.

Like our competitors, Auria's ability to sustain and grow its business requires it to attract, retain and develop a highly skilled and diverse management team and workforce. Failure to ensure that Auria has the leadership capacity with the necessary skill set and experience could impede the company's ability to deliver on its commitments and execute the company's strategy. The following sections summarize the material aspects of Auria's policies relating to social and employee matters.

6. The Fiber of our Future (cont.)

6.2.1 Human Rights

Auria respects and values the diversity reflected in our various backgrounds, experience and ideas. Together, we provide an inclusive work environment that fosters respect for all of our coworkers, customers and business partners. Our workplace reflects the diversity of the communities in which we do business. We are committed to protecting our employees from unlawful discrimination, physical, verbal or sexual harassment or personal behaviors not conducive to a productive work environment. If an employee knows or suspects that unlawful discrimination or harassment has occurred, employees are required to report the situation immediately. Additionally, we prohibit the use of any type of forced labor or child labor or engaging in any abusive business practices.

It is our commitment to provide equal opportunity to every person regardless of race, sex, color, veteran status, national origin, religion, physical or mental disability, age, sexual orientation or any other protected characteristic. There is also an obligation for each employee, regardless of their position in the organization, to ensure that: (1) all decisions related to our business are made on the basis of merit and the facts that are available, and not on discriminatory factors; and (2) Auria treats each employee with courtesy and dignity. In addition, it is the policy of Auria to comply with national, state and local laws governing non-discrimination in employment at each Auria location.

We make every effort to provide employees, regardless of their place of work in the world, age, gender or position, with access, throughout their career with the Company, with the necessary training to enable them to carry out their job responsibilities and to forge a desirable career path. Our policy is not to interfere with employees' rights to freedom of association. Employees have the right to choose (or not) to affiliate with legally sanctioned organizations without unlawful interference. Where trade unions are present, it is our policy to deal with them fairly and conduct negotiations in a purposeful and non-adversarial manner.



6. The Fiber of our Future (cont.)

6.2.2 Ethics & Integrity

At Auria, the Code of Conduct serves as the company's ethics handbook. This document governs how our employees and management operate and achieve the goals of the company through gaining and keeping the trust of its customers, suppliers and communities. Demonstrating strong integrity is essential at all levels of Auria, and the Code of Conduct applies to everyone within the company, including the Board of Directors, officers, employees, agents and contract workers. Auria's Code of Conduct is publicly available on our website.

By 2025, we commit to:

- 1) Ensuring 100% of all received cases are investigated and resolved in a timely manner.
- 2) Ensuring 100% of our salaried workforce is trained annually on the Code of Conduct along with the process of how to report an alleged violation and annual awareness training is delivered and acknowledged for all non-salaried employees.

KPI: Code of Conduct cases initiated

In 2019, there were a total of 2 Code of Conduct Cases initiated:

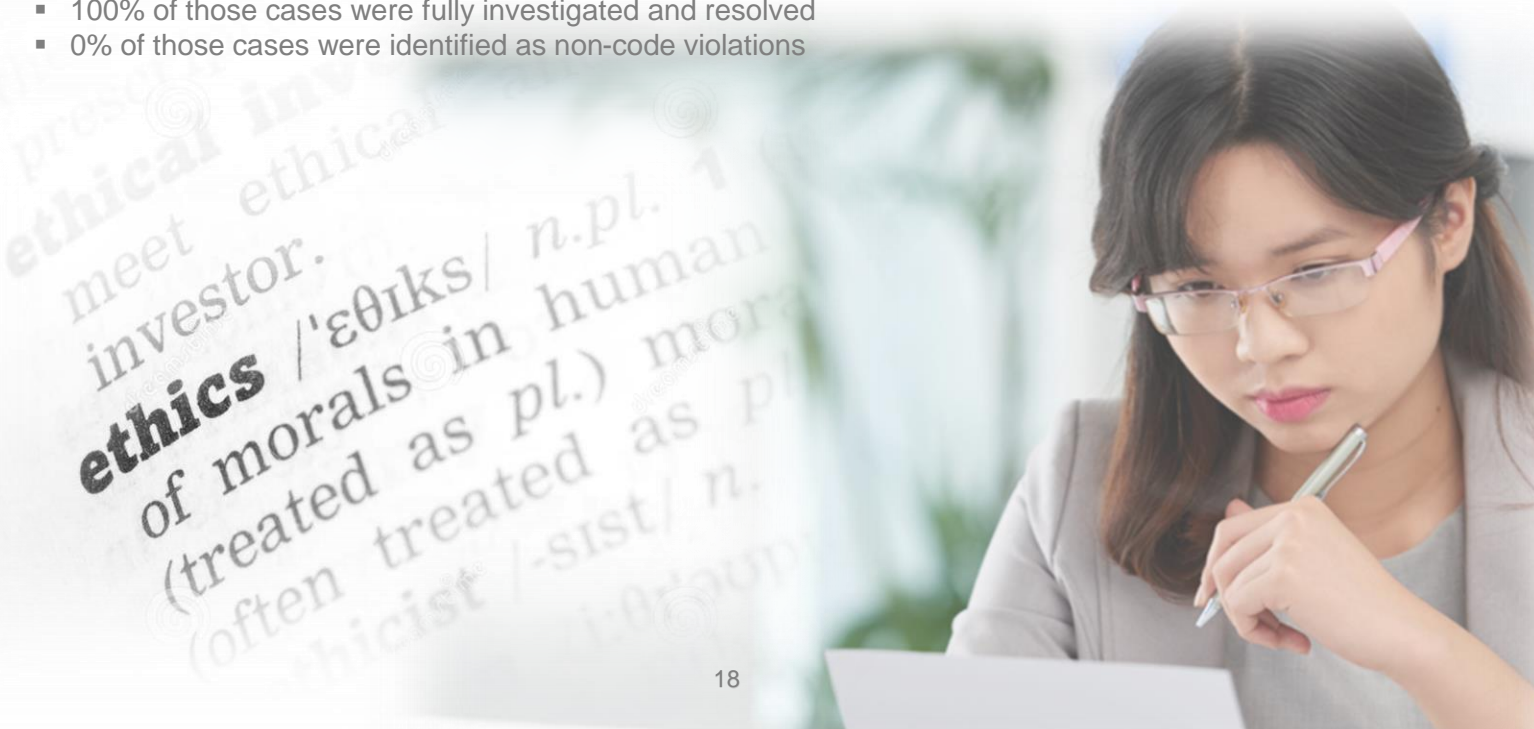
- 100% of those cases were fully investigated and resolved
- 100% of those cases were identified as non-code violations

In 2020, there were a total of 5 Code of Conduct Cases initiated:

- 100% of those cases were fully investigated and resolved
- 40% of those cases were identified as non-code violations

In 2021, there were a total of 2 Code of Conduct Cases initiated:

- 100% of those cases were fully investigated and resolved
- 0% of those cases were identified as non-code violations



6. The Fiber of our Future (cont.)

6.2.3 Employee Training & Development

Training is critical to everything we do at Auria and is planned annually in each facility. Each location is responsible for ensuring that its employees are receiving necessary training as it relates to their position and any location specific and/or company required training.

Topics include:

- Quality, Safety, Environmental and Energy standards, including
 - IATF 16949
 - ISO 14001
 - ISO 45001
 - ISO 50001
- Safety related procedures, such as
 - Compliance with Safety Rules and Procedures
 - Hazard Communication
 - Control of Hazardous Energy
 - Personal Protective Equipment
- Position specific training on standard work instructions and/or job specific responsibilities.
- Continuous improvement methodologies
- Internal audits
- CSOX compliance (Basic Standard for Enterprise Internal Control and the Application Guidelines on Enterprise Internal Control Republic of China)
- Code of Conduct awareness and compliance
- Employment policies, such as
 - Harassment awareness
 - Violence prevention and response
 - Performance management
 - Awareness of benefit and EAP plans

If a location is unable to achieve its targeted monthly training, the deficiency is identified and an action plan for resolution is agreed upon. We take all steps necessary to ensure that all our employees can attend all required training sessions each month. These steps may include having the employees come in prior to the start of their shift and/or stay after the end of their shift to attend the training session.

6. The Fiber of our Future (cont.)

6.2.3 Employee Training & Development (cont.)

Auria began tracking the following KPIs in 2020

KPI: Salaried Turnover

By 2025, we commit to maintain an average of less than 10% voluntary turnover.

The voluntary turnover rates are as follows:

North America	Europe	Asia / RSA
<ul style="list-style-type: none"> 2020 = 11% 2021 = 19% 	<ul style="list-style-type: none"> 2020 = 10% 2021 = 20% 	<ul style="list-style-type: none"> 2020 = 8% 2021 = 13%

KPI: Career Development & Talent Management

By 2025, we commit to achieving 95% completion of one-on-one meetings for each quarter or a minimum of a 10% improvement from the previous year.

The average % of one-on-one meetings completed each quarter are as follows:

North America	Europe	Asia / RSA
<ul style="list-style-type: none"> 2020 = 91% 2021 = 61% 	<ul style="list-style-type: none"> 2020 = 63% 2021 = 79% 	<ul style="list-style-type: none"> 2020 = 100% 2021 = 100%

By 2025, we commit to minimally once a year the Individual Development Plans (IDP) Participant will meet with HR to review the established IDP, to ensure progress towards the stated goals is being accomplished.

The average % of IDPs in place in 2021 are as follows:

North America	Europe	Asia / RSA
<ul style="list-style-type: none"> 2020 = 8% 2021 = 4% of salaried employees are engaged in an IDP and meetings with their manager are to take place at a minimum of once per quarter 	<ul style="list-style-type: none"> 2020 = 14% 2021 = 6% of salaried employees are engaged in an IDP and meetings with their manager are to take place at a minimum of once per quarter 	<ul style="list-style-type: none"> 2020 = 16% 2021 = 10% of salaried employees are engaged in an IDP and meetings with their manager are to take place at a minimum of once per quarter

6. The Fiber of our Future (cont.)

6.2.3 Employee Training & Development (cont.)

KPI: Career Development & Talent Management (cont.)

By 2025, we expect an overall improvement of 20% within each region

The average % of internal promotions vs. external hires in 2021 are as follows:

North America	Europe	Asia / RSA
<u>2020</u> <ul style="list-style-type: none">35% internal promotions65% external hires	<u>2020</u> <ul style="list-style-type: none">20% internal promotions80% external hires	<u>2020</u> <ul style="list-style-type: none">0% internal promotions100% external hires
<u>2021</u> <ul style="list-style-type: none">23% internal promotions77% external hires	<u>2021</u> <ul style="list-style-type: none">7% internal promotions93% external hires	<u>2021</u> <ul style="list-style-type: none">9% internal promotions91% external hires

6. The Fiber of our Future (cont.)

6.2.4 Health, Safety and Environmental

Auria's culture and values are represented in an environment that encourages creativity, promotes efficiency, and drives continuous improvement. Learn more at auriasolutions.com/about.

We strive to provide a safe and healthy work environment by maintaining best-in-class workplaces, and by following all health and safety rules and regulations. To achieve this objective we use multiple tools.

Our Systematic Improvement Plan (SIP) audits drive improvements by proactively identifying opportunities through corporate audits of each facility's safety program. Facilities then developed a safety roadmap to advance the maturity of their program. Solutions and implementation are managed by an integrated team.

We also employ the Risk Assessment and Evaluation Process. This process allows us to identify and measure risk proactively, as well as validate proposed solutions as effective. We also address unsafe conditions or environmental concerns by reporting incidents, injuries, unsafe equipment or unsafe practices according to our Occupational Health and Safety, Environmental and Quality procedures. Countermeasures are set up accordingly and follow the PDCA process to completion.

KPI: SIP Audit target 85% on level 3

SIP audit results (Systematic Improvement Plan audit)

EU Plants	Last Audit	Result [%]	Trend	Previous Audit	Result [%]
B-Grobbendonk	Dec 2021	89	▲	Mar 2019	86
CZ-Zakupy	Jan 2022	92	▲	Nov 2019	80
D-Celle	Jan 2021	95	▲	June 2019	94
D-Celle SG&A	May 2021	81	▼	Sep 2019	86
D-Hamburg	Dec 2020	86	▲	Mar 2019	82
D-Straubing	Aug 2021	87	▼	Feb 2019	94
E-Vitoria	Dec 2021	92	▲	Jul 2018	87
GB-Coleshill	July 2021	92	▲	Dec 2019	85
SK-Vráble	July 2021	84			
NA Plants	Last Audit	Result [%]	Trend	Previous Audit	Result [%]
US					
Albemarle	April 2021	99	▼	April 2019	100
Spartanburg	March 2021	97	▲	April 2019	92
Old Fort	March 2021	94	▼	Mar 2020	96
St. Clair	Sept 2021	75	▼	Dec 2019	77
Sidney	May 2019	85	▶	April 2018	85
Fremont	Sept 2021	81	▼	Nov 2019	89
Holmesville	Dec 2019	90	▶	Dec 2019	90
Mexico					
Queretaro - El Marques, MX	Nov 2021	98	▲	Oct 2020	96
Puebla, MX	Oct 2021	99	▲	Nov 2020	97
ROW Plants	Last Audit	Result [%]	Trend	Previous Audit	Result [%]
RSA					
East London	Dec 2021	Starting			

6. The Fiber of our Future (cont.)

6.2.4 Health, Safety and Environmental (cont.)

The Auria approach to continuous improvement includes tools such as internal and external audits and regular SIP audits based on our global safety standards. Our internal SIP audits and the annual improvements are integrated in our Operational Excellence Strategy. Furthermore, the SIP audit results are tracked globally as a KPI to emphasize the importance of health and safety in our culture.

Incidents and injuries are reported in our global fast response system. The corresponding KPIs are monitored and checked against targets in our global Auria Manufacturing Operation System (AMOS). Incidents are investigated by plant teams, including root cause analysis and then reviewed in escalation calls with the plant team and senior management; corrective actions and preventive actions are agreed and implemented. Continuous improvement and lessons learned are shared utilizing our safety alerts to give transparency among our facilities and assure a deeper understanding.

DART rate is calculated as follows: each lost time incident (LTA) or restricted activity incident (RTA) x (200,000 working hours) / total number of hours worked.

KPI: DART Rate

DART Rate (Days Away Restricted or Transferred)

	EU		NA		ROW	
	Result	Target	Result	Target	Result	Target
2018	1.24	1.22	1.17	1.10		
2019	2.09	1.22	2.66	0.94		
2020	1.32	1.22	2.26	2.13		
2021	0.59	1.22	2.72	1.81	3.83	starting

The target setting in the past was individually discussed and agreed upon by the regions. In 2021 we started an integrated target setting for EU, NA and ROW for next target cycle. Our 2022 target setting for all regions is calculated to be a 20% improvement compared to the 2021 target. Our long-term targets for the next five years are calculated to reduce the DART rate by 10% each year. We will achieve our long-term targets by an integrated approach and strong teamwork by all regions.

6. The Fiber of our Future (cont.)

6.2.5 Employee Engagement

Auria is committed to employee engagement, which we use as a critical tool in promoting two-way dialogue and learning what motivates and excites our employees at work. To promote engagement, we employ multiple feedback and communication programs, including global Town Hall meetings, quarterly All Plant meetings, employee focus groups, employee surveys, employee suggestions boxes, skip level and one-on-one meetings between employees and management. At our plants, we provide electronic communications updates in the breakrooms and conduct weekly shift meetings. These different communication media ensure employees at all levels of the organization can voice their concerns, ensuring effective dialogue between employees and managers.

Additionally, we offer many employee assistance resources, which encourage our employees to pay attention to emotional and mental health; stay physically active and healthy; be vigilant about healthy lifestyles including regular physical check-ups; and, to take advantage of our basic financial planning assistance. Throughout the recent COVID-19 pandemic, we increased our employee communications regarding these aspects, and focused on areas reported to be of the greatest concern. We kept our employee's health and safety at the forefront and ensured all applicable safety protocols were established and enforced.

When new Auria employees join the company, they are given a comprehensive New Hire Orientation to become acquainted with Auria. This orientation includes topics such as policy reviews, a company and business overview, facility specific information and safety training.

In the event an employee decides to leave Auria, we conduct exit interviews to solicit information including what the employee liked/didn't like about working for Auria and gather information on any other issues that might have caused the end of the employment relationship. We feel it is important to understand why an employee is choosing to leave their position at Auria, so we can identify any deficiencies and improve upon them to assist in employee retention and positive engagement.

Auria is committed to giving back to the communities in which we do business, and we utilize community outreach programs globally to foster teamwork and to interact with each other outside the work/office environment. Section 6.2.6 will discuss this further.

6. The Fiber of our Future (cont.)

6.2.6 Community Outreach

Auria is committed to serving the people and communities in which we live and work, across the globe. We work to build lasting relationships in those communities, and we encourage our employees to carry out this work. In some regions, we encourage employees to do community volunteer work during paid company work hours.

Each year, Auria employees support company-sponsored community outreach initiatives globally, with financial commitments and donations to organizations of food, school supplies, and toys for children's charities.

Charitable organizations supported by Auria and its employees include Toys for Tots, Habitat for Humanity, American Cancer Society, The Salvation Army, The Humane Society, the Scleroderma Foundation of Michigan and numerous local hospitals, schools and community centers located in proximity to our operations in North America and Europe.

Auria is committed to further increasing our community outreach efforts in all regions in which the company operates and will continue to encourage our employees to engage in their local communities as ambassadors of Auria. The company's goal is to increase our community presence and solidify our reputation as a community leader and supporter.



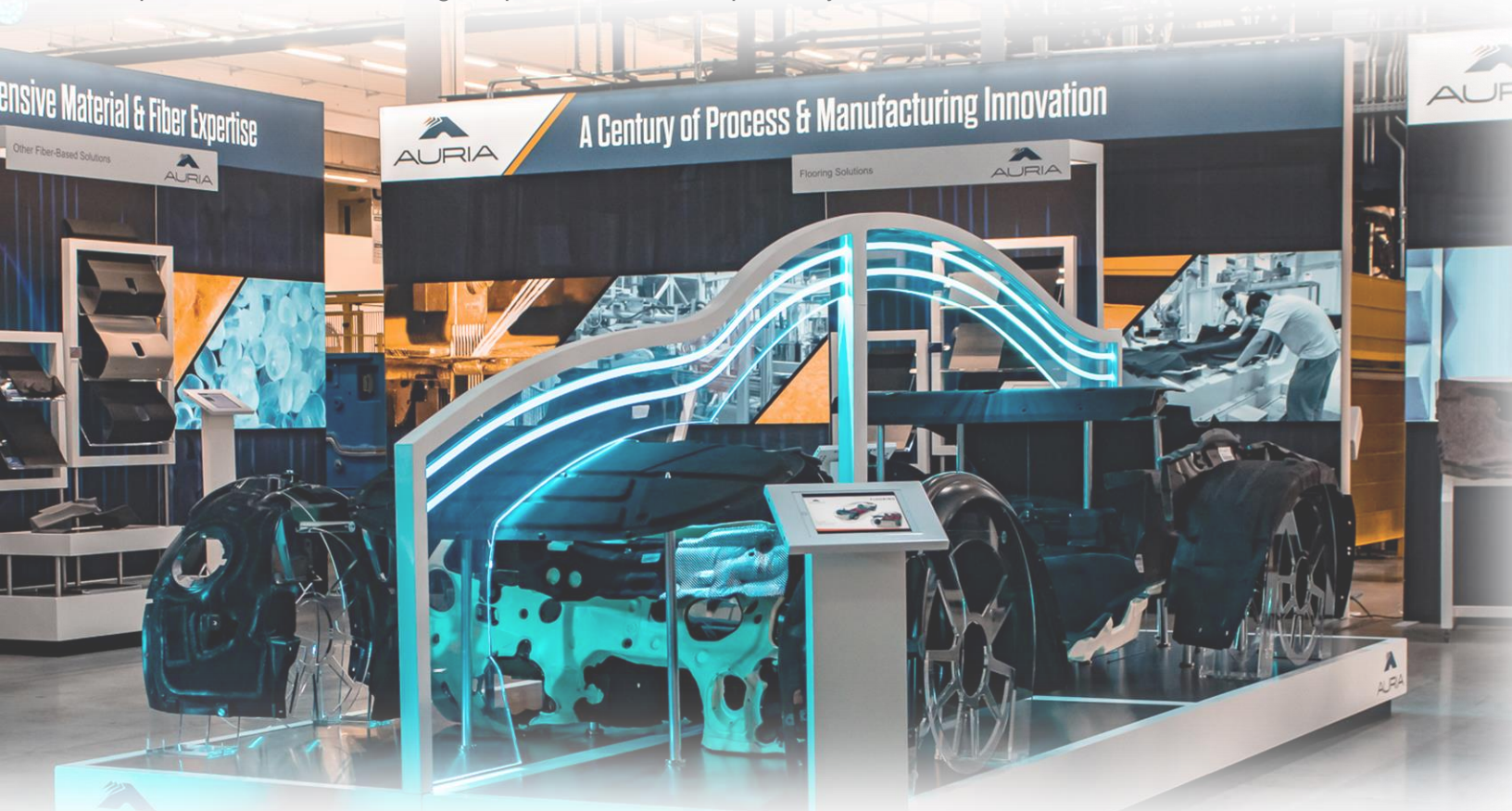
6. The Fiber of our Future (cont.)

6.3 Our Products

We strive to differentiate ourselves from the competition through our extensive product and process knowhow, coupled with a commitment to innovate the next generation of sustainable automotive solutions.



At Auria, we are committed to aggressively investing in the upgrading of our manufacturing plants with high efficiency equipment and technology used in the production of our products. Our advanced development initiatives will draw on our extensive materials expertise to introduce increased use of natural material blends in the products we manufacture. Through our process and material knowhow, we will continually seek to achieve lighter weight products that serve our customer's goals for improved fuel efficiency and Co2 emissions. Additionally, we are committed to reducing our waste streams from manufacturing by capturing, regrinding and reusing as much scrap material as possible to move closer to our goal of zero landfill across all operations. Finally, we will continue to work in partnership with our OEM customers and our supply base to optimize our manufacturing footprint to be in close proximity to our customers.



6. The Fiber of our Future (cont.)

6.3.1 Materials

From scorching deserts to the frozen tundra, vehicles and the materials they are made of are subjected to the harshest environments and expected to stand up to those conditions for years of service without fading, cracking, splitting, or degrading in any way. The automotive industry is known for having the highest standards for material performance and companies, like Auria, are held to those standards every day.

At Auria, our material expertise is our strongest competitive advantage. Dating back as far as the Ford Model T, Auria has developed products for flooring, acoustical and other fiber-based applications in automotive as well as other industries.

For Auria, its materials capability and knowhow come with the responsibility to always seek material improvements that are most compatible with the environment, whether through increased use of renewable/natural materials, or by increasing the amount of recycled material used in our products. The company has made great strides to improve its carbon footprint.

In line with our customers' goals to achieve a smaller carbon footprint through sustainable and recyclable materials, Auria has been working with natural fibers, such as jute, cotton, and wool, blended with recycled fibers and used today in serial production for various vehicle interior applications. Also, Auria's current Advanced Development activities include work with natural materials, such as cork, to be used as a sustainable flooring system replacing conventional resin-based materials.

Auria is also exploring mono-polymer opportunities where possible, to allow end-of-life recycling. This will also provide future opportunities for circularity where the end-of-life product will become another raw material in the vehicle.



6. The Fiber of our Future (cont.)

6.3.1 Materials (cont.)

KPI: % Disposal cost / sales volume

% Disposal Cost / Sales Volume				
North America	2018	2019	2020	2021
Disposal (metric tons)	43,000	34,838	26,246	21,846
Disposal (metric tons/million \$ sales)	77	74	74	59
Europe	2018	2019	2020	2021
Disposal (metric tons)	26,000	22,600	16,100	16,500
Disposal (metric tons/million \$ sales)	56	58	58	53

KPI: % Recycle content (average top 10 programs)

% Recycle Content				
North America	2018	2019	2020	2021
% Recycle Content (average top 10 programs)	25.2%	34.0%	37.8%	54.3%
Europe	2018	2019	2020	2021
% Recycle Content (average top 10 programs)	21.0%	23.0%	16.0%	24.5%



6. The Fiber of our Future (cont.)

6.3.2 Production Processes

Auria's core manufacturing expertise in flooring, acoustics and other fiber-based and solutions can be traced all the way back to the very first Daimler Benz vehicles, the Ford Model T and even the first Japanese vehicles to reach American shores in the 1970s. For more than a century Auria's legacy companies evolved and improved the company's manufacturing process knowhow by embracing technology and advancing material sciences. Built on the shoulders of its automotive forefathers, like Lear, Collins & Aikman, United Technologies, Masland and Stankiewicz, Auria will continue to foster a culture that embraces technology in manufacturing. This includes Industry 4.0, or the "fourth Industrial Revolution," which represents a radical change in manufacturing processes intended to increase productivity, improve efficiencies and harness new technologies and concepts, such as collaborative robotics and the internet. Auria has already identified and implemented aspects of Industry 4.0 at plants in North America, Europe and Asia. Industry 4.0 represents another step toward enhancing Auria's expertise across a wide range of manufacturing processes that include:

- Tufted roll goods
- Nonwoven roll goods
- Latex coating
- Thermal bonding
- PE extrusion
- PE powder coat
- EVA extrusion
- Air lay
- Vertical lap fiber
- 3D blown fiber
- Thermal forming
- Compression molding
- Vacuum forming
- Foam-in-place
- Spray PU
- Injection molding
- PUR honeycomb
- Waterjet cutting
- Die trimming
- Ultrasonic knife



6. The Fiber of our Future (cont.)

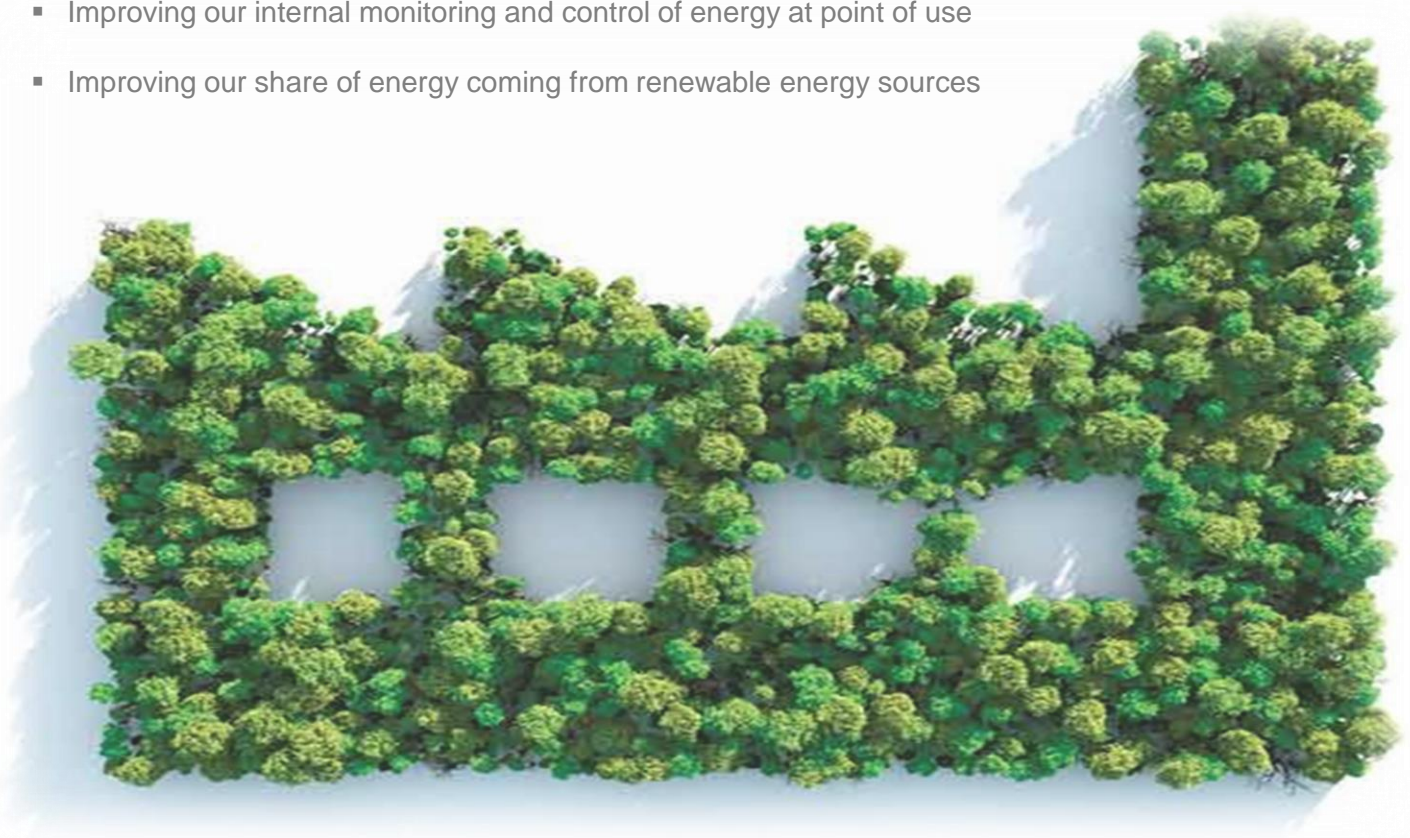
6.3.2 Production Processes (cont.)

Through the sustainable use of natural resources, Auria has been on a path to reduce its carbon footprint, while also benefiting from reduced costs in operating expenses. For this reason, the Company has defined ambitious regional and global reduction targets related to waste, energy, water and emissions.

Our updated KPI template now includes data for South Africa with a new manufacturing facility which launched in 2021. The process indicators have also been updated to reflect energy consumption against production process output.

For 2022, Auria has partnered with a 3rd party energy consultant to improve our 2022 CDP score. We have established a global energy team focused on cross functional development of:

- Improving our internal monitoring and control of energy at point of use
- Improving our share of energy coming from renewable energy sources



6. The Fiber of our Future (cont.)

6.3.2 Production Processes (cont.)

KPI: Energy Consumption + Greenhouse Gas Emissions

Global Energy Consumption, Greenhouse Gas Emissions & Water Consumption

Annual Energy Consumption	2018	2019	2020	2021
North America Total (kWh)	184,096,495	160,822,090	124,631,629	133,478,764
kWh/unit produced	3.901	4.067	4.144	3.903
kWh/USD of annual sales	0.262	0.286	0.287	0.283
Europe Total (kWh)	177,563,666	162,695,362	132,330,026	134,258,436
kWh/unit produced	1.348	1.407	1.526	1.6
kWh/USD of annual sales	0.361	0.397	0.458	0.422
South Africa Total (kWh)	n/a	n/a	n/a	1,249,513
kWh/unit produced	n/a	n/a	n/a	3.768
kWh/USD of annual sales	n/a	n/a	n/a	0.156
Greenhouse Gas Emissions	2018	2019	2020	2021
North America (Metric tons CO2e)	66,191	58,784	46,895	49,797
Europe (Metric tons CO2e)	42,571	39,707	31,894	32,059
South Africa (Metric tons CO2e)	n/a	n/a	n/a	1,161
Water Consumption	2018	2019	2020	2021
North America (Cubic Meters)	1,236,983	278,693	197,485	178,745
Europe (Cubic Meters)	89,671	84,995	71,392	59,446
South Africa (Cubic Meters)	n/a	n/a	n/a	797

6. The Fiber of our Future (cont.)

6.3.3 Supply Chain

Auria’s supply chain consists of all vendors providing materials and services supporting our manufacturing facilities, service centers and offices globally.

Our main objective is to extract the most value through a global and strategic partnership with our supply base. From the first customer contact to prototype and serial production, all Auria processes involve our supplier base. With a centralized supply chain management (SCM) team, we aim for transparency and consistency in communication with our suppliers.

The SCM team constantly benchmarks Auria’s suppliers to leverage spend, improve value, reduce risk by driving compliance and grow our partnerships.

Focus areas supporting Auria production plants and customers



Our Structure

The SCM team works in a centralized global and regional structure setting procurement strategies and managing supplier relationships within functional purchase categories.

In 2021 Auria kicked off Assent, a cloud-based SaaS Solution to manage and streamline our supply chain data and communication. Assent, provides a centralized, automated platform to manage supply chain data related to product compliance, corporate social responsibility and vendor management, efficiently providing transparency to help mitigate a broad range of risks and informed business decisions. The platform is enhanced by Assent’s team of regulatory experts and customer success professionals and driven by leading-edge technology.

6. The Fiber of our Future (cont.)

6.3.3 Supply Chain (cont.)

Managing our Suppliers

To become a supplier to Auria and maintain good standing under the quality relevant requirements, our Supplier Quality Assurance (SQA) team conducts supplier audits and collects data points to verify manufacturing capability, contingency and business continuity planning, customer service, ISO and TS applicable certifications. In addition, supplier performance monitoring and conducting supplier quality controls occur at every Auria manufacturing site from launch, to production continuing through service activities.

In the event in which a supplier to Auria does not have at a minimum ISO9001:2015 compliancy status and certification, Auria SQA teams engage in onsite supplier audits.

Managing our Materials

For all materials which Auria utilizes in manufacturing automotive acoustic and other fiber-based products we aim for 100% compliance under the Global Automotive Declarable Substance List (GADSL), Registration, Evaluation, Authorization and Restriction of Chemical (REACH) and Full Material Disclosure (FMD) standard. In addition, Auria collects certifications under the Responsible Mineral guidelines which confirm the exclusion of conflict minerals and cobalt type materials.

Compliance

Auria holds our supply base to the same standard we commit to our customers and communities. Together with quality and engineering, the SCM team manages through our partner Assent the Auria compliance program on a set of deliverables covering the five key areas:

1. Acknowledgement and adherence to the [Auria Code of Business Conduct and Ethics](#)
2. Internal process including supplier performance programs
3. Supplier development and maintaining scorecards
4. Material compliance guidelines to collect conflict mineral reports and substance disclosure
5. Controls to set and report key performance index (KPI) starting with the first Assent controlled activities in 2022

6. The Fiber of our Future (cont.)

6.3.3 Supply Chain (cont.)

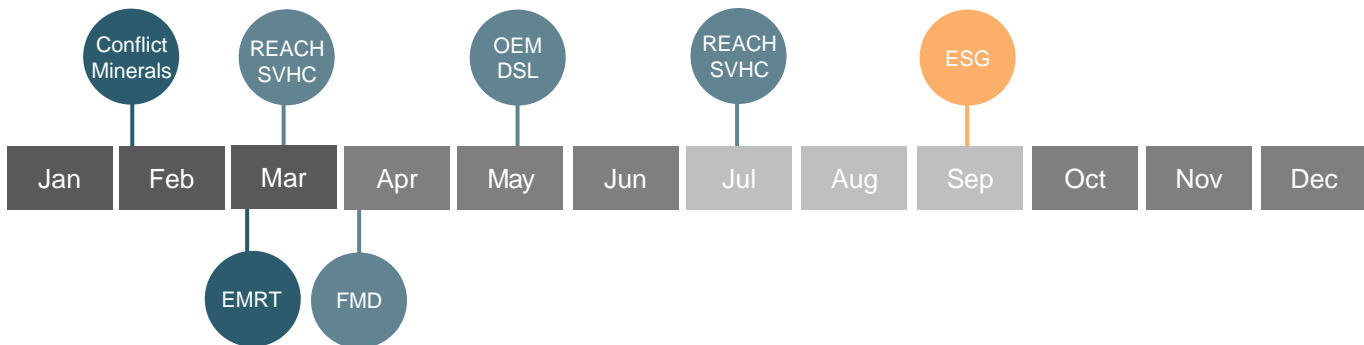
Supporting Statistics:

- 500+ Quality Relevant Suppliers
- 3900+ Active BOM Part Numbers
- 3 Continents
- 18 Manufacturing Sites
- 20+ Material Commodity Groups
- 330+ Material Sub Commodity Groups

The Auria SCM team objective is to monitor 100% of all:

- Quality Relevant Suppliers
- Active BOM Part Numbers
- Compliance issues
- Resolution activities
- Implementation of sustainable measures

Auria Compliance Calendar



Wave 1
<ul style="list-style-type: none"> ▪ Responsible Minerals: Conflict Minerals ▪ EMRT

Wave 2
<ul style="list-style-type: none"> ▪ REACH SVHC ▪ FMD ▪ OEM DSL

Wave 3
<ul style="list-style-type: none"> ▪ ESG Solution / Auria Questionnaire

*See page 44 for a Glossary of Acronyms

6. The Fiber of our Future (cont.)

6.4 Our Shareholders

We strive to consistently deliver on our commitments that will create shareholder value and ensure continued investment, growth and longevity for our company.



At Auria, our commitment to sustainable business practices is equal in importance to our financial obligations to our shareholders. Both are necessary to ensure the viability and long-term health of an organization that is positioned to grow and attract and retain a talented workforce needed to maintain a competitive advantage in the most competitive industry on the planet. We work in partnership with our OEM customers to achieve mutual goals for more sustainable processes and products that continue to redefine the future of mobility.

Frequent travel by air, rail and car are a necessary part of doing business and represent a substantial portion of the company’s annual expenditures. Auria recognizes the responsibility it has to its stakeholders and the environment to continually strive to reduce cost and improve Auria’s carbon footprint by using alternate forms of transportation and/or embracing web conferencing technology in lieu of transportation when applicable.

2021 was another year influenced by the global pandemic which significantly reduced possibilities to travel and consequently the overall spend. An updated travel policy will enforce our target to increase the percentage of CO2 reduced travel going forward. In addition, utilization of virtual meetings will keep the total amount of travel activities at a lower level compared to past years.

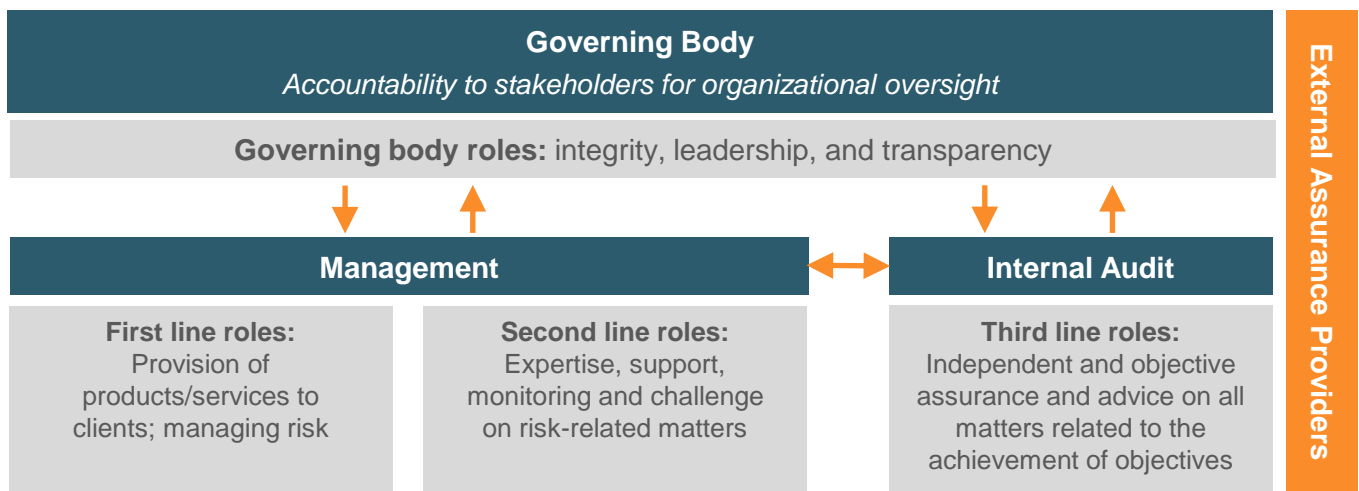
KPI: % of CO2 neutral / reduced travel or % of air travel reduction

	% air travel		% rail travel		% car travel	
	NA	EU	NA	EU	NA	EU
2018	86%	94%	n/a	0.3%	14%	6%
2019	85%	90%	n/a	2%	15%	9%
2020	66%	61%	n/a	9.3%	34%	30%
2021	52%	55%	n/a	7.7%	48%	38%
Target 2025	70%	50%	n/a	25%	30%	25%

6. The Fiber of our Future (cont.)

6.4.1 Internal Control System and Risk Management

Auria leverages principles from the three lines model to manage risk within the organization. Responsibility of overall risk is owned by each business function, known as the first line. The second line is embedded in various business functions to assist management with support, expertise, and effective challenge on risk-related matters, internal control design assessment, and testing. Internal Audit forms the third line, delivering advisory services and independent assessments to improve risk management, and promote compliance and ethics.



6.4.1.1 Internal Control

Auria believes in creating a risk-controlled business environment with high-quality accounting and internal controls. Establishing a comprehensive internal control system is the best safeguard against external uncertainty and also lays a solid foundation to help us enhance compliance and build a sustainable business.

To raise and enforce compliance awareness throughout the company, we have implemented a global Risk and Control Matrix (RCM) in accordance with the requirements of the Basic Standard for Enterprise Internal Control and the Application Guidelines on Enterprise Internal Control Republic of China (CSOX). CSOX includes 18 domains of business addressing risks across numerous financial, operational, strategic, and compliance categories.

Management submits annual CSOX attestations to Auria's Board for review and approval. We share the attestation to our shareholders for disclosure. For 2021, Auria's internal control system achieved the company's internal control objectives and had no material deficiencies.

6.4.1.2 Internal Audit

Auria Internal Audit develops an annual audit plan and conducts dynamic risk assessments, including both assurance and advisory projects within our plants and corporate functions. Internal audit activities help identify risk areas, assess processes and controls, and monitor remediation improvements for closure.

6. The Fiber of our Future (cont.)

6.4.2 Growth

Auria Solutions and its stakeholders are planning for a profitable growth through organic actions and through targeted acquisitions. A balanced global customer base, broad product portfolio and regional expansion are among our main strategical targets. To achieve these goals, we are focusing on quality, technical expertise, an optimized footprint, and excellent customer relationships.

With our Long Range Revenue Plan (LRRP) we have an excellent tool to define and execute our mid and long term product and customer strategy.

The LRRP is a tool used to examine the current and future business environment, considering already awarded and booked business, and forecasting high potential and targeted opportunities that will permit growth and build sustainable revenue in the future. Our planning is based on customer programs with market volume input from IHS, associated Auria products, and manufacturing facilities which allows us to determine our 5-year outlook of sales by customer, by plant and by our main product categories. This enables us to detect where we have unexplored marketplaces in terms of customer and product penetration and to define necessary actions to keep our growth plan on track.

KPI: % of sales in electric vehicle segment

% of sales in electric vehicle segment				
Europe	2018	2019	2020	2021
	0.9%	1.4%	2.8%	4.2%
North America	2018	2019	2020	2021
	1.3%	1.5%	5.1%	4.2%
South Africa	2018	2019	2020	2021
	5.0%	5.0%	5.0%	5.0%

With current awarded business in the electric vehicle segment the percentage of sales will increase globally to 22% by 2025. With further potential opportunities we are targeting to increase this share to 30% by 2025.

6. The Fiber of our Future (cont.)

6.4.2 Growth (cont.)

Regarding our sales in the electric vehicle segment, including BEV and hybrid vehicles, we are seeing an increase from 1% in 2018 to 4% in 2021 and even a strong improvement by 2025 to 22%, based on already booked and awarded business.

Close proximity to our customers is essential, and 37% of all our new business awards since 2018 are within a distance of less than 100km from our manufacturing plants to the customer locations, which underlines our focus on sustainable and environmentally friendly growth.

KPI: % of new business awards in proximity (less than 100km) of customer

% of new business awards in proximity (less than 100km) of customer					
Europe	2018	2019	2020	2021	Total
KPI - EU (in %)	66.7%	38.5%	0.0%	20.0%	52.6%
North America	2018	2019	2020	2021	Total
KPI - EU (in %)	5.9%	20.0%	0.0%	14.3%	7.7%
South Africa	2018	2019	2020	2021	Total
KPI - RSA (in %)	100.0%	0.0%	0.0%	0.0%	80.0%

6. The Fiber of our Future (cont.)

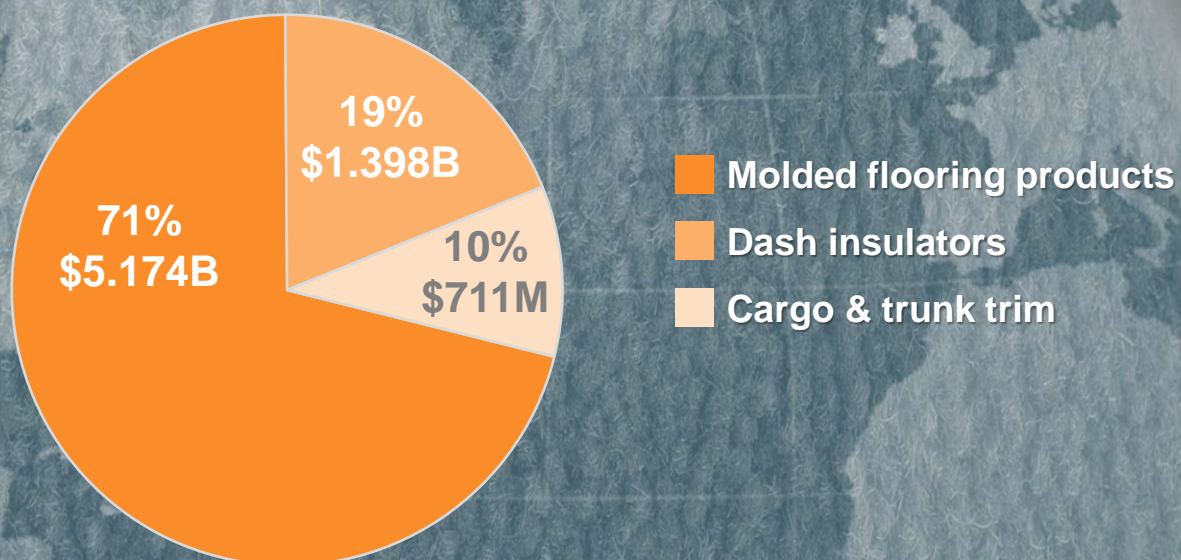
6.4.3 Market Share

Auria Solutions was established in September of 2017 as a leading tier-one supplier to the automotive Original Equipment Manufacturer (OEM) industry. With an automotive heritage that dates back more than a century, Auria's core competence lies in the manufacture of soft trim solutions, which include flooring, acoustics and fiber-based solutions produced for vehicle interior and exterior applications.

The Soft Trim segment is defined by vehicle flooring products, various acoustical insulators, cargo and trunk trim products and fiber-based interior components. Combined, this market segment represents \$7.3 billion in annual sales. Of this, molded flooring products comprise 71%, (\$5.174B), dash insulators comprise 19% (\$1.398B) and cargo & trunk trim represents 10% (\$711M).

Auria is one of only a handful of complete NVH systems capable suppliers, allowing the company to scale to support global programs. The company is among the top three leading suppliers who can offer complete system solutions in North America and Europe, and it is among the top producers of floor carpets in China.

**Soft Trim Segment
\$7.3 billion**



6. The Fiber of our Future (cont.)

6.4.3 Market Share (cont.)

Trends

The molded carpet floors segment is moving towards non-woven carpets and away from traditional tufted floor coverings, mainly driven by cost and light-weighting initiatives. New technologies are emerging to localize mass for light-weighting, including blown fiber and fiber spray. Also driven by weight reduction, the acoustical insulator segment is moving towards lighter fiber solutions and away from heavier foams. New materials and processes are emerging for light-weighting, including Injection molded dash, and spray polyurethane (PU), for example. Additionally, there is an increase in electric vehicles and smaller combustion engines, which require a different NVH and acoustical tuning approach. The cargo & trunk trim segment is experiencing an increased use of recyclable materials, however no significant technological changes are expected for this commodity.

Differences in the North American and European floor covering markets are expected to continue trending over the next several years into a 70%+ non-woven market. Europe has led the way in terms of non-woven penetration, but due to a higher percentage of large trucks and SUVs, NA is expected to maintain a larger share of tufting percentage. The shift toward non-wovens will cause an excess tufting capacity globally and as one of the largest tufting manufacturers in the world, Auria continues to adjust its capacity to meet shifting market demand. Europe's supply base is reported to have excess non-woven capacity; scale / utilization are critical for insourcing.

Fiber penetration for acoustical insulators is projected to continue its growth trend to ~75% over the next decade. Increased fiber usage is being driven by cost (materials, BOM de-contenting, process, etc.), shift in NVH methodology (i.e. to dissipative from blocking), and light-weighting (common perception). Fiber systems are also advancing (e.g. blown-in fiber) to where fiber products can achieve the NVH requirements, previously only obtained by foam. Emerging markets will primarily utilize fiber (i.e. ~90-95%), and while some demand for foam is expected to remain in higher-end luxury vehicles, it is expected to be a more advanced product (e.g. injection molded).

CAFE requirements continue to create demand for light-weighting and aerodynamic drag reduction for soft trim, which has led to the emergence of underbody shields for noise reduction and fuel efficiency. Currently, suppliers are switching to a fiber-based solution which can reduce overall weight of underbody shields by 50%.



7. Global Reporting Initiative (GRI) Index

Global Reporting Initiative Index

Disclosure & Description	Location
General Topics	
GRI 102: General Disclosures	
Organizational profile	
102-1 Name of the organization	1. Letter from the CEO
102-2 Activities, brands, products and services	2. Company Overview
102-3 Location of headquarters	2. Company Overview
102-4 Location of operations	2. Company Overview
102-5 Ownership and legal form	2. Company Overview
102-6 Markets served	2. Company Overview
102-7 Scale of the organization	2. Company Overview
102-8 Information on employees and other workers	2. Company Overview
102-9 Supply chain	6.3.3. Supply Chain
102-10 Significant changes to the organization and its supply chain	1. Letter from the CEO
102-11 Precautionary principle or approach	1. Letter from the CEO
Strategy	
102-14 Statement from senior decision-maker	1. Letter from the CEO
102-15 Key impacts, risks, and opportunities	1. Letter from the CEO
Ethics and integrity	
102-16 Values, principles, standards, and norms of behavior	6.2.2. Ethics & Integrity
102-17 Mechanisms for advice and concerns about ethics	6.2.2. Ethics & Integrity
Governance	
102-18 Governance structure	2. Company Overview
102-19 Delegating authority	2. Company Overview
102-20 Executive-level responsibility for economic, environmental and social topics	9. Additional Resources
102-22 Composition of the highest governance body and its committees	2. Company Overview
102-23 Chair of the highest governance body	1. Letter from the CEO
102-24 Nominating and selecting the highest governance body	9. Additional Resources
102-26 Role of highest governance body in setting purpose, values, and strategy	2. Company Overview
102-31 Review of economic, environmental and social topics	2. Company Overview
Stakeholder engagement	
102-40 List of stakeholder groups	2. Company Overview
102-42 Identifying and selecting stakeholders	2. Company Overview
102-43 Approach to stakeholder engagement	2. Company Overview
102-44 Key topics and concerns raised	2. Company Overview
Reporting practice	
102-46 Defining report content and topic Boundaries	1. Letter from the CEO
102-47 List of material topics	7. GRI Index
102-49 Changes in reporting	1. Letter from the CEO
102-50 Reporting period	1. Letter from the CEO
102-51 Date of most recent report	1. Letter from the CEO
102-52 Reporting cycle	1. Letter from the CEO
102-53 Contact point for questions regarding the report	9. Additional Resources
102-55 GRI content index	7. GRI Index

7. Global Reporting Initiative (GRI) Index

Global Reporting Initiative Index

Disclosure & Description	Location
Material Topics	
GRI 200 Economic Standards Series	
GRI 205: Anti-corruption	
103-1 Explanation of the material topic and its Boundary	6.2.2. Ethics & Integrity
103-2 The management approach and its components	6.2.2. Ethics & Integrity
103-3 Evaluation of the management approach	6.2.2. Ethics & Integrity
GRI 300 Environmental Standards Series	
GRI 301: Materials	
103-1 Explanation of the material topic and its Boundary	6.3.1. Materials
103-2 The management approach and its components	6.3.1. Materials
103-3 Evaluation of the management approach	6.3.1. Materials
301-1 Materials used by weight or volume	6.3.1. Materials
301-2 Recycled input materials used	6.3.1. Materials
GRI 302: Energy	
103-1 Explanation of the material topic and its Boundary	6.3.2. Production Processes
103-2 The management approach and its components	6.3.2. Production Processes
103-3 Evaluation of the management approach	6.3.2. Production Processes
302-1 Energy consumption within the organization	6.3.2. Production Processes
302-3 Energy intensity	6.3.2. Production Processes
302-4 Reduction of energy consumption	6.3.2. Production Processes
GRI 306: Effluents and Waste	
103-1 Explanation of the material topic and its Boundary	6.3.1. Materials
103-2 The management approach and its components	6.3.1. Materials
103-3 Evaluation of the management approach	6.3.1. Materials
GRI 308: Supplier Environmental Assessment	
103-1 Explanation of the material topic and its Boundary	6.3.3. Supply Chain
103-2 The management approach and its components	6.3.3. Supply Chain
103-3 Evaluation of the management approach	6.3.3. Supply Chain
GRI 400 Social Standards Series	
GRI 403: Occupational Health and Safety	
103-1 Explanation of the material topic and its Boundary	6.2.4. Health, Safety & Environment
103-2 The management approach and its components	6.2.4. Health, Safety & Environment
103-3 Evaluation of the management approach	6.2.4. Health, Safety & Environment
GRI 404: Training and Education	
103-1 Explanation of the material topic and its Boundary	6.2.3. Employee Training & Development
103-2 The management approach and its components	6.2.3. Employee Training & Development
103-3 Evaluation of the management approach	6.2.3. Employee Training & Development
GRI 405: Diversity and Equal Opportunity	
103-1 Explanation of the material topic and its Boundary	6.2.1. Human Rights
103-2 The management approach and its components	6.2.1. Human Rights
103-3 Evaluation of the management approach	6.2.1. Human Rights

7. Global Reporting Initiative (GRI) Index

Global Reporting Initiative Index

Disclosure & Description	Location
GRI 406: Non-discrimination	
103-1 Explanation of the material topic and its Boundary	6.2.1. Human Rights
103-2 The management approach and its components	6.2.1. Human Rights
103-3 Evaluation of the management approach	6.2.1. Human Rights
GRI 407: Freedom of Association and Collective Bargaining	
103-1 Explanation of the material topic and its Boundary	6.2.1. Human Rights
103-2 The management approach and its components	6.2.1. Human Rights
103-3 Evaluation of the management approach	6.2.1. Human Rights
GRI 408: Child Labor	
103-1 Explanation of the material topic and its Boundary	6.2.1. Human Rights
103-2 The management approach and its components	6.2.1. Human Rights
103-3 Evaluation of the management approach	6.2.1. Human Rights
GRI 409: Forced or Compulsory Labor	
103-1 Explanation of the material topic and its Boundary	6.2.1. Human Rights
103-2 The management approach and its components	6.2.1. Human Rights
103-3 Evaluation of the management approach	6.2.1. Human Rights
GRI 412: Human Rights Assessment	
103-1 Explanation of the material topic and its Boundary 66, 134	6.2.1. Human Rights
103-2 The management approach and its components 66	6.2.1. Human Rights
103-3 Evaluation of the management approach 66	6.2.1. Human Rights
GRI 414: Supplier Social Assessment	
103-1 Explanation of the material topic and its Boundary	6.3.3. Supply Chain
103-2 The management approach and its components	6.3.3. Supply Chain
103-3 Evaluation of the management approach	6.3.3. Supply Chain

8. Glossary of Acronyms



AMOS	Auria Manufacturing Operation System
CAFE	Corporate average fuel economy
CSR	Corporate sustainability report
DART	Days away, restricted or transferred
DSL	Declarable substance list
EMRT	Extended minerals reporting timeline
ESG	Environmental, social and governance
FMD	Full materials disclosure
GRI	Global reporting initiative
GDS	Global Documentation System
GSM	Grams per square meter
ISO	International Organization for Standardization
IATF	International Automotive Task Force
KPI	Key performance indicator
LRRP	Long range revenue plan
LTA	Lost time accident
NVH	Noise vibration harshness
PCR	Post consumer recycled
PCW	Post consumer waste
PDCA	Plan-do-check-act
PIR	Post industrial recycled
RCM	Risk control matrix
REACH	Registration, evaluation, authorization and restriction of chemicals
RTA	Restricted activity incident
SCM	Supply chain management
SIP	Systematic improvement plan
SVHC	Substances of very high concern
TPO	Thermoplastic polyolefin

9. Additional Resources

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Appendix



Appendix

6.1.3 Management System Standards

To further achieve a sustainable environment, we aim to implement working standards according to ISO 45001 and ISO 50001 in all Auria locations worldwide by 2025. We will track this progress in the annual Corporate Sustainability Report.

Site	Certifications					
	IATF16949 Automotive QMS	ISO 9001 QMS	ISO 14001 Environment	ISO 45001 OH&S	ISO 50001 Energy	ISO 17025 Laboratory
North America						
Southfield, MI Regional HQ	m					
Plymouth, MI						
Old Fort, NC / Eng. Cntr.	m					
Albemarle, NC R&D and lab	m					x
Auria Albemarle, LLC		x	x			
Troy, NC		x	x			
Old Fort, NC	xm		x	x		
Spartanburg, SC	xm		x	x		
Fremont, OH	xm		x			
Auria Holmesville, LLC	xm		x			
Sidney, OH	xm		x			
St. Clair, MI	xm		x			
Queretaro	xm		x			
Puebla	xm		x			
Europe						
Düsseldorf Regional HQ	m		xm	xm	xm	
Adelheidsdorf -Celle TC / R&D, Eng.Ctr, Lab.	m		m	m	m	
Adelheidsdorf -Celle Technikum	xm					
Celle	xm		m	m	m	
Coleshill	xm		m	m		
Grobbendonk	xm		m	m		
Hamburg	xm		m	m	m	
Straubing	xm		m	m	m	
Vitoria	xm		m	m		
Vráble	xm		m	m		
Zakupy	xm		m	m		
RSA						
East London	p		p	p		

Legend: x = certificate available
m = multisite certificate
p = certification in progress