

# 2025 Corporate Sustainability Report

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# 1. Letter From the CEO



*Qiuming Yang*

Qiuming Yang  
President & CEO, Auria

I am proud to present Auria's 2025 Corporate Sustainability Report, reflecting the meaningful progress our global team has made in achieving our environmental, social, and governance commitments.

At Auria, Sustainability is not a program we run alongside our business, it is one of three pillars in our company's mission and a key operational and competitive advantage. Our customers are using ESG performance as a significant factor in sourcing decisions.

Sustainability ratings, carbon reduction commitments, and responsible supply chain practices are no longer expectations for the future, they are requirements for today. The progress demonstrated in our 2025 Corporate Sustainability Report positions Auria as a supplier of choice across most major global automotive markets.

In 2025, our progress was reinforced by meaningful external recognition. Our EcoVadis rating reached Bronze (70 out of 100), placing us in the 82nd percentile globally and reflecting the depth of our Sustainability impact across environmental, ethics, labor practices, and supply chain management areas. Auria achieved a B score in both CDP Climate and Water, performing above industry benchmarks and in line with or above regional and global averages. These are not internal metrics. They are the scores our customers see when they evaluate us against other suppliers.

Underpinning all our efforts is the Auria 2030+ sustainability framework that we established in 2024.

We set 22 time-bound targets and ambitions spanning climate, circularity, water, people, and governance. Our decarbonization commitments are clear:

a 50% reduction in Scope 1 and 2 emissions by 2030 against a 2020 baseline, and full carbon neutrality in operations by 2040. These targets align with the goals of our customers and the evolving regulatory environments we are navigating.

I invite you to explore this report and take note of the incredible progress our teams are delivering across every region and every site!

**“Sustainability is one of three pillars in our company's mission and a key operational and competitive advantage.”**

# 2. Letter From the CSO



Marc Flegler  
Chief Sustainability Officer, Auria

When we began this journey in 2019, sustainability at Auria was an ambition looking for structure. Today it has both. The 2030+ framework, established in 2024, gave us 22 clear targets and ambitions. The destination is set, and the momentum continues.

**On energy and climate**, the headline achievement is one we have been building toward for years: all seven European manufacturing sites now run on 100% renewable electricity. This was the result of sustained effort, including energy road mapping, site-level monitoring, power purchase agreements, and a regional team that treated decarbonization as an operational priority. We also achieved our best-ever energy intensity performance globally, decoupling consumption from business growth across all regions. In North America, our partnership with the U.S. Department of Energy's Better Plants Program commits us to a 25% improvement in energy intensity over ten years, and our Mexican facilities are on track to generate approximately 10% of their electricity from on-site solar panels.

**On people and safety**, our European operations delivered exceptional results in 2025, four total recordable injuries and a DART rate of 0.23, a performance that reflects years of investment in safety culture and management systems. Most importantly, Auria has maintained a zero-fatality record across all operations since the company's founding in 2017. Although already better than industry standard, in North America we are making a region-wide push to improve our safety culture in 2026. Beyond safety, our sites remained active in their communities, \$36,923 USD donated, 19,136 people reached, and 78% of facilities engaged in outreach activities globally.

**On governance and transparency**, our Sustainability Academy, launched in partnership with AXA Climate School, is already driving measurable change. In Phase 1, 70% of participants completed the program, representing nearly 400 employees across the United States and United Kingdom. Phase 2 is now rolling out across the rest of the world, extending that climate literacy across our entire global workforce.

We continued to strengthen our supply chain compliance program, reaching 440 quality-relevant suppliers through the Assent platform. And we are in our second year of Scope 3 disclosure, with our methodology continuing to mature.

The journey is not finished, but the right structure is in place, the team is capable, and our ambition to be a sustainability leader in the automotive industry is growing across the organisation each day. That is what I am most proud of.

**“The destination is set,  
and the momentum continues.”**

# 3. Vision Mission Values

## ACCELERATING CHANGE

At Auria, we are dedicated to creating innovative automotive acoustic, flooring and fiber-based solutions for our customers amidst the rapidly evolving mobility landscape. Just as important as what we do, is how we do it. Our mission and our core values reflect our foundational beliefs and guiding principles aimed at making positive impacts on the environment, our employees, the communities in which we operate and tomorrow's mobility.

## VISION

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Together we will create innovative sensory experiences for tomorrow's new mobility

## MISSION

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

## VALUES

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- Innovation is our fuel for growth
- We use teamwork to achieve results
- We demand integrity & accountability
- We respect and embrace differences
- We promote positive change in our communities

# 4. General Disclosure



### Global Footprint

16 Auria Manufacturing Facilities

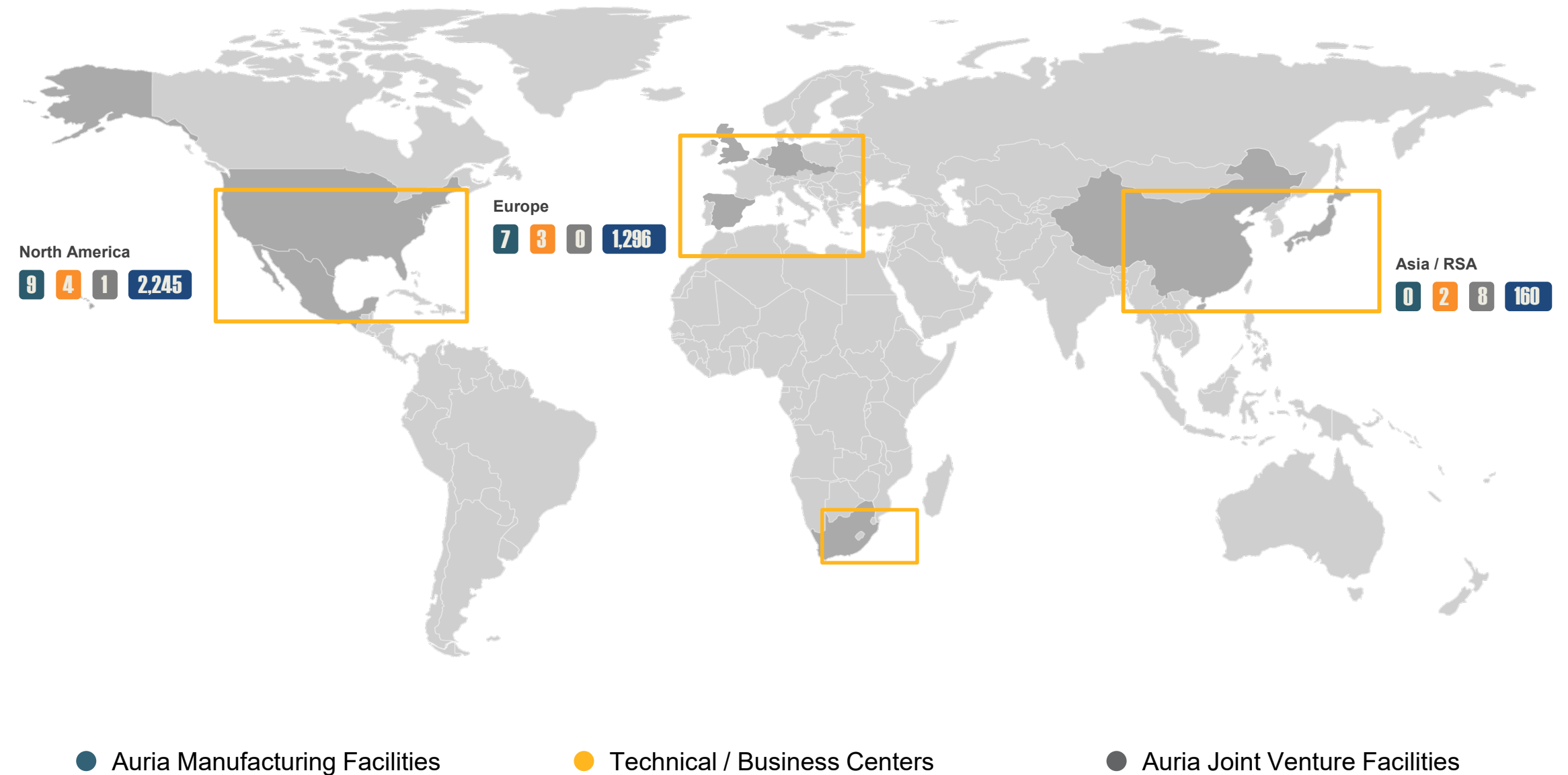
9 Technical / Business Centers

9 Auria Joint Venture Facilities

3,701 Employees

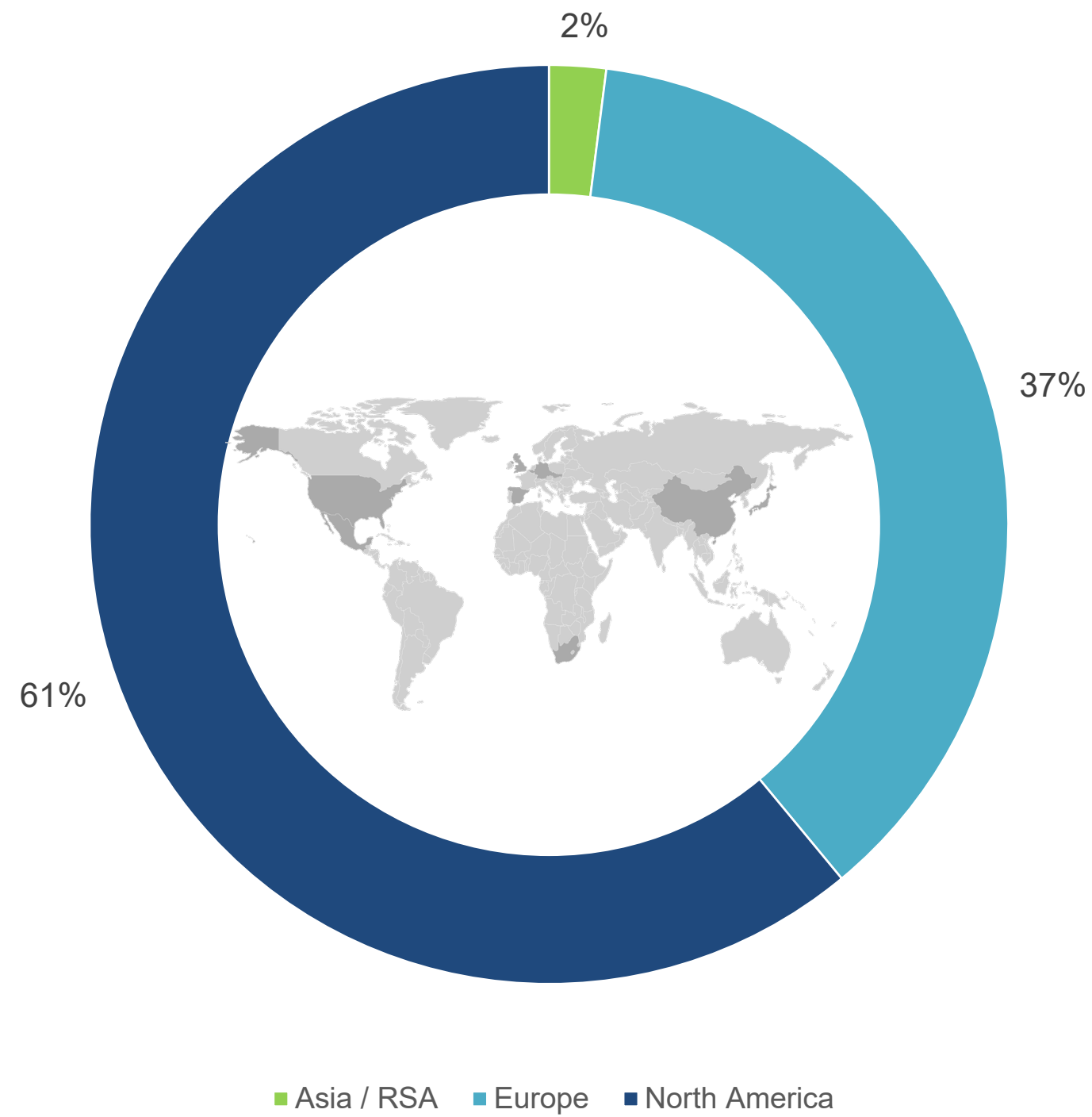
### 4.1 Company Overview

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 16 manufacturing facilities, 9 technical and business centers, and 9 joint ventures. Of the nine, one is consolidated. Including the consolidated joint venture, this report covers a total of 17 sites to provide a comprehensive view of our global operations.



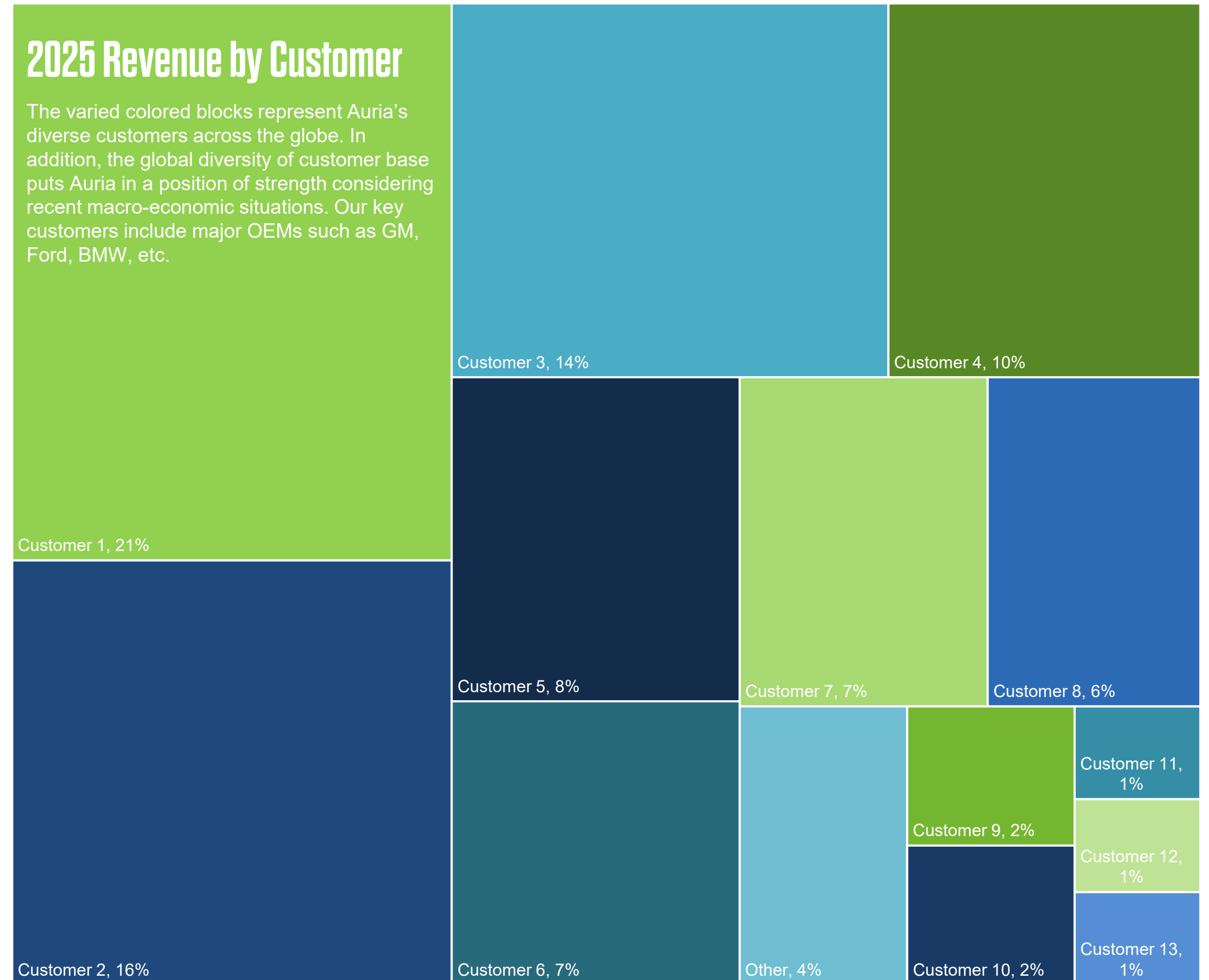
## 4.2 2025 Business Overview

### 2025 Revenue by Geography



### 2025 Revenue by Customer

The varied colored blocks represent Auria's diverse customers across the globe. In addition, the global diversity of customer base puts Auria in a position of strength considering recent macro-economic situations. Our key customers include major OEMs such as GM, Ford, BMW, etc.



## 4.3 Growth, Revenue Composition and Market Diversification

### 4.3.1 Strategic Growth Overview

Auria's growth strategy is designed to ensure long-term economic resilience while supporting the structural transformation of the automotive sector, aligned with **GRI 201** criteria.

As a global Tier-1 supplier, our revenue composition reflects both regional market dynamics and customer portfolio diversification. Growth priorities are assessed considering financial performance, market concentration risks, and alignment with long-term industry trends, including vehicle electrification and platform transitions.

### 4.3.2 Revenue by Geography

The regional distribution of revenue has remained stable over the past few years, demonstrating geographic balance while maintaining strong presence in core automotive markets.

### 4.3.3 Performance Analysis

North America increased slightly from 59% to 61%, further strengthening its position as Auria's primary revenue market and demonstrating continued solid performance in this key region. Europe experienced a modest adjustment from 39% to 37%, reflecting normal platform lifecycle timing while maintaining a strong and stable contribution to the overall portfolio. Asia / RSA remained steady at 2%, highlighting consistent participation and providing a foundation for potential future growth opportunities in these markets.

The geographic distribution reflects exposure to mature automotive markets with diversified OEM presence. The stability of regional allocation supports operational predictability and supply chain planning.

From a risk perspective, regional exposure is monitored as part of the Company's enterprise risk management framework to mitigate macroeconomic volatility and regulatory shifts in line with **GRI 201-2** Standard.

### 4.3.4 Link to Electrification and Portfolio Transition

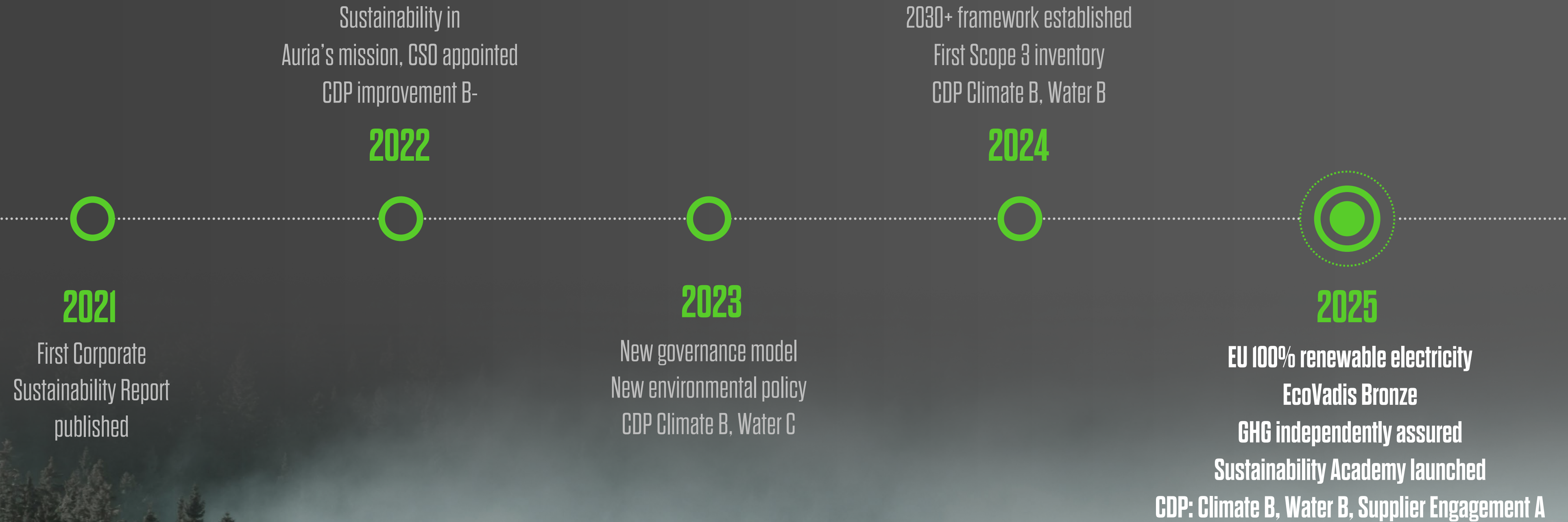
The revenue composition also reflects an increase in the automotive sector toward electrified platforms. As customer portfolios evolve, Auria's awarded and booked business increasingly includes electrified vehicle programs, particularly in Europe.

Electrification trends are incorporated into the Long-Range Revenue Planning (LRRP) process to anticipate shifts in demand and ensure alignment with OEM roadmaps.

#### % of sales in the electric vehicle segment: regional sales

	2020	2023	2024	2025
<b>EU</b>	3%	19%	24%	40%
<b>NA</b>	5%	7%	6%	5%
<b>Asia / RSA</b>	5%	11%	7%	0%

## 4.4 Sustainability Journey



## 4.5 Sustainability Strategic Framework 2030+

At Auria, sustainability is a fundamental part of how we operate and grow. It shapes our products, our processes, and our partnerships. We built our strategy around a simple but powerful question: why does sustainability matter for Auria and for the people we work with.

### The WHY

Our operations and business decisions have a direct impact on our environment, our employees and the communities where we work. We have a commitment to ensure those impacts are positive. Beyond commitment, we see a genuine opportunity to be a partner of choice for our customers as they navigate their own sustainability ambitions.

### The HOW

We lead with education, transparency and communication. These three principles sit at the core of how we drive change across the organization and with our partners. Sustainability only becomes real when people understand it, see it, and talk about it openly. A key enabler of our approach is disciplined decision-making informed by reliable data, comprehensive risk management, and the capabilities of our people.

### The WHAT

Our strategy is organized around three dimensions of Environmental, Social, and Governance (ESG). On the environmental side, we focus on climate change, circularity and responsible resource use. Socially, we are committed to the health and safety of our people, ethical behavior and fair labor practices. On governance, we build strong processes, pursue leading ratings, and manage risk with discipline.

Together, these three dimensions, held together by partnership at their core, form the foundation of our commitment to drive a sustainable future.



**Partner to Drive a Sustainable Future Together.**

## 4.6 Targets and Ambitions, Sustainability Strategy 2030+

Baseline year: 2020 (Water: 2024)



**TARGETS**  
Time-bound and measurable



**AMBITIONS**  
Directional commitments

<p><b>ENVIRONMENT</b> Protect our planet and natural resources</p>	<p><b>CLIMATE CHANGE</b></p> <ul style="list-style-type: none"> <li>Scope 1 &amp; 2: <b>50%</b> CO<sub>2</sub>e reduction by 2030</li> <li>Carbon Neutrality: <b>100%</b> neutral operations by 2040</li> <li>Renewable Electricity: <b>&gt;50%</b> renewable share by 2030</li> <li>Scope 3: <b>40%</b> CO<sub>2</sub>e reduction by 2035 <b>~5%</b> YoY from 2026</li> </ul>	<p>TIME-BOUND</p>
	<p><b>CIRCULARITY</b></p> <ul style="list-style-type: none"> <li>Waste Intensity: <b>-4%</b> waste-to-sales annually to 2030</li> <li>Landfill: Zero Waste to Landfill by 2030</li> <li>Recycled Content: <b>&gt;50%</b> in product portfolio by 2030</li> </ul>	<p>TIME-BOUND</p>
	<p><b>RESOURCE USE</b></p> <ul style="list-style-type: none"> <li>Water: <b>-4%</b> consumption per site annually</li> <li>Responsible Sourcing: <b>100%</b> supplier ESG compliance by 2030</li> </ul>	<p>TIME-BOUND</p>
<p><b>SOCIAL</b> Empower people and strengthen communities</p>	<p><b>HEALTH &amp; SAFETY</b></p> <ul style="list-style-type: none"> <li>ISO 45001: 100% site certification by 2030</li> <li>Health Campaigns: Annual programs across all sites</li> <li>Vision Zero: 0% DART rate (long-term ambition)</li> </ul>	<p>TIME-BOUND</p>
	<p><b>ETHICAL BEHAVIOUR</b></p> <ul style="list-style-type: none"> <li>Supply Chain Ethics: Full alignment with Auria Code of Conduct</li> </ul>	<p>AMBITION</p>
	<p><b>FAIR LABOR</b></p> <ul style="list-style-type: none"> <li>Equal Pay: Equal pay for equal work across all regions</li> </ul>	<p>AMBITION</p>
	<p><b>INCLUSIVE CULTURE</b></p> <ul style="list-style-type: none"> <li>Inclusive Culture: Workforce reflecting the communities we serve</li> </ul>	<p>AMBITION</p>
<p><b>GOVERNANCE</b> Lead with integrity and accountability</p>	<p><b>STRATEGY &amp; PERFORMANCE</b></p> <ul style="list-style-type: none"> <li>Product Sustainability Profiles: Delivered to customers from 2025</li> <li>LCA Coverage: 100% of product portfolio (Cradle-to-Gate)</li> <li>Sustainable Innovation: All new products contribute to sustainability</li> </ul>	<p>TIME-BOUND</p>
	<p><b>RATINGS &amp; COMPLIANCE</b></p> <ul style="list-style-type: none"> <li>ESG Compliance: Full regulatory compliance by 2028</li> <li>Ratings: Leadership in key sustainability indices</li> </ul>	<p>TIME-BOUND</p>
	<p><b>RISK MANAGEMENT</b></p> <ul style="list-style-type: none"> <li>ESG Risk Assessments: Conducted every two years</li> <li>Digitalization: Enable efficiency and data-driven sustainability</li> </ul>	<p>AMBITION</p>



**OUR FRAMEWORK**

These targets are monitored through internal ESG governance and aligned with international frameworks including GRI, CDP and EcoVadis.



Global Reporting Initiative



ecovadis

# 5. Environment



## 5.1 Energy

### 5.1.1 Electricity Consumption

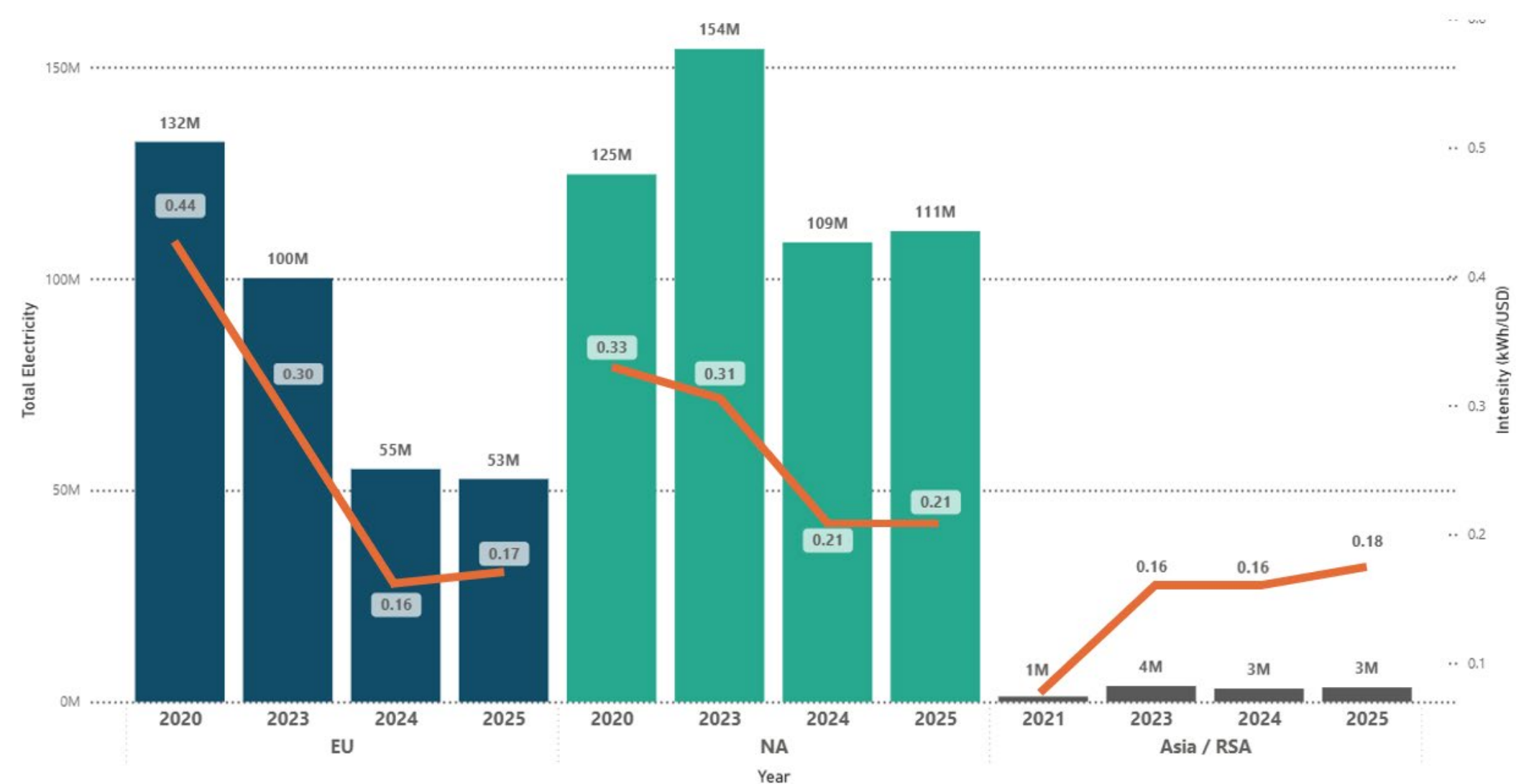
Auria's culture and values are represented in an environment that encourages creativity, promotes efficiency, and drives continuous improvement.

The continuous reduction in energy intensity, as reflected in the kWh/USD trend, represents a critical lever in Auria's transition towards a low-carbon business model. Beyond absolute consumption, improvements in energy efficiency strengthen the company's resilience against transition risks, including increasing carbon pricing, evolving regulatory requirements, and volatility in energy markets. By decoupling energy consumption from business growth, Auria enhances its cost competitiveness while reducing exposure to future carbon-related liabilities. This performance positions the company to better adapt to tightening climate policies and supports long-term value creation in a decarbonizing global economy.

In 2025, Auria continued to improve its energy efficiency across all regions. Europe demonstrated a sustained reduction in both absolute energy consumption and intensity, reflecting mature efficiency practices and operational optimization. North America, while maintaining higher absolute consumption levels, showed a significant decrease in energy intensity, indicating improved efficiency alongside business growth.

Overall, these results highlight Auria's ability to decouple energy consumption from operational expansion, reinforcing its commitment to continuous improvement and responsible resource management.

Annual Electricity Consumption and kWh/USD by Region\*



\* Electricity intensity is calculated as total electricity consumption (kWh) divided by revenue (USD), in line with GRI 302-3. This metric supports tracking energy efficiency improvements and decoupling from business growth.

## 5.1.1 Electricity Consumption

In 2025, Auria reported a total electricity consumption of 167.3 GWh, disclosed by region and energy source in alignment with **GRI 302-1**, ensuring transparency in energy use and sourcing. Europe continues to lead with 100% renewable electricity, while South Africa reached 15%, reflecting ongoing progress in cleaner energy adoption.

North America currently relies on 100% non-renewable electricity, representing a key opportunity for improvement. To address this, Mexico has approved the installation of on-site solar panels, expected to cover **10%** of electricity demand across all sites, contributing to an increase in the region’s renewable energy share.

Additionally, in 2025, Auria strengthened its regional strategy by joining **the U.S. Department of Energy’s Better Plants Program**, committing to improve energy efficiency and reduce energy intensity by 25% kWh/PV over ten years. Building on this, the 2026 roadmap includes a 2% annual CO<sub>2</sub> reduction target, supported by plant-level training, energy assessments, and implementation of cost-effective efficiency projects.

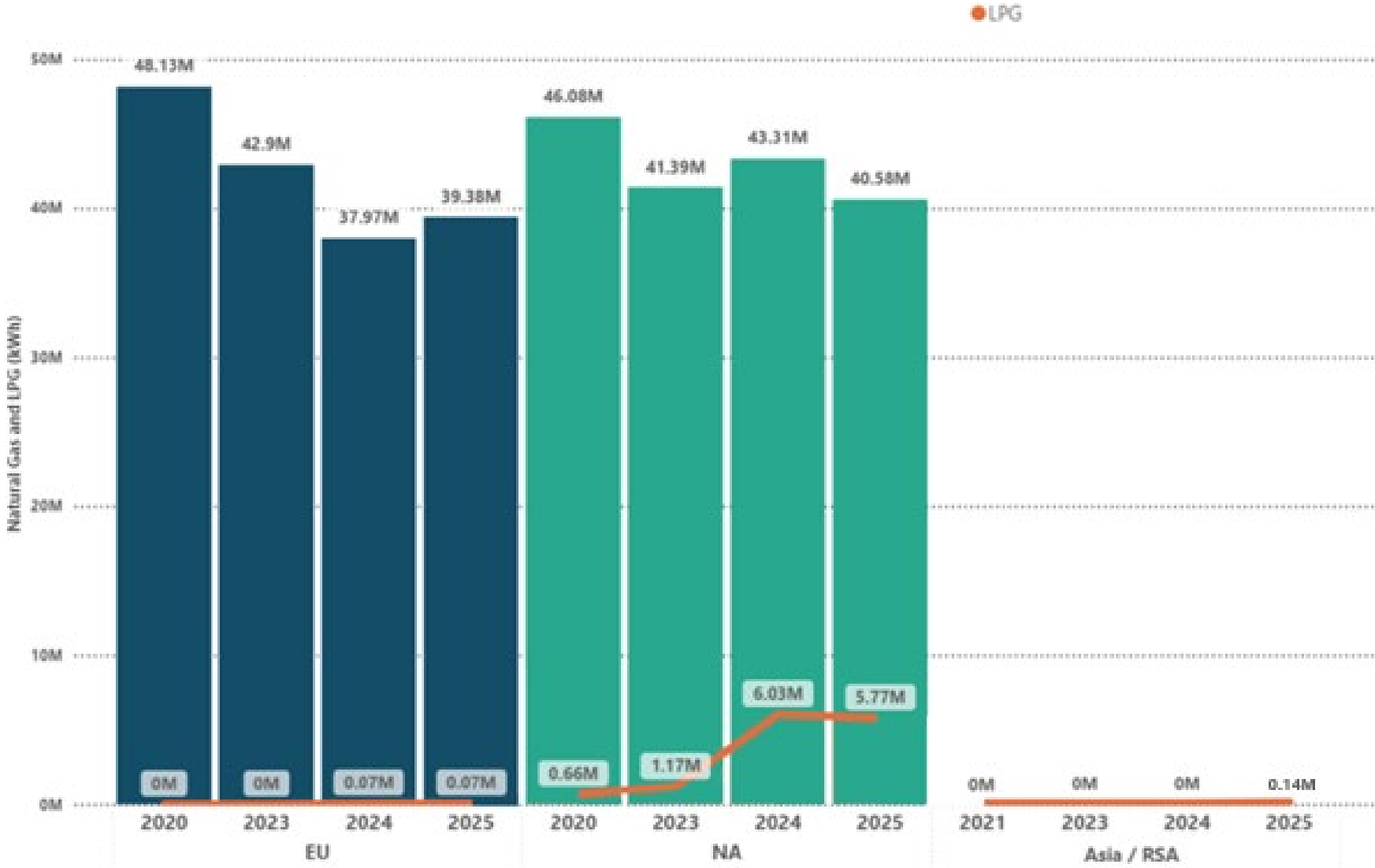
These actions reinforce Auria’s alignment with **GRI 302-3** (energy intensity) and EcoVadis requirements, demonstrating structured energy management, measurable targets, and continuous improvement toward a low-carbon operation.

2025 Annual Electricity Consumption

	EU		NA		Asia / RSA		Total
Year	Renewable	Non-renewable	Renewable	Non-renewable	Renewable	Non-renewable	Total Electricity
2025 (kWh)	52,653,439	0	0	111,214,465	500,000	2,894,518	167,262,422
2025 (%)	100%	0%	0%	100%	15%	85%	100%

## 5.1.2 Gas Consumption

Annual Gas Consumption (NG + LPG)



In 2025, Auria continued advancing its energy transition strategy by strengthening the integration between electricity consumption and natural gas management, providing a comprehensive view of both Scope 2 and Scope 1 energy sources in line with **GRI 302** and **GRI 305**.

Natural gas consumption, primarily associated with thermal processes and direct operations (Scope 1), remains a significant component of Auria’s energy profile.

While consumption trends have remained relatively stable, the company is actively working to reduce dependency on fossil fuels through targeted efficiency measures and process optimization.

Auria’s strategy is centered on a progressive shift from gas-based energy to electrified processes, supported by:

- Electrification of equipment and operations, replacing gas-intensive technologies
- Expansion of renewable electricity sourcing, including on-site generation and external procurement mechanisms
- Implementation of energy efficiency initiatives to reduce both electrical and thermal demand

**This integrated approach enables Auria to simultaneously reduce Scope 1 emissions (through lower gas consumption) and decarbonize Scope 2 emissions (through renewable electricity), reinforcing a coherent pathway toward a low-carbon operating model.**

## 5.1.3 Fuel Consumption

### Fuel by Type

The analysis shows that the gas consumption represents the vast majority of fuel consumption, accounting for 92% (79.96 million kWh), while LPG contributes only 7% (5.97 million kWh) and diesel 1% (1.32 million kWh).

This distribution reflects:

- A strong reliance on pipeline-based energy sources, typically associated with industrial processes.
- Greater energy efficiency and lower emission intensity compared to other fossil fuels such as diesel or fuel oil
- A more stable and controlled energy supply across operations.

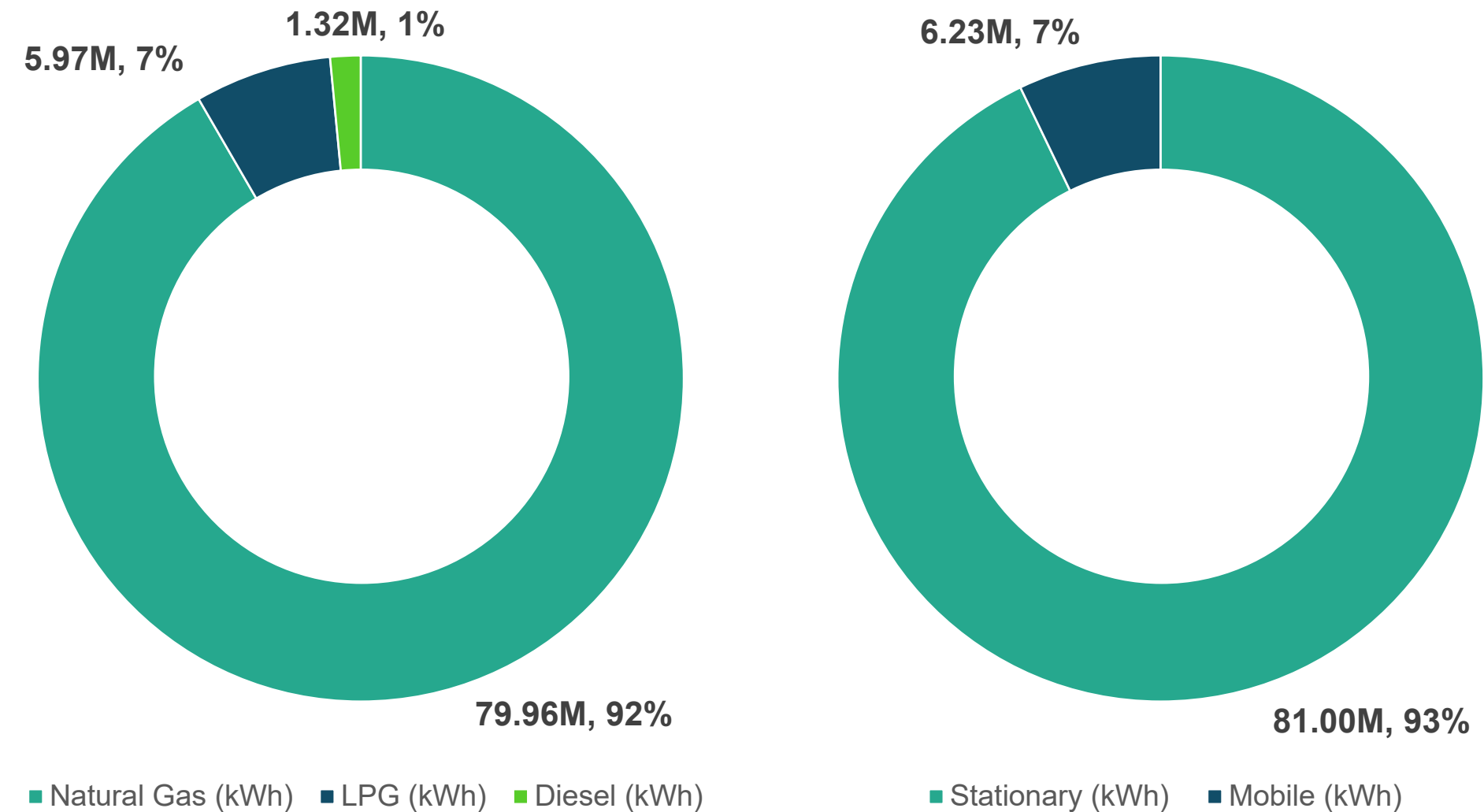
### Fuel by Source

Fuel consumption is predominantly associated with stationary combustion, representing 93% (81 million kWh), while mobile sources account for 7% (6.23 million kWh).

This indicates that:

- Energy use is primarily driven by fixed industrial processes, such as heating, molding, and manufacturing operations.
- Limited reliance on gas for transportation or mobile equipment
- Emissions are more controllable and easier to manage, as stationary sources allow for:
  - Process optimization
  - Energy efficiency projects
  - Fuel-switching strategies

### 2025 Annual Fuel Consumption by Type and Source\*



\*Stationary contains natural gas and LPG while Mobile contains diesel, and LPG

## 5.1.4 KPI: Total Energy Consumption 2025

Category	EU	NA	Asia / RSA	Total
<b>Total Electricity Consumption (kWh)</b> Renewable + Non-renewable	52,653,439	111,214,465	3,394,518	167,262,422
<b>Renewable Electricity Consumption (kWh)</b>	52,653,439	0	500,000	53,153,439
<b>Natural Gas (kWh)</b>	39,380,168	40,575,175	0	79,955,343
<b>LPG (kWh)</b>	66,281	5,766,510	140,211	5,973,002
<b>Diesel (kWh)</b>	1,324,121	0	3.7	1,324,125
<b>Other (specify)</b>	0	0	0	0
<b>Total Energy Consumption (kWh)</b> Electricity + Natural Gas + LPG + Diesel + Other	93,424,009	157,556,150	3,534,733	254,514,891
<b>Percentage of Renewable Electricity Consumption (%)</b>	100%	0%	15%	32%
<b>Stationary Sources Consumption (kWh)</b>	39,380,168	41,502,255	140,211	81,022,634
<b>Mobile Sources Consumption (kWh)</b>	1,390,402	4,839,430	3.7	6,229,836

We are also proud to announce that

**100% of our electricity consumption in Europe is now sourced from renewable sources.**

This is just the beginning for us, since we anticipate that **10%** of electricity consumption in the **USA** and **10%** in **Mexico** will be from renewable sources in **2026**.

The main sources of Scope 1 emissions vary by region according to operational activities and fuel usage. For stationary combustion sources, Europe primarily uses natural gas, North America utilizes both natural gas and LPG, while Asia / RSA mainly rely on LPG. For mobile combustion sources, Europe primarily uses LPG and diesel, North America mainly uses LPG, and Asia / RSA primarily consume diesel.

## 5.2 Climate Change

To understand Auria's Scopes 1 & 2 reduction efforts, let's first understand our manufacturing vision and the sophisticated processes we use to produce our products. Auria aims to differentiate itself from our competitors through extensive product and process know-how, coupled with a commitment to innovate the next generation of sustainable automotive solutions.

Addressing climate change is a key priority for Auria, as it directly influences business resilience, operational efficiency, and long-term value creation. Auria recognizes both its responsibility and its opportunity to reduce emissions and support the transition to a low-carbon economy.

As a global manufacturing company, Auria recognizes that its operations and value chain contribute to GHG emissions. At the same time, this position enables the company to play an active role in driving emissions reductions through innovation, operational improvements, and collaboration across the value chain.

By integrating climate considerations into its business strategy, Auria aims to reduce its environmental impact through targeted actions, including investments in energy-efficient equipment and technologies, continuous operational improvements, the development of lightweight products, waste reduction initiatives, and active supplier engagement.



## 5.2.1 Our Manufacturing Processes

Auria has a long history of expertise in manufacturing flooring, acoustics, and other fiber-based solutions, dating back to the very first Daimler vehicles, the Ford Model T, and even the first Japanese vehicles to reach American shores in the 1970s. Over the course of more than a century, Auria's legacy companies continued to evolve and improve the manufacturing process by embracing technology and advancing material sciences. Building on the foundation of its automotive predecessors such as Lear, Collins & Aikman, United Technologies, Masland, and Stankiewicz, Auria will continue to foster a culture that embraces technology in manufacturing, including Industry 4.0.

Industry 4.0 is a radical change in manufacturing processes intended to increase productivity, improve efficiencies, and harness new technologies and concepts such as collaborative robotics, artificial intelligence, and data analysis tools.

Auria has already identified and implemented aspects of Industry 4.0 at plants in North America, Europe, and Asia. This represents another step toward enhancing Auria's expertise across a wide range of manufacturing processes that include flooring, acoustics, and other fiber-based solutions, more specifically:

- Carpet tufting
- Nonwoven needling
- Latex coating
- Thermal bonding
- PE extrusion
- PE powder coating
- Heavy layer extrusion
- PU-spraying
- Airlay process
- Vertical lapped felt production
- Compression molding
- Vacuum forming
- PU-foaming
- Injection molding
- PU honeycomb conversion
- Waterjet cutting
- Die trimming
- Ultrasonic knife cutting
- Welding processes
- Trim waste recycling

Waterjet Cutting

Airlay Process



## 5.2.2 Scopes 1 & 2

### Understanding Our Emissions

Auria quantifies and manages its greenhouse gas emissions in alignment with the GHG Protocol.

We are committed in reducing our carbon footprint and enhancing resource efficiency through the sustainable use of natural resources, all while benefiting from reduced operational costs. As part of this commitment, we have aligned with the **Science Based Targets initiative (SBTi) and set a short-term target to reduce CO<sub>2</sub>e emissions from Scopes 1 & 2 by 50% at the end of 2030, based on a 2020 baseline.** Our ambitious long-term goal is to achieve **100% carbon neutrality for Scopes 1 & 2 by 2040.**

To support these targets, Auria has implemented global roadmaps that include numerous initiatives focused on reducing waste, water usage, energy consumption, heat, and emissions in line with **GRI 305-5**. In line with our sustainability goals, Auria hosted its inaugural Energy Efficiency Networking Day in Europe. This event provided a platform for sharing energy monitoring reports and best practices, bringing together the regional Vice Presidents of Operations, European plant managers, North American representatives, and energy champions.

### Scope 1: Direct Emissions

Emissions from sources owned or controlled by Auria, primarily resulting from the combustion of fuels such as natural gas in manufacturing processes, as well as emissions from industrial vehicles such as forklifts and fugitive emissions from cooling equipment such as chillers and A/C.

### Scope 2: Indirect Emissions

Emissions associated with the generation of purchased electricity consumed in Auria's operations.

### Scope 3: Value Chain Emissions

Indirect emissions that occur across the value chain, both upstream and downstream. For Auria, the most significant contributions arise from purchased goods and services (Category 1), making supplier engagement a critical component of its carbon reduction strategy.



## A key milestone!

**Auria's greenhouse gas emissions inventory for 2024 and 2025 underwent limited assurance in accordance with ISO 14064-3. This process enhances the credibility, transparency, and reliability of the reported data, reinforcing stakeholder confidence and alignment with recognized standards.**

Also, Auria enhanced the accuracy and completeness of its GHG emissions inventory by incorporating fugitive emissions into Scope 1, refining the allocation of emission factors to better reflect operational and regional conditions, and strengthening internal data collection processes to improve data quality and reduce reliance on estimations.

## 5.2.2 Scopes 1 & 2

### Carbon Neutrality Targets

Auria is committed to achieving carbon neutrality across Scope 1 and Scope 2 emissions by 2040.

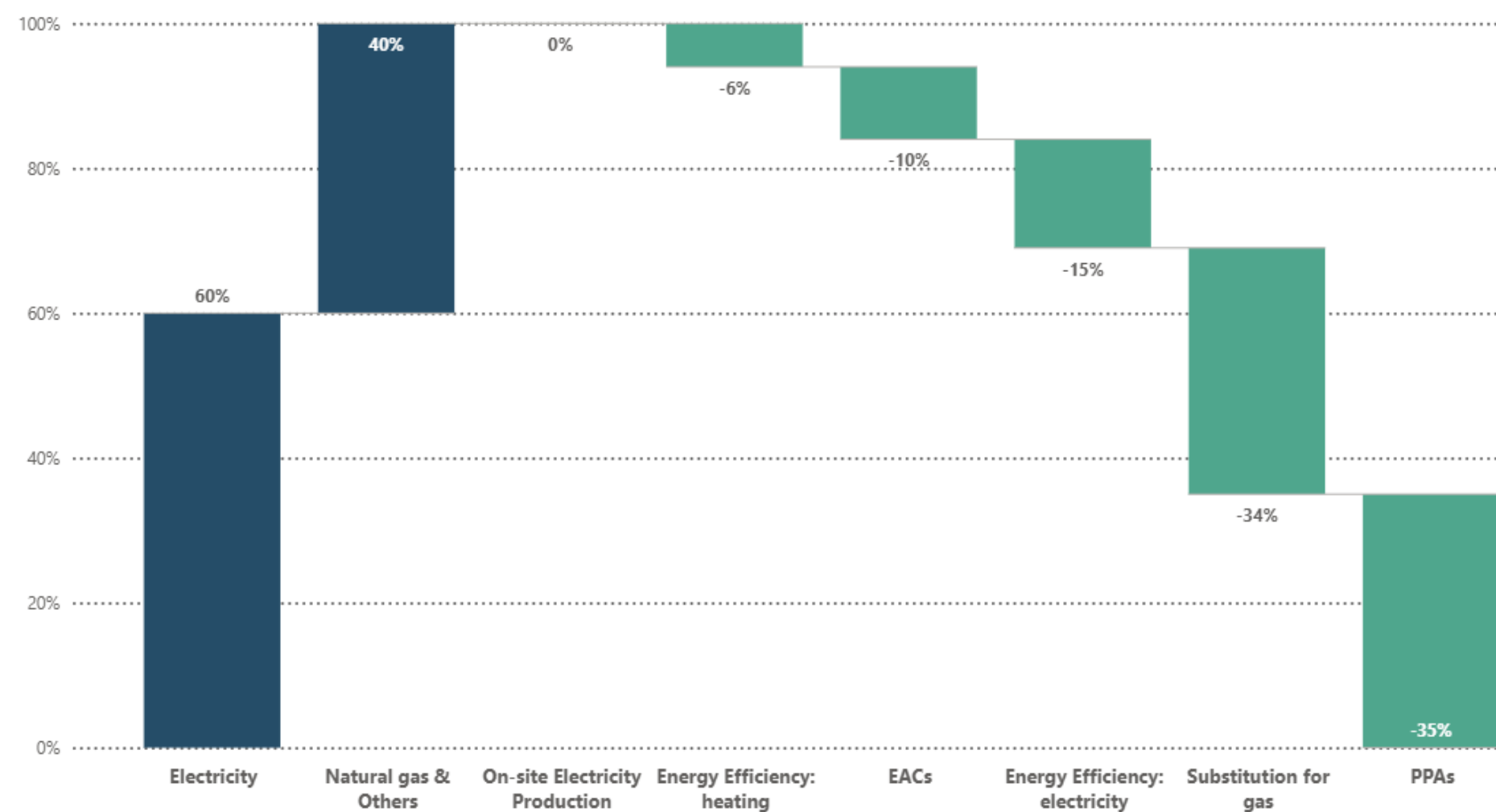
This target reflects a structured and phased approach to decarbonizing its direct operations, focusing on the most material sources of emissions.

Most of the Auria's Scope 1 and Scope 2 emissions arise from the consumption of natural gas and purchased electricity in its manufacturing processes.

As a result, the company's decarbonization strategy prioritizes targeted actions that address these key emission drivers while maintaining operational efficiency and cost competitiveness.

Our decarbonization approach identifies specific technical and procurement levers, ranging from energy efficiency upgrades to Power Purchase Agreements (PPAs), to systematically eliminate our operational footprint. These targeted actions ensure that our path to neutrality remains both economically viable and operationally resilient.

### Decarbonization Strategy Levers



### Short-term Goal:

50% reduction for Scopes 1 & 2 at the end of 2030, based on a 2020 baseline.

### Long-term Goal:

100% carbon neutrality for Scopes 1 & 2 by 2040, based on a 2020 baseline.

## 5.2.2 Scopes 1 & 2

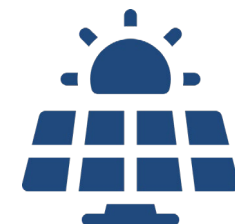
### Carbon Neutrality Commitments

To achieve its carbon neutrality target, Auria is implementing a combination of strategic levers that collectively address both electricity and fuel-related emissions.



#### 1. Energy Efficiency Programs In Both Electricity And Gas

Focused on reducing energy consumption across both electricity and natural gas, including process optimization, equipment upgrades, and improved energy management practices.



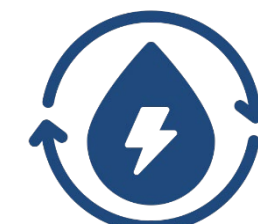
#### 2. On-site Energy Generation

Where feasible, Auria is also exploring and implementing **on-site renewable energy generation**, such as solar installations, to further reduce reliance on grid electricity and enhance energy resilience.



#### 3. Renewable Electricity (PPAs and EACs)

To reduce emissions associated with electricity consumption, Auria is increasing its use of renewable energy through EAC and looking forward for more projects based on the PPA structure.



#### 4. Substitution of Natural Gas

Despite significant progress in electricity decarbonization, approximately 40% of Auria's Scope 1 and Scope 2 emissions remain linked to natural gas consumption. To address this, the company is actively evaluating lower-carbon alternatives of natural gas, including emerging technologies and cleaner fuel options.

## 5.2.2 Scopes 1 & 2

### Regional Actions for CO<sub>2</sub> Reduction

#### EU Region

Auria Europe continued advancing its decarbonization efforts through structured energy management systems, operational improvements, and participation in external initiatives.

Several sites, including the European headquarters and plants such as Celle, Straubing. In addition, Zakupy maintained ISO 50001 certification, while the Coleshill site complied with ESOS and SECR requirements.

The region also participated in the EnBW Energy Efficiency & Climate Protection Network to support continuous improvement.

These efforts resulted in energy savings of approximately **1.6 million kWh, and a reduction of 107 tons of CO<sub>2</sub> emissions related to natural gas** efficiency measures, supported by targeted investments in energy efficiency.

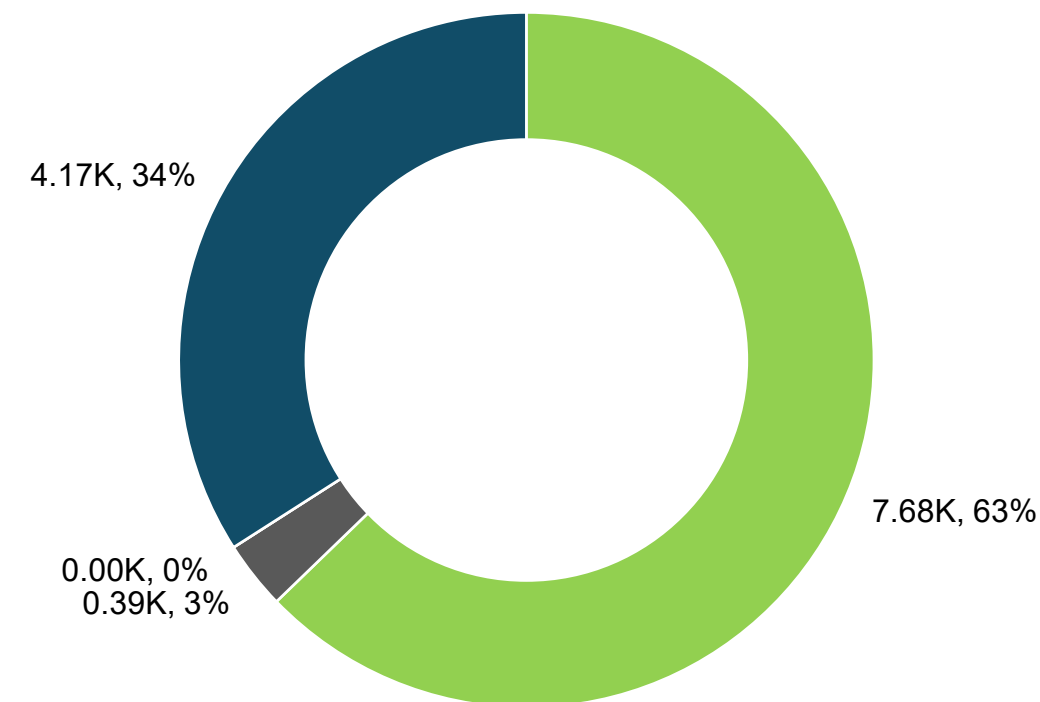
Key actions included optimization of heating systems, reduction of compressed air leakages and pressure levels, elimination of standby energy consumption, and the **recovery of approximately 544,000 kWh of waste heat at the Zakupy site.**

Initiatives include installation of electric vehicle charging points and the elimination of fossil fuel forklift trucks. Site-specific projects include rooftop solar at Grobbendonk; bio-LPG and rooftop solar at Vitoria.

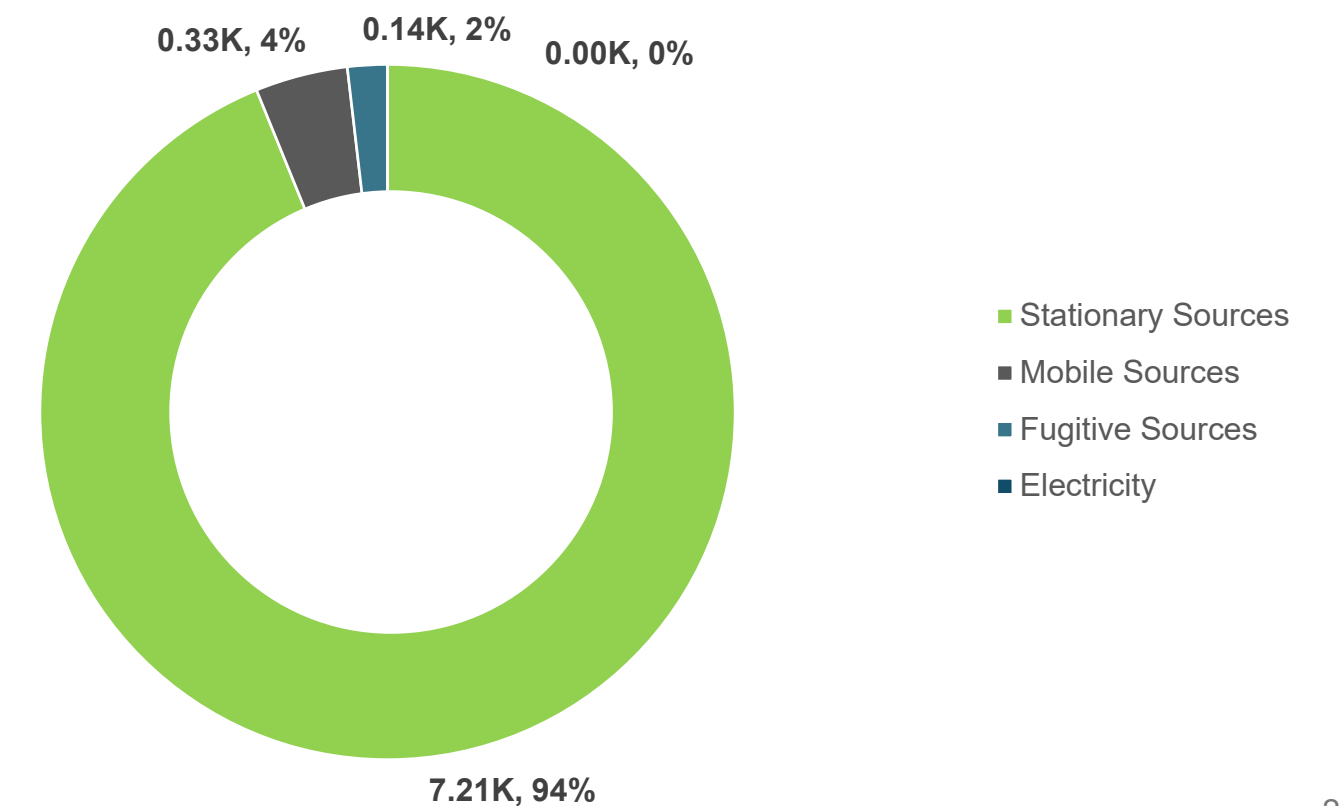
**This progress is further supported by a budget of approximately \$340,000 USD (CAPEX and OPEX) approved in 2025 to accelerate the implementation of decarbonization initiatives from 2026 onwards.**

EU	Scope 1 (tons CO <sub>2</sub> e)			Scope 2 (tons CO <sub>2</sub> e)	Total
Year	Stationary Sources	Mobile Sources	Fugitive Sources	Electricity (Market B.)	Total
2024	7,673	388	N/A	4,167	12,228
2025	7,205	338	142	0	7,685

Scopes 1 & 2 2024



Scopes 1 & 2 2025



## 5.2.2 Scopes 1 & 2

### Regional Actions for CO<sub>2</sub> Reduction

#### NA Region

In North America, Auria strengthened its decarbonization approach through strategic commitments and operational initiatives.

In 2025, **the company joined the U.S. Department of Energy's Better Plants Program**, committing to improving energy efficiency and reducing energy intensity over time, supported by access to technical expertise, training, and energy assessment tools.

Building on this commitment, Auria defined a strategy to achieve annual reductions in CO<sub>2</sub> emissions through **plant-level employee training, comprehensive energy assessments, renewable energy sources, and the implementation of cost-effective projects.**

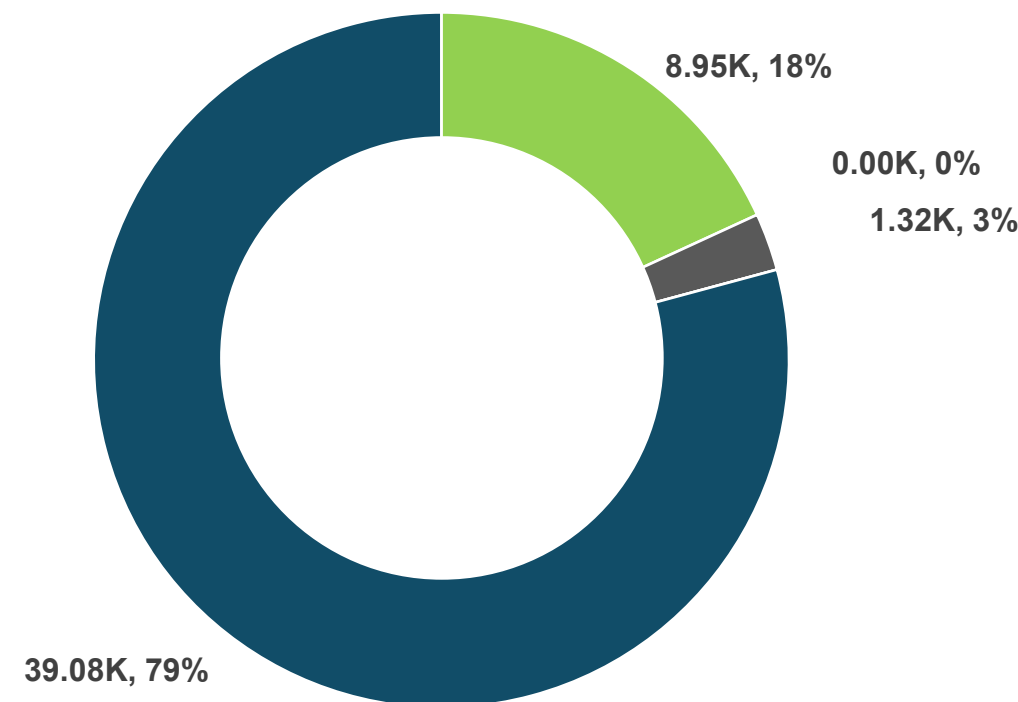
Operational measures implemented during the year included:

- a. The replacement of **LPG forklifts with electric-powered units, resulting in a 12% reduction in CO<sub>2</sub> emissions.**
- b. Introduction of structured equipment shutdown programs to reduce idle energy consumption, resulting in **14% stationary associated emissions.**

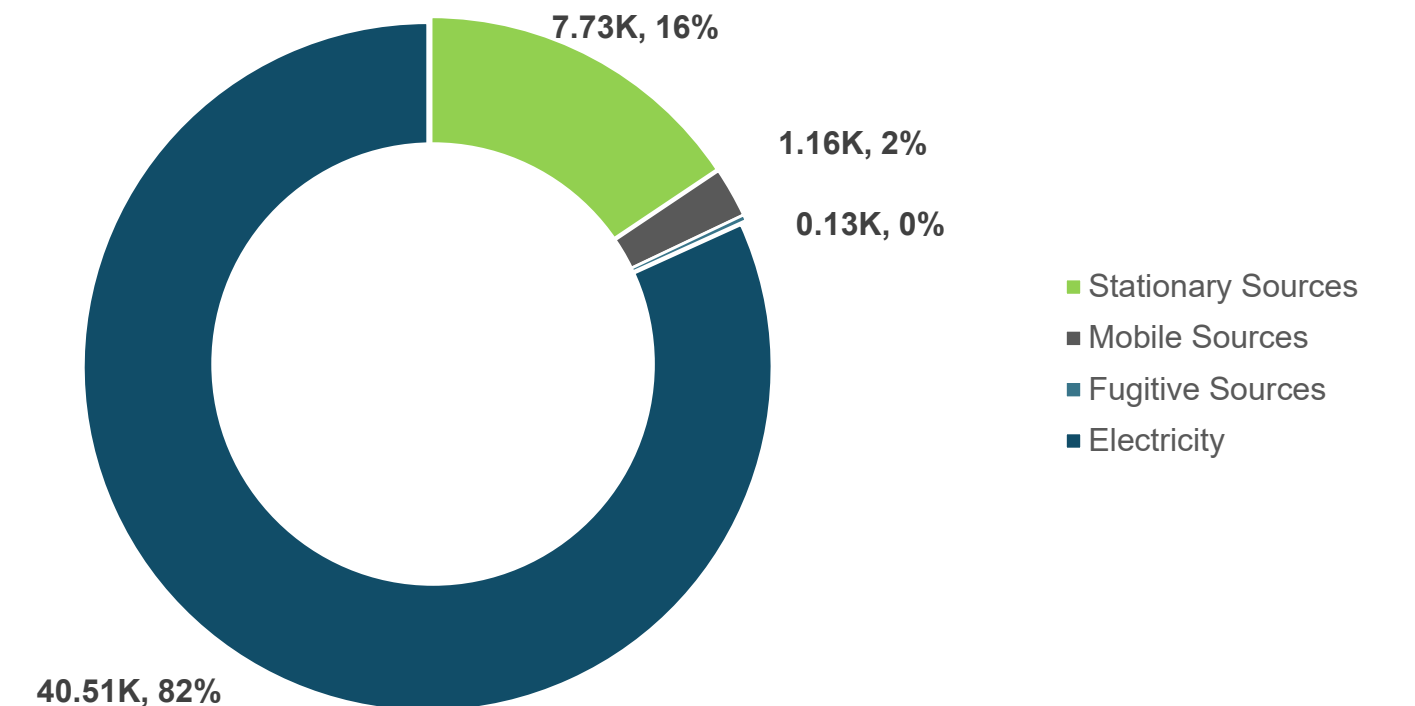
Looking ahead, Auria will continue to scale energy efficiency initiatives, strengthen data collection and emissions tracking, and support long-term decarbonization through continuous improvement across its operations.

NA	Scope 1 (tons CO <sub>2</sub> e)			Scope 2 (tons CO <sub>2</sub> e)	Total
Year	Stationary Sources	Mobile Sources	Fugitive Sources	Electricity (Market B.)	Total
2024	8,953	1,316	N/A	39,080	49,349
2025	7,729	1,157	134	40,506	49,526

Scopes 1 & 2 2024



Scopes 1 & 2 2025



## 5.2.2 Scopes 1 & 2

### Regional Actions for CO<sub>2</sub> Reduction

#### Asia / RSA Region

Auria South Africa continued to strengthen its emissions reporting and energy transition efforts during the year. In 2024, the site initiated its GHG emissions reporting, initially focusing on electricity consumption.

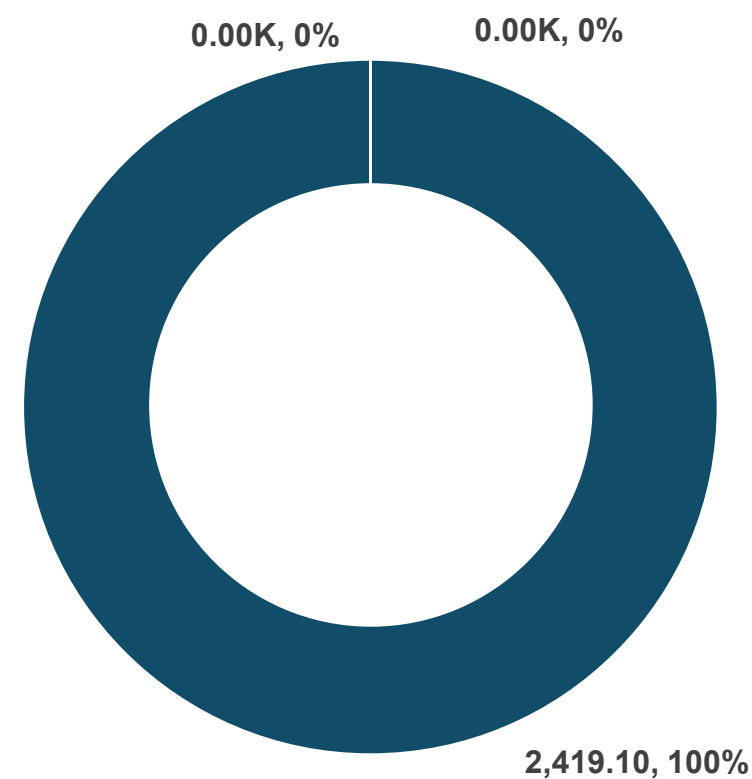
In 2025, the inventory was further expanded to include stationary sources and fugitive emissions, significantly improving the completeness and accuracy of reported data. Mobile sources were not included, as they represent less than 1% of total emissions from these sources and are not considered material.

Asia / RSA account for approximately 4% of Auria's total emissions, reflecting its contribution within the Company's global footprint.

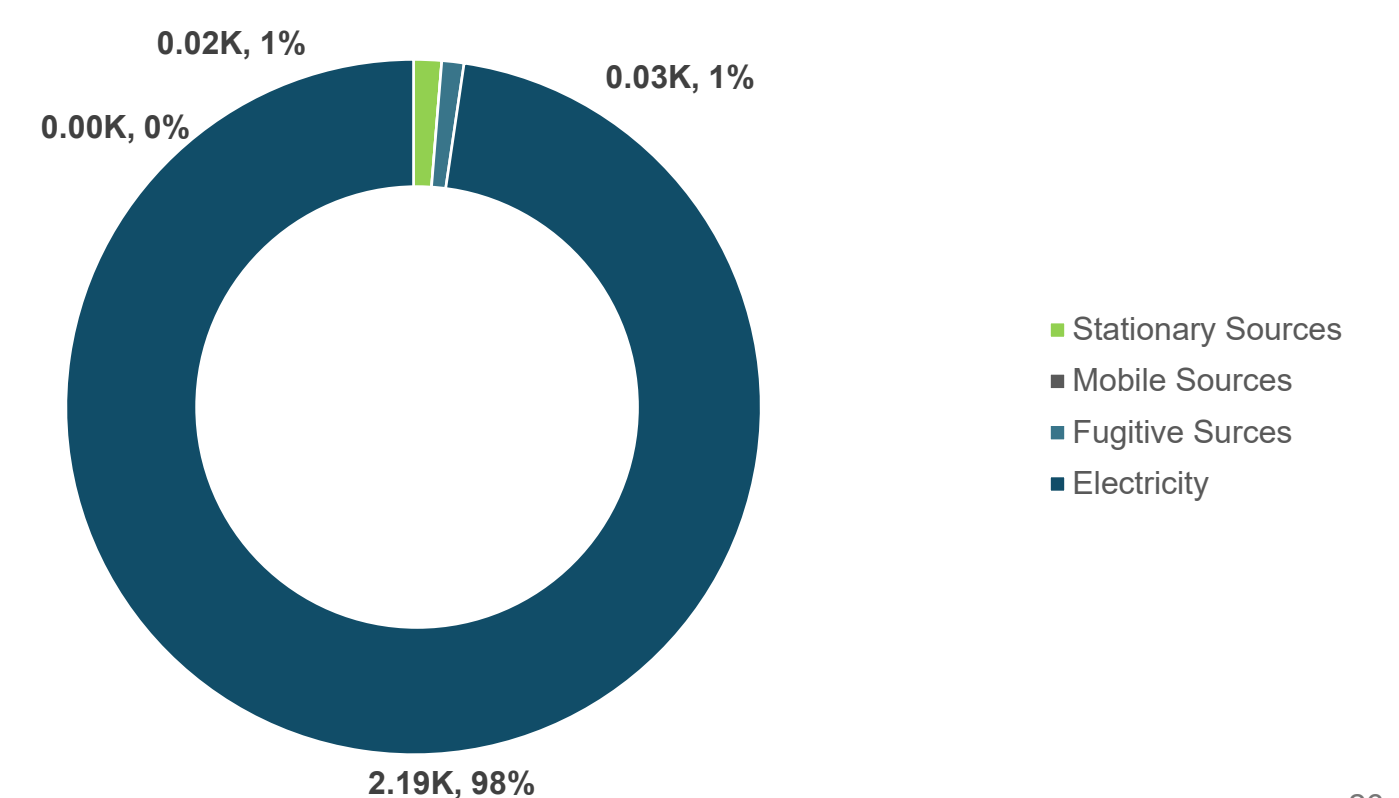
In parallel, Auria Asia / RSA made progress in its energy transition by sourcing approximately **15% of its electricity from solar energy** in 2025. This marks an important step toward reducing reliance on grid electricity and lowering the carbon intensity of operations.

Asia / RSA	Scope 1 (tons CO <sub>2</sub> e)			Scope 2 (tons CO <sub>2</sub> e)	Total
Year	Stationary Sources	Mobile Sources	Fugitive Sources	Electricity (Market B.)	Total
2024	0	0	0	2,419	2,419
2025	29	0	23	2,185	2,238

Scopes 1 & 2 2024



Scopes 1 & 2 2025



## 5.2.2 Scopes 1 & 2

### Global CO<sub>2</sub> Reduction

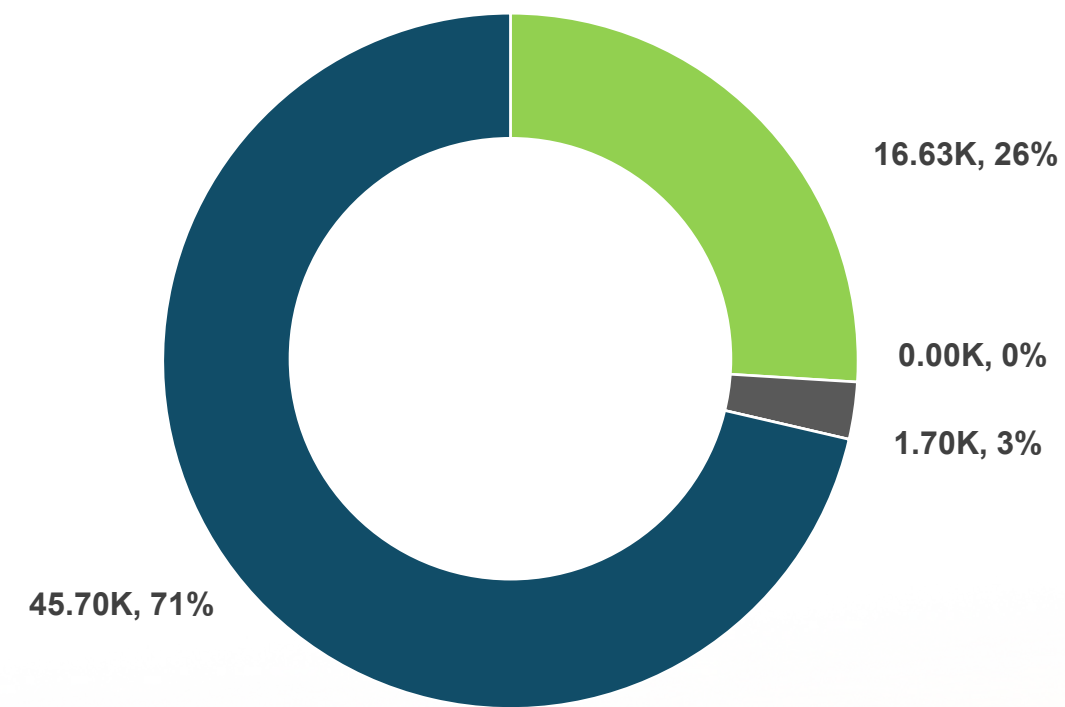
Auria has committed to achieving carbon neutrality in Scopes 1 and 2 by 2040, alongside an interim target of reducing Scope 1 and 2 emissions by 50% by 2030 (baseline year: 2020), in alignment with [GRI 305-1, 305-2](#), and the Science Based Targets initiative (SBTi).

To deliver on these commitments, we are actively implementing energy efficiency programs, increasing renewable electricity procurement through Power Purchase Agreements (PPAs) and Energy Attribute Certificates (EACs), advancing process electrification, and reducing reliance on fossil fuels across our global operations.

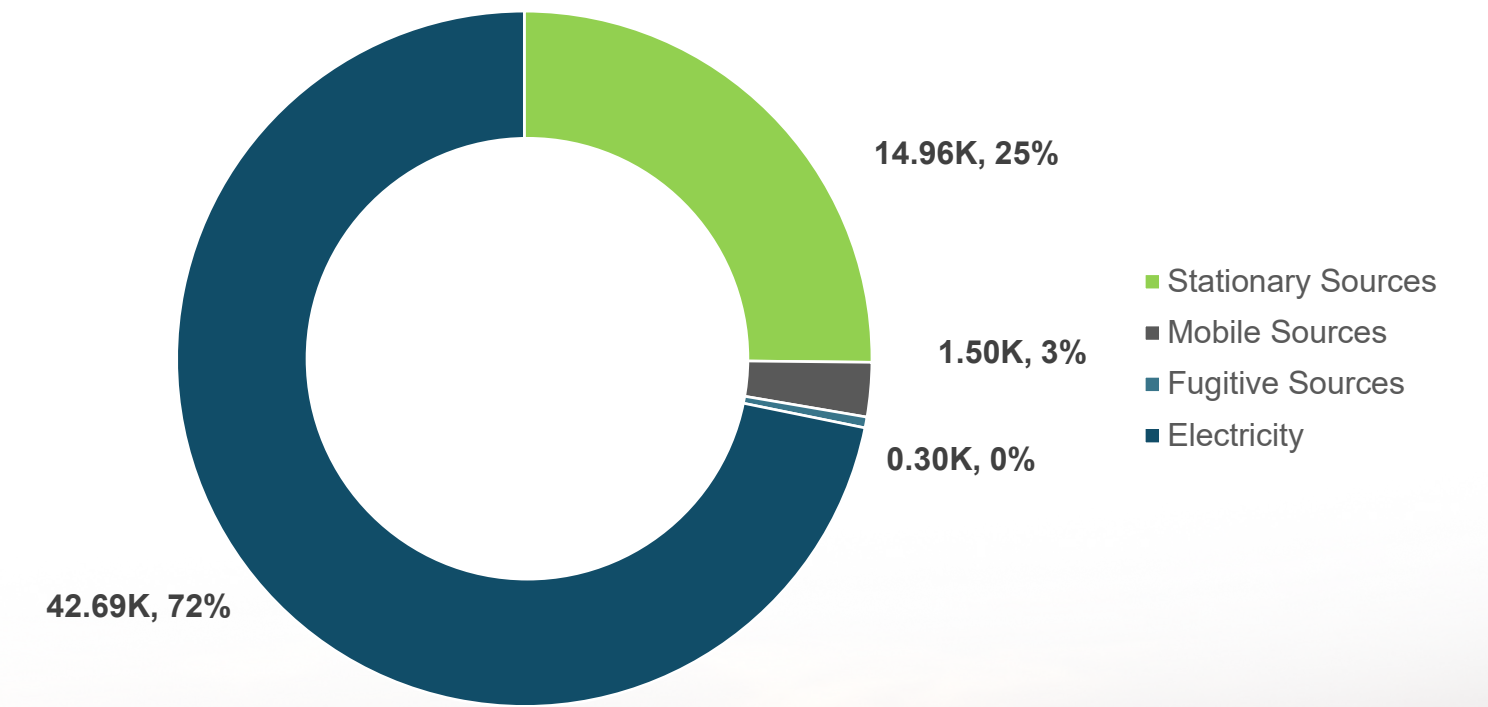
In 2025, Auria launched the Auria Sustainability Academy, a climate literacy program developed in [collaboration with AXA Climate School](#) to strengthen sustainability capabilities across the organization. The initiative aims to equip employees with the knowledge and skills needed to integrate environmental considerations into everyday business decisions.

The program was initially rolled out in the U.K. and U.S., with strong early engagement, with [70%](#) of participants completing the program, representing nearly [400](#) employees. Phase 2 is now rolling out across the rest of the world, extending that climate literacy across our entire global workforce.

#### Scopes 1 & 2 2024



#### Scopes 1 & 2 2025



## 5.2.3 Scope 3

### Emissions: Extending Decarbonization Beyond Our Walls

In 2025, Auria continued to strengthen its Scope 3 greenhouse gas (GHG) emissions inventory, building on the foundation established with our first disclosure in 2024 ([GRI 305-3](#)). This progress reflects the company's commitment to expanding transparency and improving the understanding of emissions across its value chain.

During the year, Auria also obtained [third-party limited assurance for its 2024 & 2025 Scope 3 emissions, reinforcing the credibility and reliability of its disclosures](#).

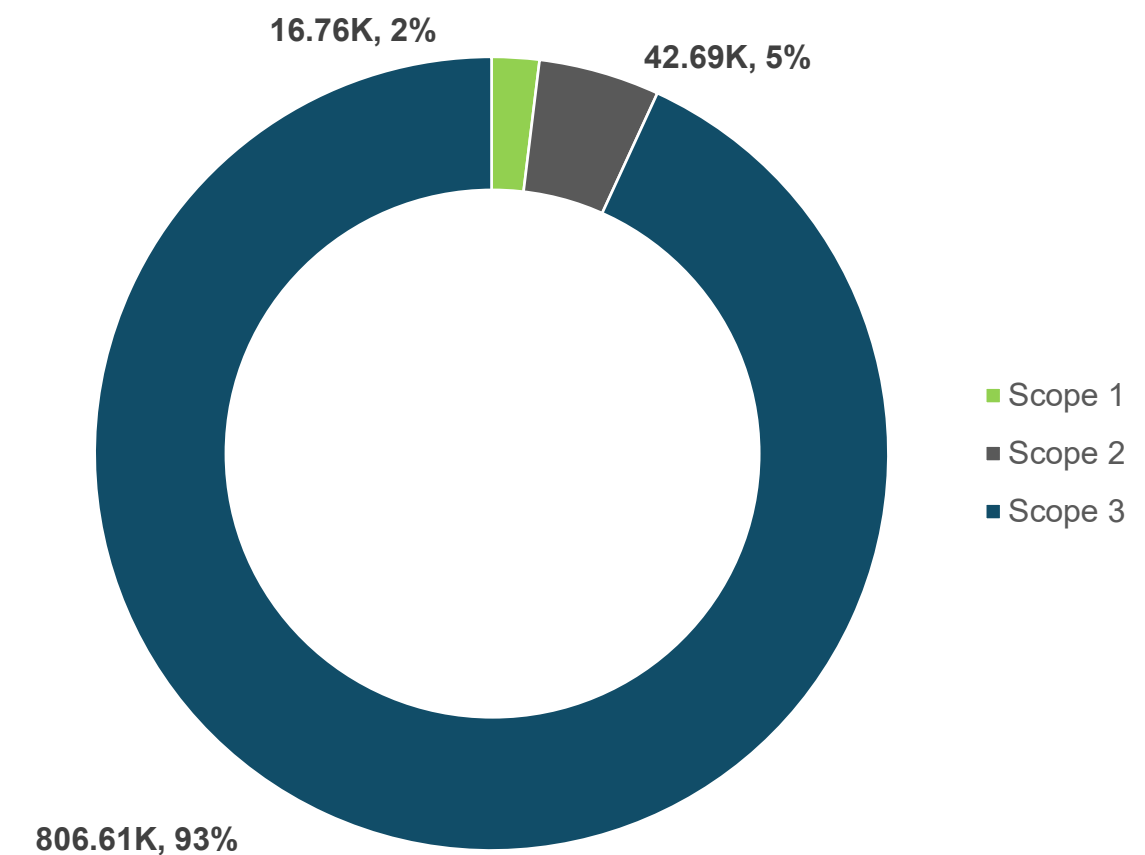
Our Scope 3 reporting complements Auria's established Scope 1 and Scope 2 decarbonization strategy, reinforcing a comprehensive, value chain-wide approach to climate management.

Scope 3 emissions represent approximately 93% of Auria's total carbon footprint in 2025, highlighting that the majority of emissions belong to outside the company's direct operations. This underscores the critical importance of value chain engagement as a central pillar of Auria's decarbonization strategy.

Our analysis shows that Purchased Goods and Services (Category 1) remains the primary driver of Scope 3 emissions, contributing the largest share by a significant margin. This concentration reinforces the need to prioritize collaboration with suppliers to drive emissions reductions, improve data transparency, and accelerate the adoption of lower-carbon materials and processes.

As Scope 3 reporting continues to evolve, Auria has made significant progress in improving data quality and granularity, enabling more accurate insights into emissions drivers and supporting better prioritization of reduction efforts across the value chain.

Scopes 1, 2 & 3 Distribution 2025



## 5.2.3 Scope 3

Auria's Scope 3 emissions are primarily driven by upstream activities, which represent the most significant share of the company's total carbon footprint.

In 2025, Scope 3 emissions accounted for the vast majority of Auria's overall emissions, highlighting that most impacts occur beyond direct operations. In response, Auria has committed to a 40% reduction in Scope 3 emissions by 2035, positioning value chain decarbonization as a central pillar of its climate strategy.

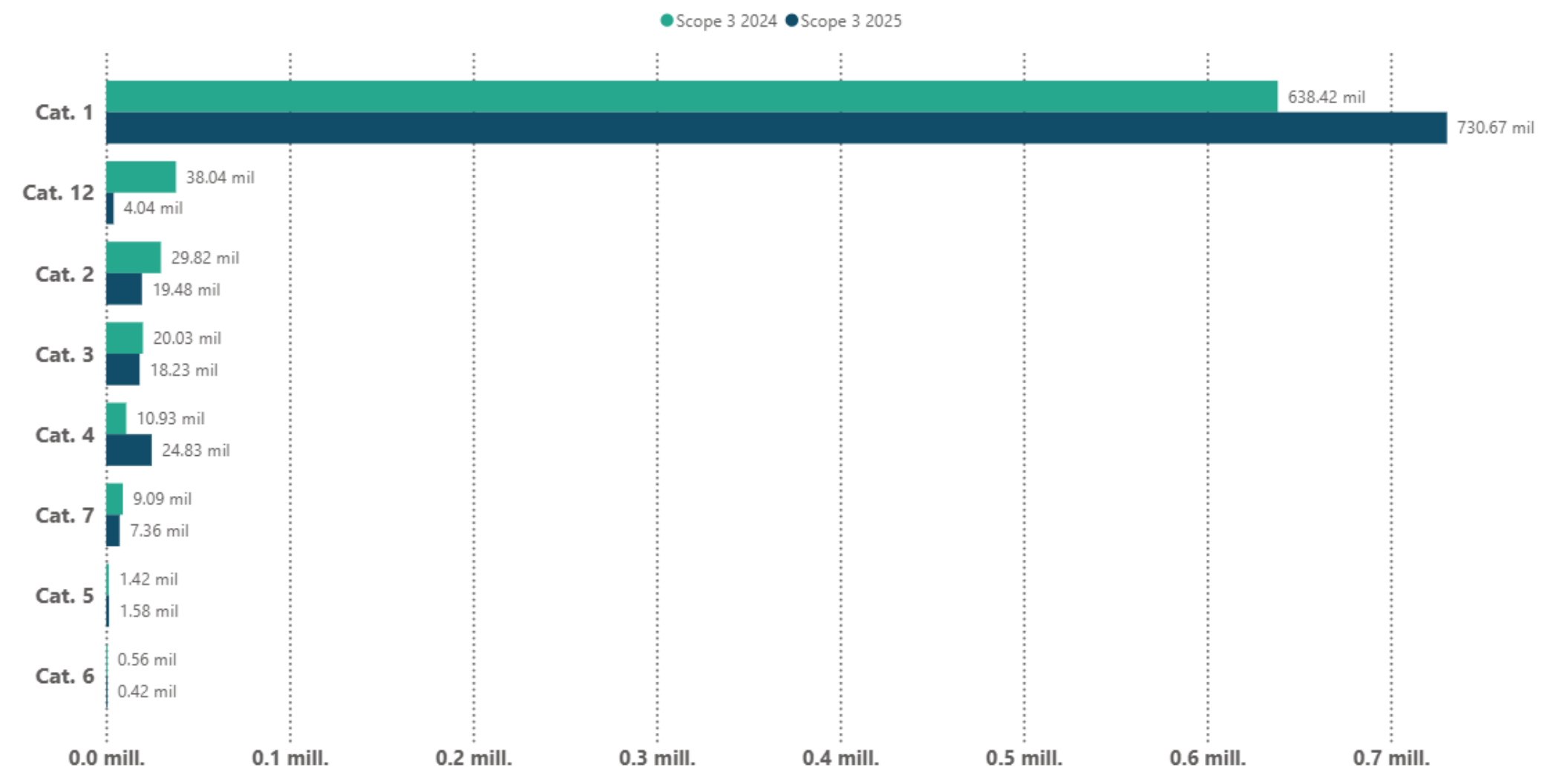
Category 1 remained the largest contributor in 2025, increasing by 14% compared to 2024, reinforcing the critical importance of addressing emissions within the upstream supply chain. While overall Scope 3 emissions increased, **reductions were achieved across several categories, including Categories 2, 3, 6, 7, and 12, reflecting targeted progress in specific areas.**

These changes are largely driven by improvements in data quality, including greater granularity, more accurate emissions allocation across categories, and enhanced methodologies. As a result, the Scope 3 inventory is now more robust and representative, providing clearer visibility into key emissions drivers across both upstream and downstream activities.

Looking ahead, Auria is applying the same level of rigor and ambition to Scope 3 as to its operational emissions. This includes strengthening collaboration across the value chain, particularly in Category 1, by supporting suppliers in adopting low-carbon technologies, transitioning to renewable energy, and improving the accuracy of product-level emissions data.

Our Scope 3 inventory marks a critical milestone in Auria's climate journey. It reflects our growing capability to measure, manage, and reduce emissions beyond our operational boundaries, while reinforcing our commitment to transparency, data quality improvement, and alignment with internationally recognized reporting standards. Decarbonizing our value chain remains essential to building a resilient, future-ready business and delivering long-term sustainable value.

### Scope 3\*: Categories Global Emissions



\*Scope 3 data is currently being independently assured, and Auria will issue a separate statement on its website with the final verified values..

## 5.2.4 GHG Emissions Inventory

### Scopes 1, 2 & 3

Auria's greenhouse gas (GHG) emissions are calculated in accordance with the Greenhouse Gas Protocol Corporate Standard, covering all operations under the company's operational control across its global footprint. The inventory includes Scope 1, Scope 2, and Scope 3 emissions, ensuring a comprehensive view of Auria's climate impact in alignment with [GRI 305-1, 305-2, and 305-3](#).

Scope 1 and Scope 2 emissions are quantified using activity data combined with regionally appropriate emission factors, including sources such as EPA, IPCC, AIB, DEFRA, and relevant local databases (e.g., Mexico), to ensure accuracy and representativeness.

Scope 2 emissions are disclosed using both location-based and market-based methodologies, in line with GHG Protocol requirements, providing a transparent view of electricity-related emissions and the impact of renewable energy procurement.

During the reporting period, Auria achieved measurable reductions in direct emissions:

- **Scope 1 emissions decreased by 9%**, driven by reductions in both stationary sources (-10%) and mobile sources (-12%), reflecting operational efficiency improvements and fuel optimization initiatives.
- **Scope 2 (market-based) emissions decreased by 7%**, supported by energy efficiency measures and increased adoption of renewable electricity across key sites.

**Scope 3** emissions are calculated across relevant categories defined by the GHG Protocol, with Purchased Goods and Services (Category 1) representing the most significant contributor. A combination of methodologies has been applied depending on data availability, including spend-based, weight-based, activity-based, and distance-based approaches, ensuring methodological consistency and alignment with best practices.

The reported results reflect continuous improvements in data quality and system maturity. While certain emission sources, such as mobile combustion and fugitive emissions, are subject to data limitations, estimates have been developed using recognized methodologies and conservative assumptions to ensure completeness. Data coverage and accuracy continue to improve as part of Auria's ongoing efforts to enhance primary data collection and supplier engagement.

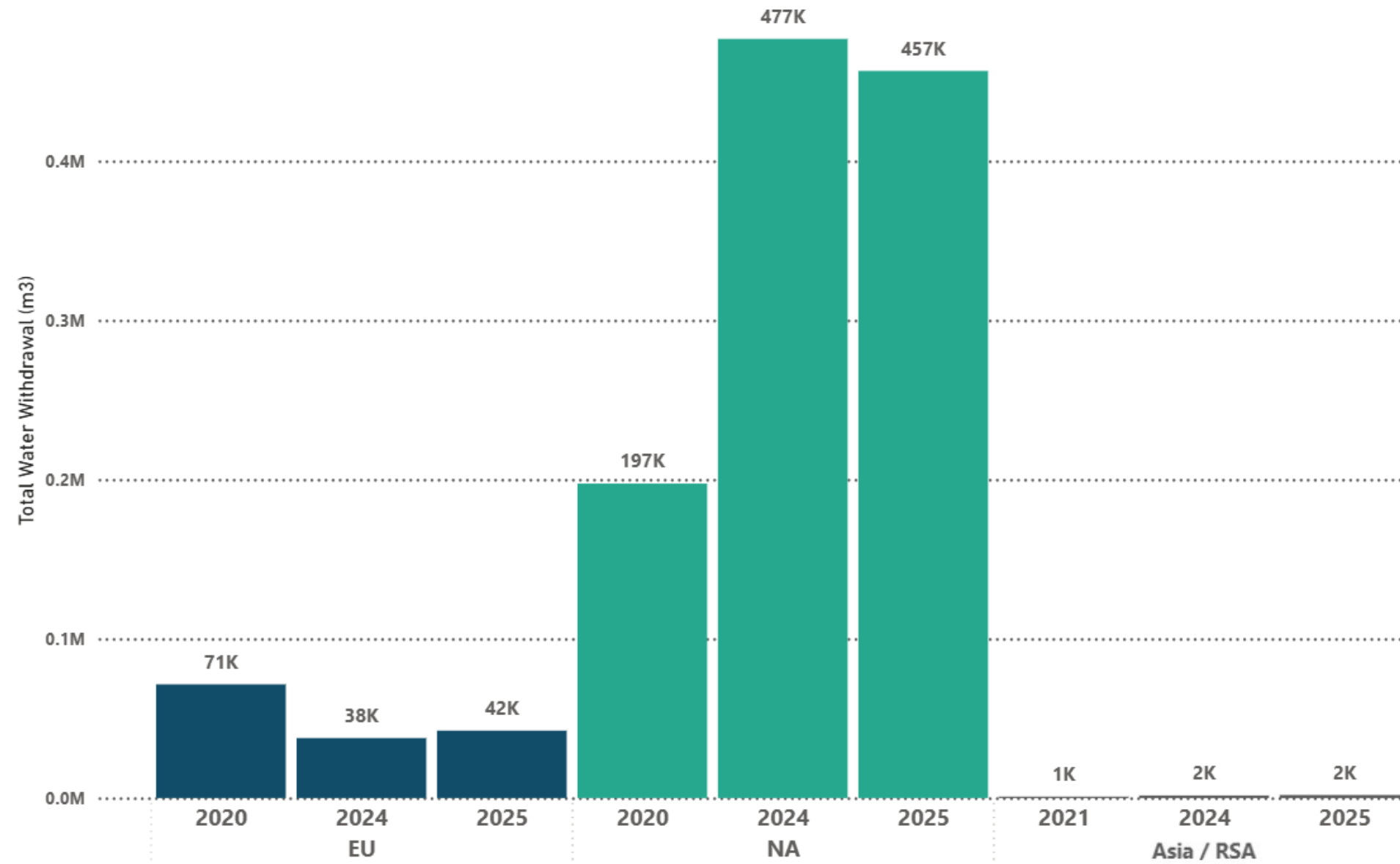
### Auria GHG Emissions Inventory (ton CO<sub>2e</sub>)

Scope	Category	2024	2025
Scope 1	Stationary sources	16,626	14,963
	Mobile sources	1,704	1,495
	Fugitive	0	299
	<b>Total Scope 1</b>	<b>18,330</b>	<b>16,757</b>
Scope 2: Location Based	<b>Total Scope 2: Electricity consumption</b>	60,577	59,916
Scope 2: Market Based	<b>Total Scope 2: Electricity consumption</b>	45,666	42,692
Scope 3	Cat. 1	638,424	730,672
	Cat. 2	29,821	19,483
	Cat. 3	20,033	18,230
	Cat. 4	10,930	24,830
	Cat. 5	1,415	1,576
	Cat. 6	562	421
	Cat. 7	9,087	7,359
	Cat. 12	38,041	4,040
	<b>Total Scope 3</b>	<b>748,315</b>	<b>806,612</b>
<b>Total Emissions (Location Based)</b>		<b>827,222</b>	<b>883,285</b>
<b>Total Emissions (Market Based)</b>		<b>812,311</b>	<b>866,061</b>

## 5.3 Water

### 5.3.1 Total Water Consumption 2025

Annual Water Withdrawal by Region\*



\* NA region consumption increase since 2024 is the first year reporting Holmesville water site consumption

Our priority in water stewardship is ensuring the quality and supply of freshwater in the communities and environments where we operate.

Water challenges have the potential to pose risks to business continuity, and resilient water systems are needed for our operations and to meet society’s evolving needs.

We collaborate with our key stakeholders to better understand water risks in the areas where we operate, incorporating the insights we gain into our project designs and operational practices.

We focus our efforts on prudently managing and monitoring the water we use, including freshwater used in our operations and wastewater treatment and discharge, to conserve freshwater consumption in industrial processes. It is our goal to improve water efficiency with a target of a 4% reduction in water use across all sites every year, considering a baseline year of 2024.

No reliance on surface or seawater sources was identified, reflecting a controlled sourcing approach. Performance improvements were driven by targeted operational initiatives, including process optimization and infrastructure upgrades such as chiller installations and water system enhancements. **As a result, North America achieved an overall 4% reduction in water consumption compared to the 2024 baseline, with notable reductions at key sites including Spartanburg (-31%), St. Clair (-47%), and Holmesville (-17%).**

Capital investments in water efficiency, particularly in North America, further supported these outcomes, demonstrating a structured approach to resource optimization.

Additionally, early-stage actions such as the installation of water metering systems and leak detection efforts are strengthening data accuracy and enabling continuous improvement. These efforts reflect Auria’s commitment to responsible water stewardship, aligning with **GRI 303** requirements on water withdrawal, consumption, and reduction initiatives, while reinforcing a proactive approach to operational efficiency and environmental impact mitigation.

## 5.3.2 Water by Source 2025

### Annual Water Withdrawal by Source and Total Water Consumption by Region\*

Source	EU	NA	Asia / RSA	Total
<b>Total Water Withdrawal (m³)</b>	42,298	456,615	1,890	500,803
Rainwater harvested (m³)	0	0	0	0
Third-party water (m³)	42,298	160,608	1,890	204,796
Fresh surface water (m³)	0	0	0	0
Groundwater (Wells Aquifers) (m³)	0	296,007	0	296,007
Seawater / Brackish water (m³)	0	0	0	0
Recycled / Reused water (including treated) (m³)	0	847	0	847
<b>Total Water Consumption (m³)</b>	846	9,132	38	10,016
<b>Total Water Discharged (m³)</b>	41,452	447,483	1,852	490,787

Water management remains a key priority within Auria’s environmental strategy, with a strong focus on monitoring withdrawal sources, improving efficiency, and implementing site-level reduction initiatives in conformity with **GRI 303-3** guidelines.

Water is primarily used in operational processes such as cooling, steam generation, and water-jet cutting and does not remain in the final product. Therefore, we consider water consumption as the portion lost through evaporation and minor leakages, estimated at approximately 2% of the total water withdrawal.

In 2025, total water withdrawal in North America reached 456,615 m³, primarily sourced from third-party supply and groundwater, while Europe reported significantly lower consumption levels.

\* NA region consumption increase since 2024 is the first year reporting Holmesville water site consumption.

### 5.3.3 Water Risk Assessment

The Global Water Risk Assessment 2025-2026 identified and evaluated two key chronic physical risks:

- **Water Stress**
- **Water Depletion**

Three-time horizons were applied to the risk assessment:

- **Short-term (current conditions up to 3 years)**
- **Medium-term (2030)**
- **Long-term (2050)**

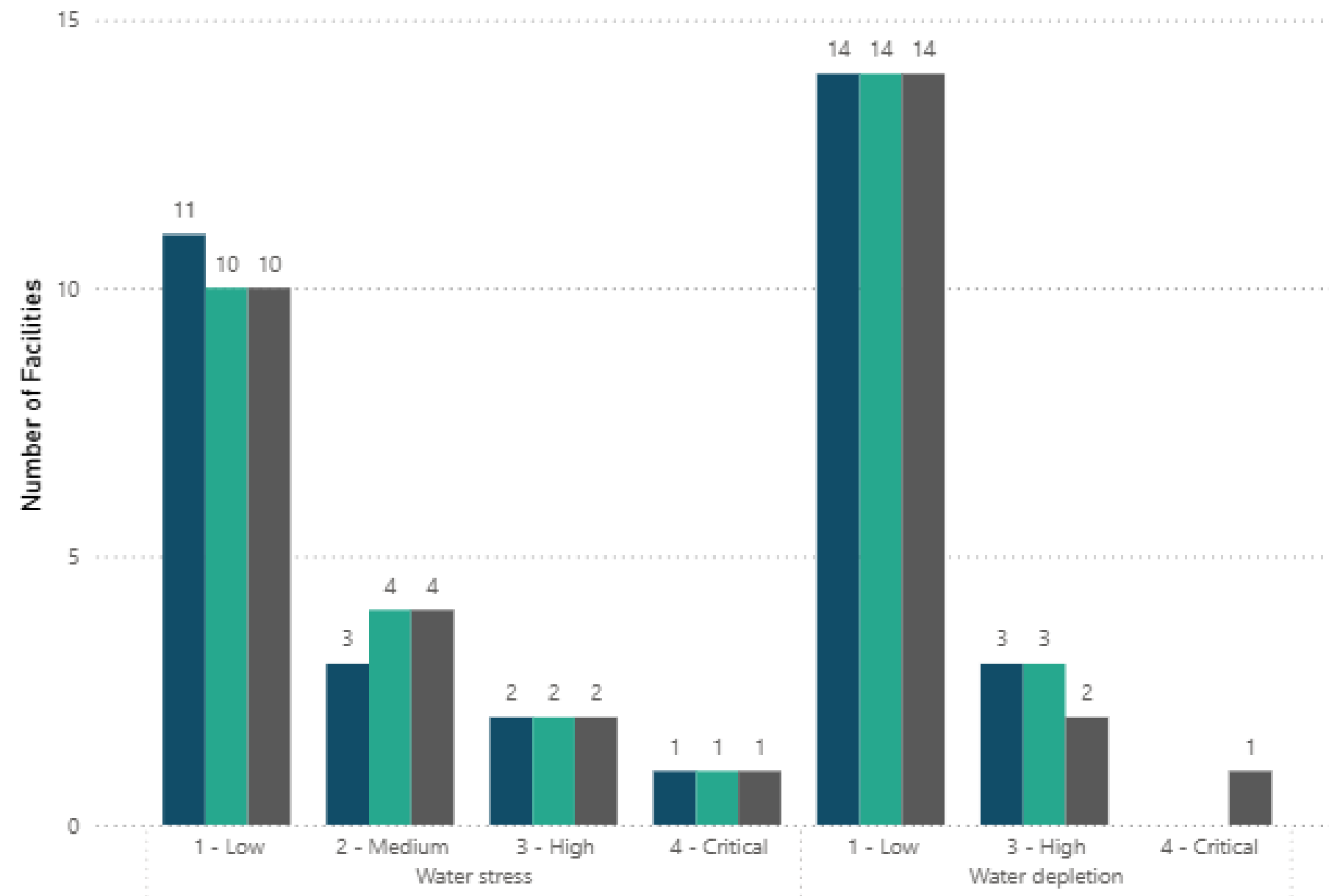
Medium- and long-term scenarios are based on forward-looking projections using data from the Aqueduct Water Risk Atlas.

The analysis was conducted across all 17 facilities, assessing likelihood, and impact at site level, considering:

1. Physical Risks
2. Time Horizons
3. River Basins
4. Total Water Withdrawal
5. Water Stress
6. Water Depletion

#### Global Water Risk Assessment

Time Horizon ● Short - term ● Medium - term ● Long - term



### 5.3.3 Water Risk Assessment

#### Key Findings

The water risk assessment, based on the Aqueduct Water Risk Atlas, combines likelihood and impact analysis to evaluate exposure to water stress and water depletion across all facilities.

The water stress heat map indicates that Albemarle presents the highest level of exposure, driven by a combination of high impact and high likelihood, reflecting both significant operational dependency and vulnerability to water stress conditions.

Facilities such as Holmesville and Old Fort show elevated impact levels, highlighting potential vulnerability under intensified water stress scenarios. Meanwhile, several sites, including Grobbendonk and Querétaro, are positioned in higher likelihood categories, indicating increased exposure despite lower relative impact.

#### Results

The water depletion heat map shows a generally lower risk profile across operations, with no facilities currently classified in the highest combined risk category. However, Albemarle emerges as the only site approaching critical risk levels, particularly under higher likelihood scenarios.

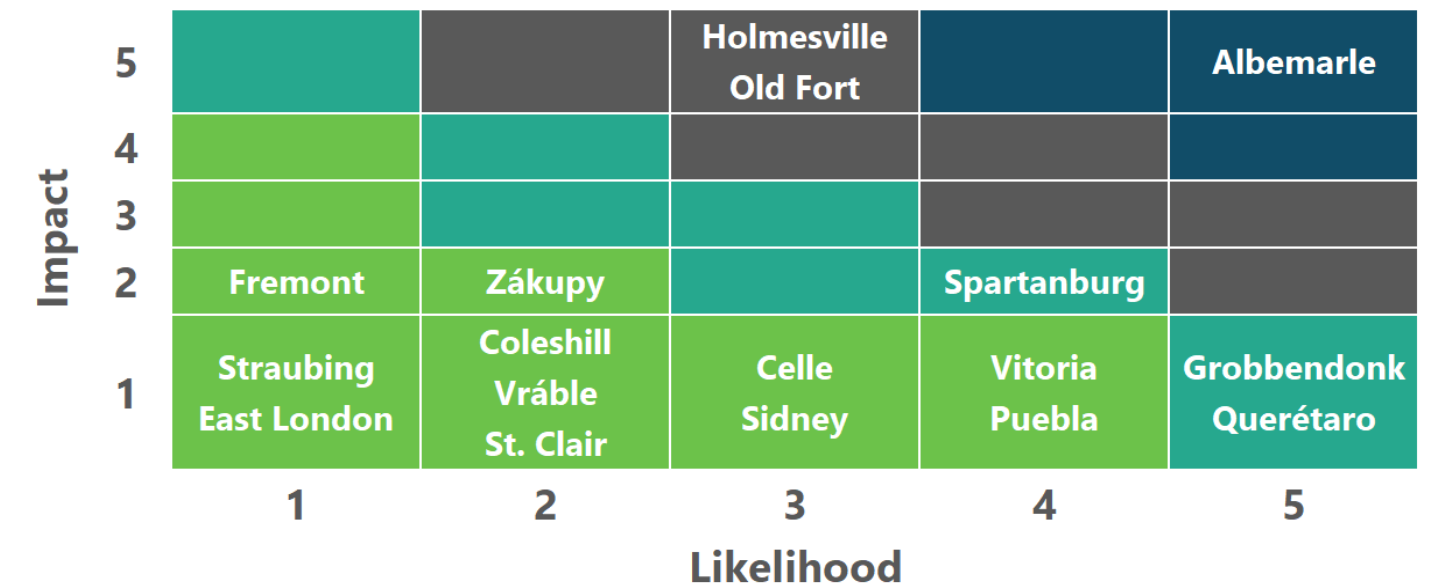
Most facilities remain within low to moderate risk ranges, although certain sites, such as Querétaro and Grobbendonk, present higher likelihood levels, indicating potential exposure to future water availability constraints.

Importantly, several facilities demonstrate high impact scores combined with moderate likelihood, highlighting areas where operational dependency on water resources may pose future risks, even in the absence of current critical exposure.

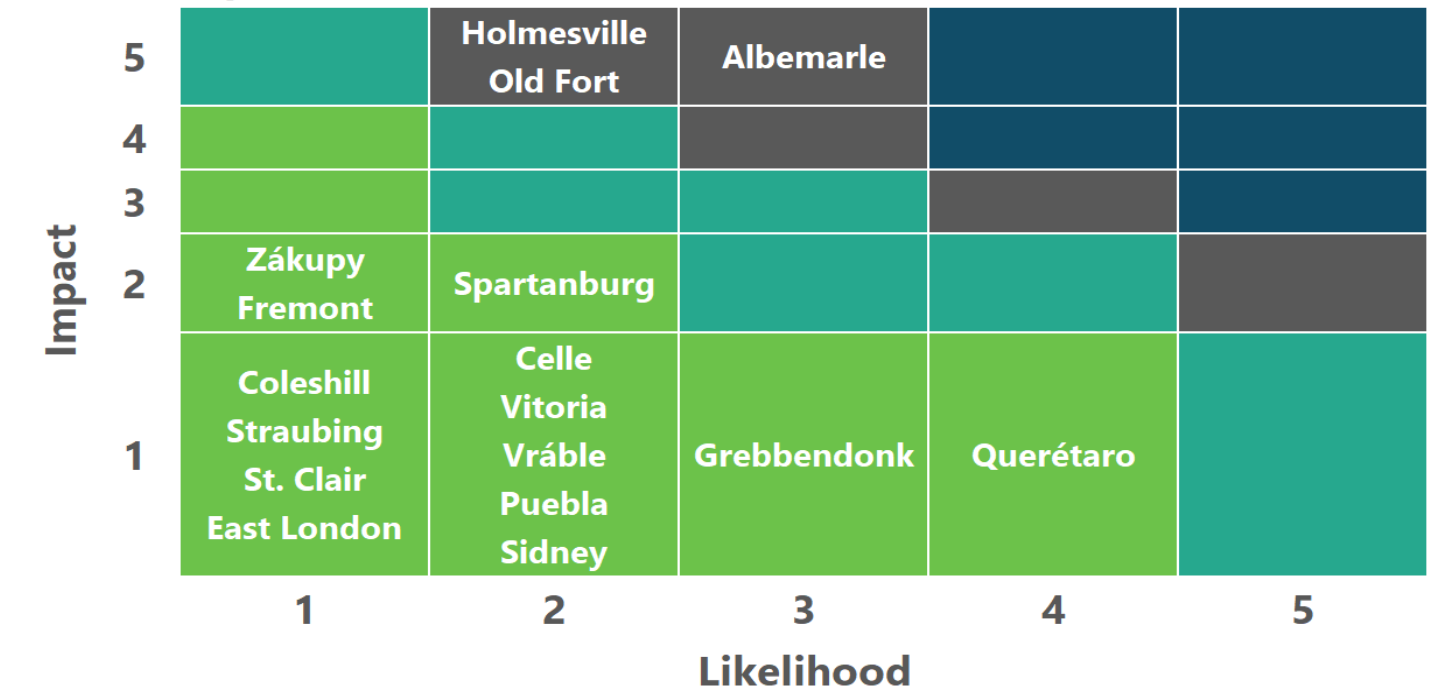
Overall, the assessment confirms that while current water depletion risk remains relatively limited, water stress represents the more significant short-term risk, with increasing exposure projected under medium and long-term climate scenarios.

Low Risk Medium Risk High Risk Critical Risk

Water Stress Short-term



Water Depletion Short-term



## 5.4 Waste

### Waste Management

Auria is committed to minimizing waste generation and enhancing resource efficiency across its operations based on **GRI 306**. In 2025, waste remained predominantly non-hazardous (99%), with hazardous waste representing a limited share (1%), reflecting the nature of our manufacturing processes and ongoing efforts in responsible material management.

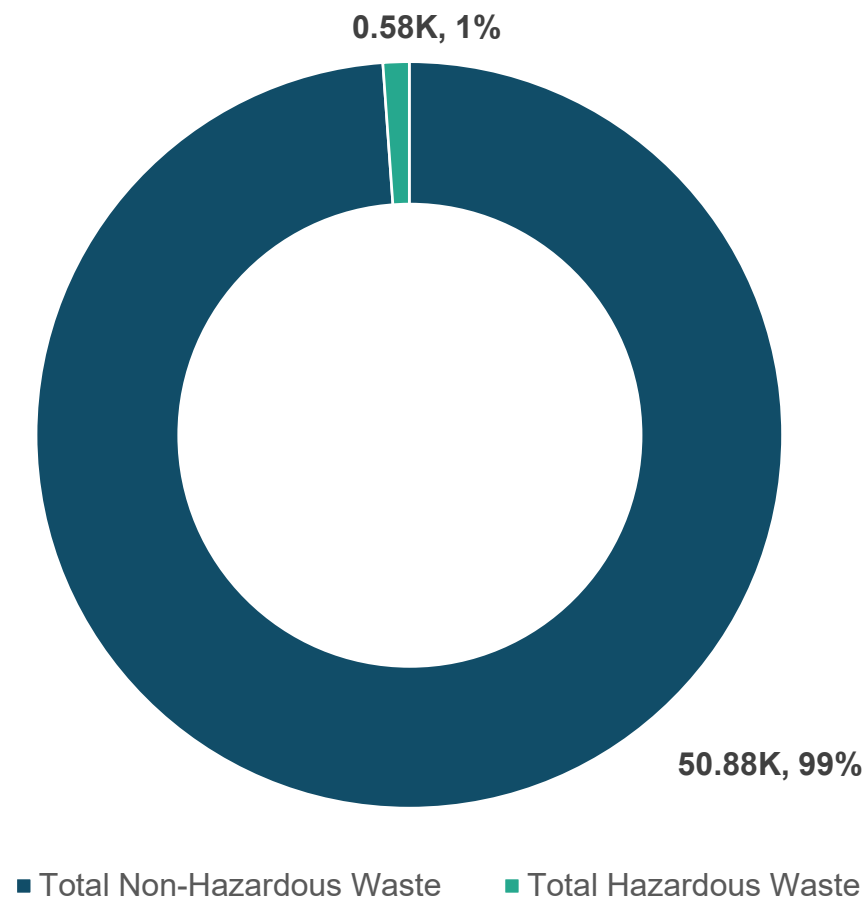
Most waste was directed to recovery and recycling pathways, while a portion continues to be sent to landfill and incineration, highlighting opportunities to improve circularity further and reduce environmental impact.

In 2025, Auria developed its Zero Waste to Landfill (ZWL) framework, establishing a structured approach supported by targets of 99% landfill diversion and a Disposal Rate below 1%. Integrated within the ISO 14001 management system, the framework includes waste mapping, performance tracking, and vendor governance.

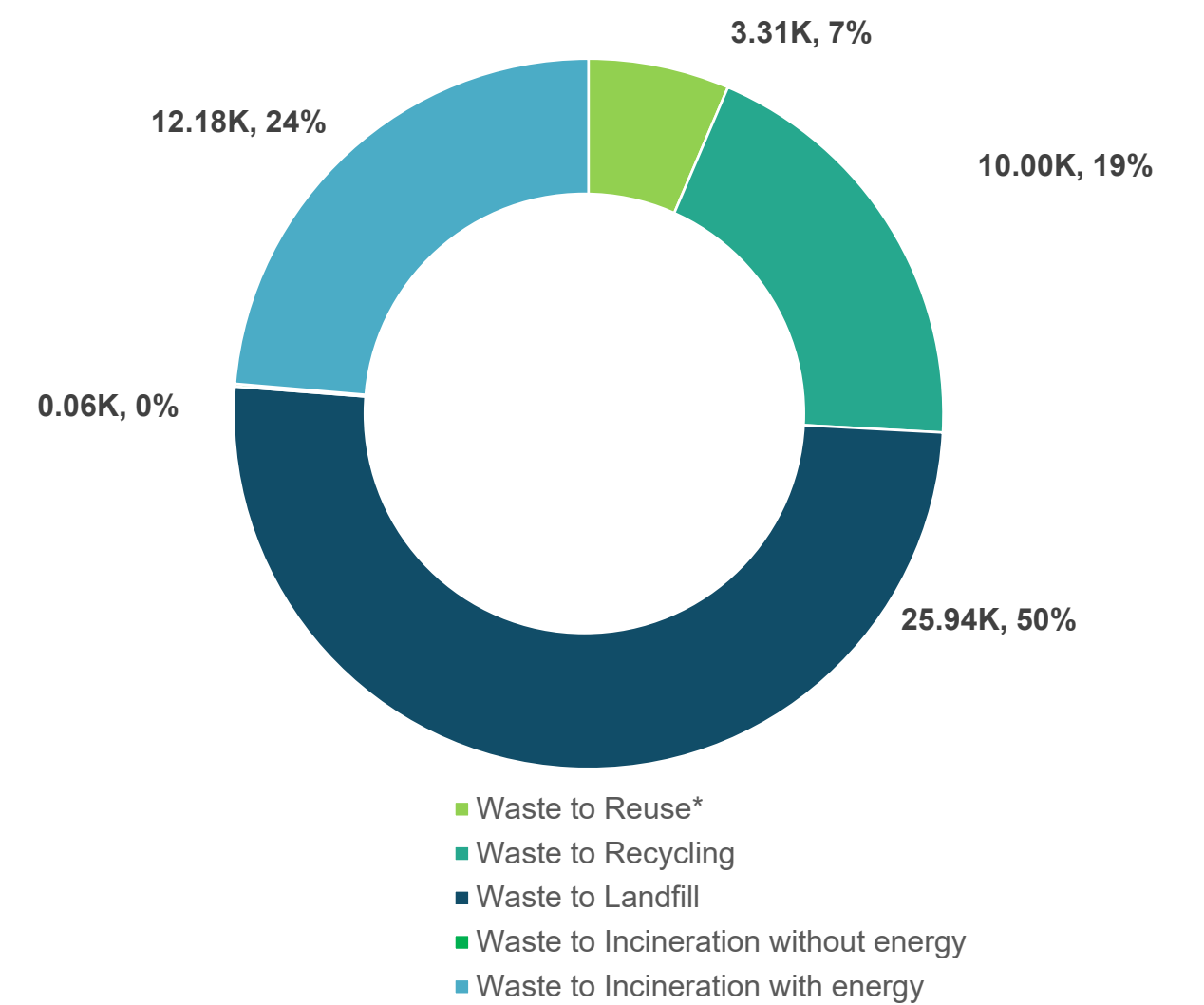
As North America represents the largest share of waste generation, it plays a key role in advancing ZWL objectives. The 2026 strategy focuses on scaling impact through recycling capabilities, training, supply chain alignment, and digital reporting tools.

Aligned with **GRI 306**, Auria continues to prioritize waste reduction, increased recycling, and landfill diversion, supporting the transition toward more circular operations and the ambition of achieving full ZWL certification by 2035.

Total Waste Generated by Type in 2025 (Metric Tons)



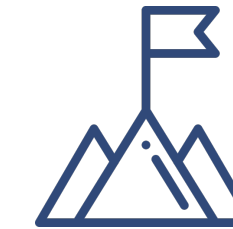
Total Waste Disposal in 2025 (Metric Tons)



\*Waste to Reuse from Asia / RSA is not considered in the total waste generated by type 35

## Hazardous and Non-hazardous Waste (Metric Tons)

Total waste generated by type								
Region	NA		EU		Asia / RSA		Global	
Year	2024	2025	2024	2025	2024	2025	2024	2025
Total hazardous waste	901	97	778	469	10	16	1,689	582
Total non-hazardous waste	34,390	30,727	22,924	19,509	695	643	58,009	50,879
Total waste	35,292	30,823	23,702	19,978	705	659	59,699	51,460*



### A key milestone!

Total waste generated decreased by 13% globally, with non-hazardous waste reduced by 12% and hazardous waste significantly reduced by 66%.

## Waste Management (Metric Tons)

Total waste disposal in 2025								
Region	NA		EU		Asia / RSA		Global	
Year	2024	2025	2024	2025	2024	2025	2024	2025
Waste to Landfill	20,867	23,112	2,491	2,168	635	659	23,993	25,939
Waste to Recycling	11,958	3,659	20,987	6,336	60	0	33,005	9,995
Waste to Reuse	0	0	0	3,287	0	23	0	3,310
Waste to Incineration without energy	2,466	0	0	63	0	0	2,466	63
Waste to incineration with energy recovery	0	4,052	224	8,125	10	0	234	12,177

\*Asia / RSA does not consider Reuse in the total waste generated

## 5.5 Recyclability and recycle content

### 5.5.1 Materials

#### Materials

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 know-how 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, consistent with **GRI 301** requirements. 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, hemp 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.



## 5.5.1 Materials

### Recycled Content

In 2024, Auria implemented a monthly reporting system to track recycled content in raw materials purchased across all regions. This initiative enables a more accurate understanding of recycled material consumption by capturing both total volumes and supplier participation globally.

In 2025, Auria strengthened this approach by improving data coverage and consistency across regions, resulting in a measurable increase in recycled material usage.

Total recycled content reached **27,326 metric tons globally**, compared to **22,624 metric tons in 2024**, reflecting continued progress in integrating recycled materials into product manufacturing. This increase was primarily driven by North America, while Europe maintained a stable contribution. In parallel, Auria continues to engage a consistent base of **22 recycled material suppliers globally**, reinforcing supply chain collaboration to expand the availability and use of recycled inputs.

Ongoing efforts between procurement, engineering, and operations teams aim to further enhance data accuracy, expand material coverage, and increase recycled content across all product lines. A more comprehensive analysis and target-setting approach will continue to be developed as part of Auria’s roadmap.

This approach is aligned with **GRI 301**, supporting transparent disclosure and continuous improvement in the use of recycled inputs.

2024 - 2025	Region			
	NA	EU	Asia / RSA	Global
Recycled content (metric tons) 2024	19,370	3,254	0	22,624
Recycled content (metric tons) 2025	24,372	2,954	0	27,326
# of Suppliers 2024	15	7	0	22
# of Suppliers 2025	11	11	0	22

## 5.5.1 Materials

### Recycled Content in Purchased Plastic-Related Raw Materials

In 2025, Auria continued to strengthen its monitoring of recycled content in purchased raw materials containing plastic components.

Based on current data, recycled content within this plastic purchased materials reached **12,067 metric tons**, compared to **42,434 metric tons of virgin material, representing 22% recycled content**.

This result reflects both the early stage of data consolidation and the technical and supply chain challenges associated with increasing recycled content in certain plastic-based applications. Despite these constraints, Auria is actively working to expand the use of recycled polymers through supplier collaboration, evaluation of alternative materials, and the integration of circular design principles into product development.

Increasing recycled content in plastic-based raw materials remains a key focus area within Auria's sustainability strategy. Ongoing initiatives include improving data granularity, identifying substitution opportunities, and aligning procurement and engineering teams to accelerate the transition toward higher recycled content across product portfolios.

This disclosure supports transparency in material sourcing and reinforcing Auria's commitment to responsible resource use and continuous improvement.

**12,067**

Total recycled plastic content in overall purchased plastic-related raw materials (metric tons)

**42,434**

Virgin content in overall purchased plastic-related raw materials (metric tons)

**22%**

% recycled content in plastic-based raw materials



## 5.6 Ecosystem and Biodiversity Protection

### 5.6.1 Biodiversity Management

Auria recognizes biodiversity loss as a critical global challenge and is committed to minimizing its impact on ecosystems through responsible operations and continuous improvement.

In 2025, Auria formalized its first **Biodiversity Policy**, aligned with the Global Biodiversity Framework and **GRI 101-1**, reinforcing its commitment to environmental stewardship and sustainable land use.

Biodiversity considerations have been integrated into the company's ISO 14001 Environmental Management System (EMS) and aligned with **GRI 101**, ensuring that biodiversity-related risks and opportunities are systematically identified, assessed, and managed across all manufacturing facilities.

A structured biodiversity strategy was developed in 2025, including defined targets, risk evaluation methodologies, and operational controls, with full implementation planned for 2026.

In alignment with **GRI 304** and **ESRS E4**, Auria implemented a global biodiversity risk assessment across all sites to identify potential impacts and dependencies on ecosystems.

Each facility conducted a site-level evaluation based on four key dimensions:

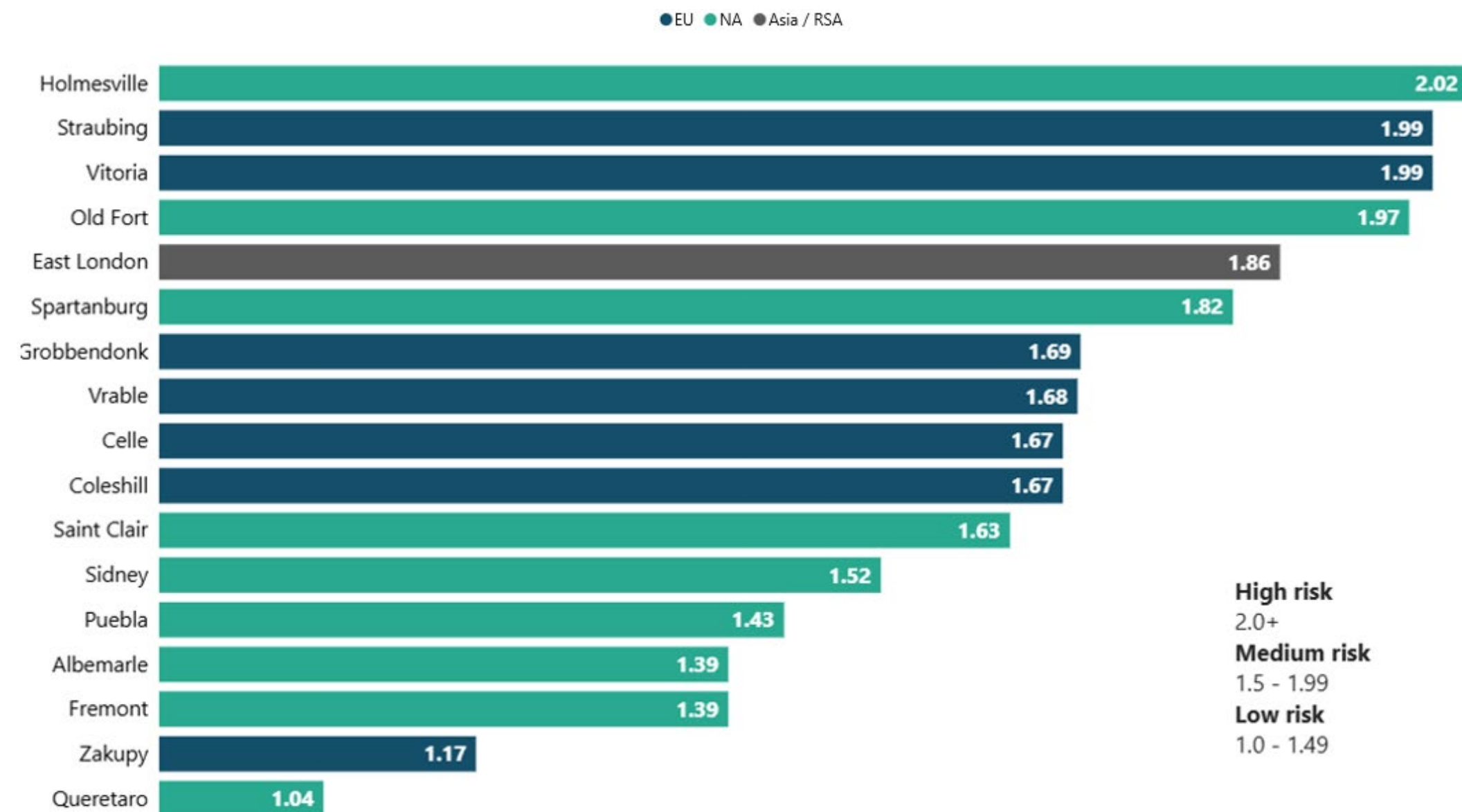
- Sensitivity risk (proximity to protected or high-value ecosystems)
- Operational impact risk (emissions, water use, waste, land use)
- Ecosystem dependency risk (reliance on natural resources such as water)
- Management and control maturity

Facilities were classified according to risk levels (high to low), enabling prioritization of mitigation actions and integration into operational decision-making.

To support this process, Auria deployed global biodiversity training to strengthen awareness and accountability at site level, ensuring consistent understanding of biodiversity risks and impacts.

## 5.6.1 Biodiversity Management

### Biodiversity Risk Assessment



### Biodiversity Risk Assessment Results

Based on the 2025 assessment, the Holmesville facility was identified as the site with the highest potential biodiversity risk, primarily due to its proximity to protected wetland areas and potential dependencies on ground and surface water resources.

Despite this classification, no significant adverse impacts on protected areas, species, or ecosystems were identified during the reporting period. All facilities are located on previously developed or industrial land, and no land-use change or habitat conversion was recorded.

### Biodiversity Impacts

Auria manages biodiversity impacts through its EMS by addressing key environmental drivers, including:

- Energy consumption and associated emissions
- Water withdrawal and discharge
- Waste generation and hazardous material handling
- Raw material sourcing
- Performance is monitored through monthly tracking of environmental KPIs, supported by global reduction targets.

In line with the **mitigation hierarchy (avoid, reduce, restore)**, Auria implements:

- Pollution prevention and emissions control measures
- Responsible waste management practices
- Water and energy efficiency programs
- Site-level biodiversity initiatives
- Selected facilities have implemented biodiversity enhancement actions, such as:
  - Tree planting and green area restoration
  - Landscaping using native plant species
  - Employee awareness and engagement programs

These initiatives contribute to improving local ecosystems and restoring previously modified areas.

## 5.6.1 Biodiversity Management

### Changes in Biodiversity and Ecosystem Condition

For the Holmesville facility, a 2025 baseline was established to assess ecosystem condition within the site boundary (1.09 hectares). No significant changes in ecosystem condition were identified during the reporting period.

The evaluation was conducted using land-use classification and publicly available geographic data. No ecological field studies were performed, and the assessment represents the best available estimate based on current screening methodologies.

### Direct Drivers of Biodiversity Loss

No direct drivers of biodiversity loss, such as land conversion, deforestation, or ecosystem degradation, were identified across Auria's operations during 2025.

All sites operate on previously developed land, and no expansion activities resulted in habitat transformation.

### Access and Benefit Sharing

Auria does not engage in the extraction, research, or commercial use of genetic resources as defined under the [Convention on Biological Diversity](#) and the [Nagoya Protocol](#).

Accordingly, no access permits or benefit-sharing agreements were required during the reporting period. Should future activities involve genetic resources, Auria is committed to ensuring compliance with applicable regulations, including prior informed consent and fair and equitable benefit sharing aligned with [GRI 101](#).



## Future Outlook

Auria will continue strengthening its biodiversity approach by:

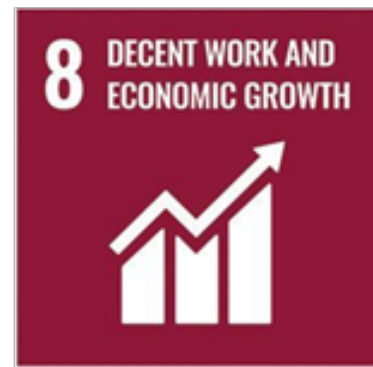
- Expanding biodiversity risk assessments to the supply chain
- Enhancing site-level monitoring and data accuracy
- Integrating biodiversity considerations into procurement and decision-making processes
- Advancing alignment with ESRS E4 requirements

These actions reinforce Auria's commitment to protecting ecosystems while supporting sustainable industrial operations.



## 5.7 Responsible Sourcing

We work only with suppliers whose values are consistent with our own and who are committed to developing inclusive, resilient and transparent businesses.



Auria's supply chain consists of vendors providing materials and services supporting our manufacturing facilities, technical 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. We aim for transparency and consistency in communication with our suppliers.

The close cooperation of all Auria sites enables the company to constantly benchmark its suppliers to leverage spend, improve value and reduce risk by driving compliance and integrating ethical and environmentally responsible practices into a competitive and successful model. Transparency is critical to our end-to-end supply chain, extending from raw materials sourcing to the last mile logistics, and even product returns and recycling processes. With the increasing priority for these ethical supply chain initiatives, our sustainability benchmarks are developing as a new standard throughout all of Auria's business practices.



## 5.7.1 Supply Chain Responsible Sourcing

### Compliance Milestones for 2025 and Outlook for 2026

Auria continues to launch compliance programs globally that include Conflict Mineral and Extended Mineral requirements. Our platform involves REACH and ESG surveys to ensure a high level of protection for human health and the environment, in alignment with **GRI 308**.

In addition to the compliance program introduction, campaign kickoff and follow up, Auria and Assent produced online help for all supplier quality teams in the following areas:

1. Introduction to Auria's Supply Chain Compliance Programs
2. Customer Program & Timeline Expectations
3. Regulation Overview
  - EU REACH SVHC
  - Conflict Minerals
  - Extended Minerals
  - Code of Conduct Survey and ESG
4. Acceptance Criteria for Acceptable Declarations
5. PFAS Declaration
6. How to Submit Data for Your Customer's Regulation Requests
7. Assent Support: Training & Learning Resources

At Auria, we have created a cross functional team, which comprises of regional procurement, engineering, and global sustainability teams to identify and continuously monitor:

- **Quality Relevant Suppliers**
- **Active Bill of Material (BOM) Part Numbers**
- **Compliance and Resolution activities**

In total, 440 external quality relevant direct material suppliers and 95 indirect suppliers have been identified. We are engaging with all suppliers on reported nonconformance issues through the Auria quality and engineering teams.

## 5.7.1 Supply Chain Responsible Sourcing

Auria is committed to embedding sustainability across its global supply chain, ensuring that environmental, social, and governance (ESG) considerations are fully integrated into procurement practices.

As part of its long-term sustainability strategy, the company has established the objective of achieving 100% supplier compliance with ESG requirements by 2030. This approach reinforces responsible business conduct, enhances transparency, and promotes accountability across all tiers of the supply base.

To support this ambition, Auria has implemented a structured responsible sourcing framework aligned with its internal governance systems and ISO-based management approaches and **GRI 308**.

All suppliers are required to adhere to the company's Supplier Requirements Manual, which outlines expectations related to environmental protection, human rights, labor practices, and business ethics. Compliance is reinforced through formal acknowledgment processes and will be further strengthened through enforcement mechanisms in the coming years.

During the reporting period, Auria conducted a global training program for procurement teams, covering key sustainability topics including responsible sourcing, ESG requirements, and material compliance. This initiative also introduced the use of centralized digital tools to manage supplier ESG assessments and improve consistency in data collection and evaluation across regions.

Supplier performance is monitored through sustainability assessments and ongoing engagement.

In 2025, Auria initiated corrective action processes with multiple suppliers to address identified environmental and social gaps, demonstrating a proactive approach to risk management and continuous improvement. In parallel, regional initiatives, such as the European team's focus on Total Cost of Ownership (TCO) and CO<sub>2</sub>-based decision-making, support the integration of sustainability criteria into sourcing strategies, although these efforts remain in early stages.

Through these actions, Auria continues to strengthen its responsible sourcing practices, ensuring alignment with **GRI 308** and **GRI 414**, while advancing toward a more resilient, transparent, and sustainable supply chain.

% of suppliers signing the Supplier Requirement Manual:

48%

Number of audited/assessed suppliers that are engaged in corrective actions or capacity building on environmental or social issues:

109

different suppliers

1,358

corrective actions

28%

of suppliers completed

30%

of suppliers engaged

% or number of targeted suppliers covered by environmental and/or social sustainability assessments during the reporting period

31%

of all direct suppliers

% of buyers across all locations who has received training on sustainable procurement

100%

of global buyers

% of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements

100%

of targeted direct suppliers

# 6. Social



## Fostering Auria Culture

Auria's culture and values are represented in an environment that encourages creativity, promotes efficiency, and drives continuous improvement. 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.

We 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.

Auria's approach to continuous improvement includes workshops such as energy efficiency networking days and regional operational focus days. At these events, the teams prioritize digitalization and visualization topics and share best practices among each other for ensuring operational excellence.

In addition, these continuous improvement and lessons learned across our facilities are using safety alerts, ensuring transparency and a deeper understanding of safety concerns. This proactive approach helps to embed safety into our culture and ensures that best practices are adopted globally.



## 6.1 Health & Safety

### 6.1.1 Vision Zero

Incidents and injuries are promptly reported through our global Fast Response System. Key Performance Indicators (KPIs) associated with these incidents are systematically monitored and evaluated against established targets within the global Auria Manufacturing Operations System (AMOS), which includes the following metrics:

- a. Fatality Rate
- b. Total Recordable Work-Related Incident
- c. Total Lost Time Injuries (LTI)
- d. Total Restricted Activity Injuries
- e. Total Medical Treatment
- f. Rate of Total Recordable Work-Related Incident (TRIR)
- g. Days Away, Restricted, or Transferred (DART) Rate
- h. Lost Time Incident Rate (LTIR)

Each incident undergoes a thorough investigation by plant teams, which includes a detailed root cause analysis. Reports, assessments, and metrics are aligned with **GRI 403**. The findings are then reviewed during escalation meetings with both plant teams and senior management.

Corrective and preventive actions are collaboratively determined and promptly implemented. To ensure continuous improvement and organizational learning, all relevant insights and lessons learned are disseminated across our global network through our Safety Alert system, fostering transparency and driving ongoing enhancements in safety performance.

**This approach is further supported by Auria's Occupational Health & Safety Policy, which establishes the global framework for managing risks, ensuring compliance, and promoting a strong safety culture across all operations.**

#### KPI: Rate of Fatalities

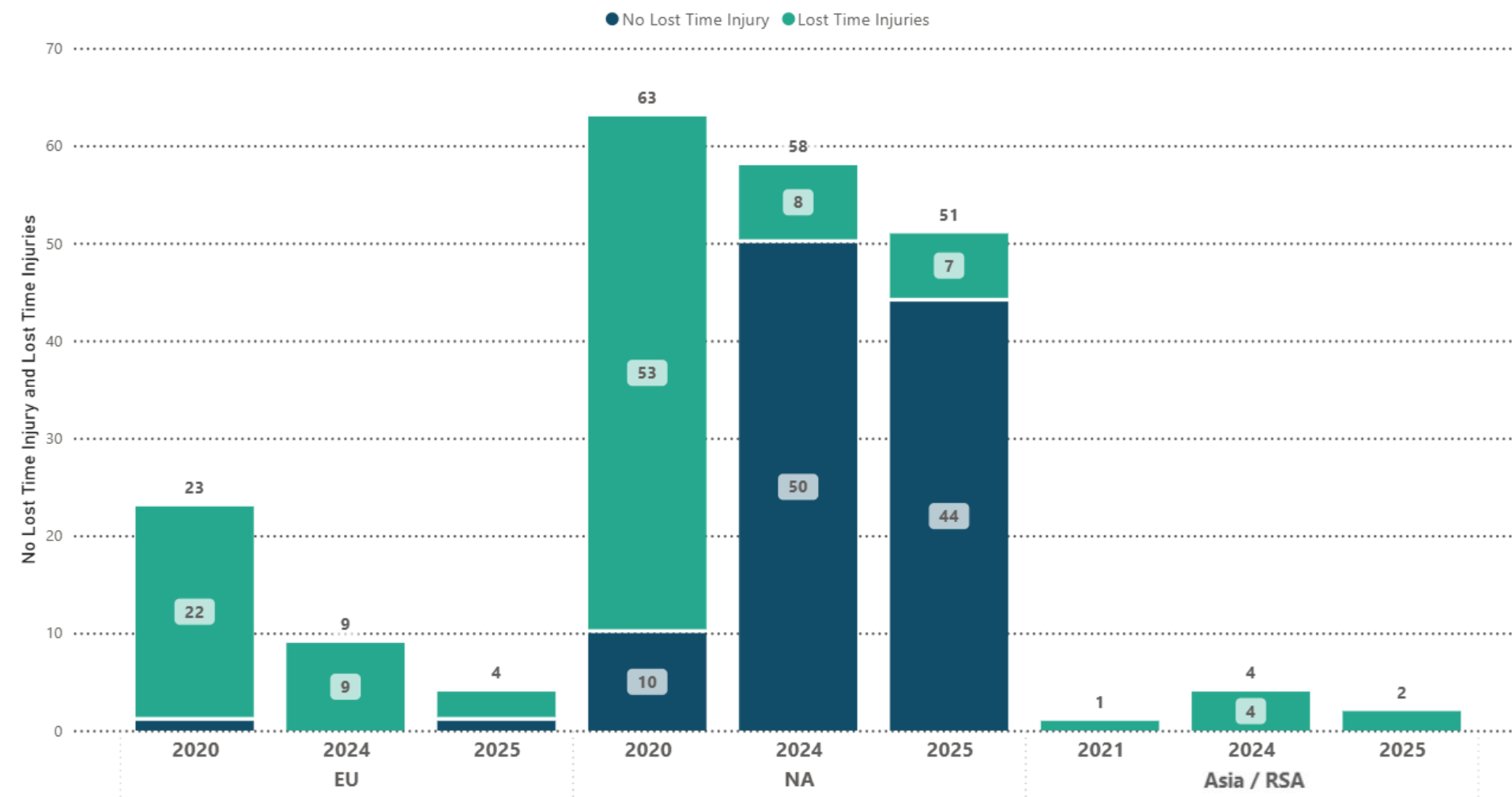
Since establishing the joint venture between International Automotive Components and Shanghai Shenda Co. LTD in September 2017, Auria has become a key supplier of automotive acoustic and fiber-based products.

During this period, Auria has proudly maintained a record of zero fatalities across its manufacturing and testing facilities. As a company, we are unwavering in our commitment to safety. Our goal is to uphold a Zero Fatalities standard across all our facilities, supported by a strict Zero-tolerance policy as outlined in our Compliance with Safety Rules, Standards, and Procedures.



## 6.1.1 Vision Zero

### Total Recordable Incident Rate (TRIR)

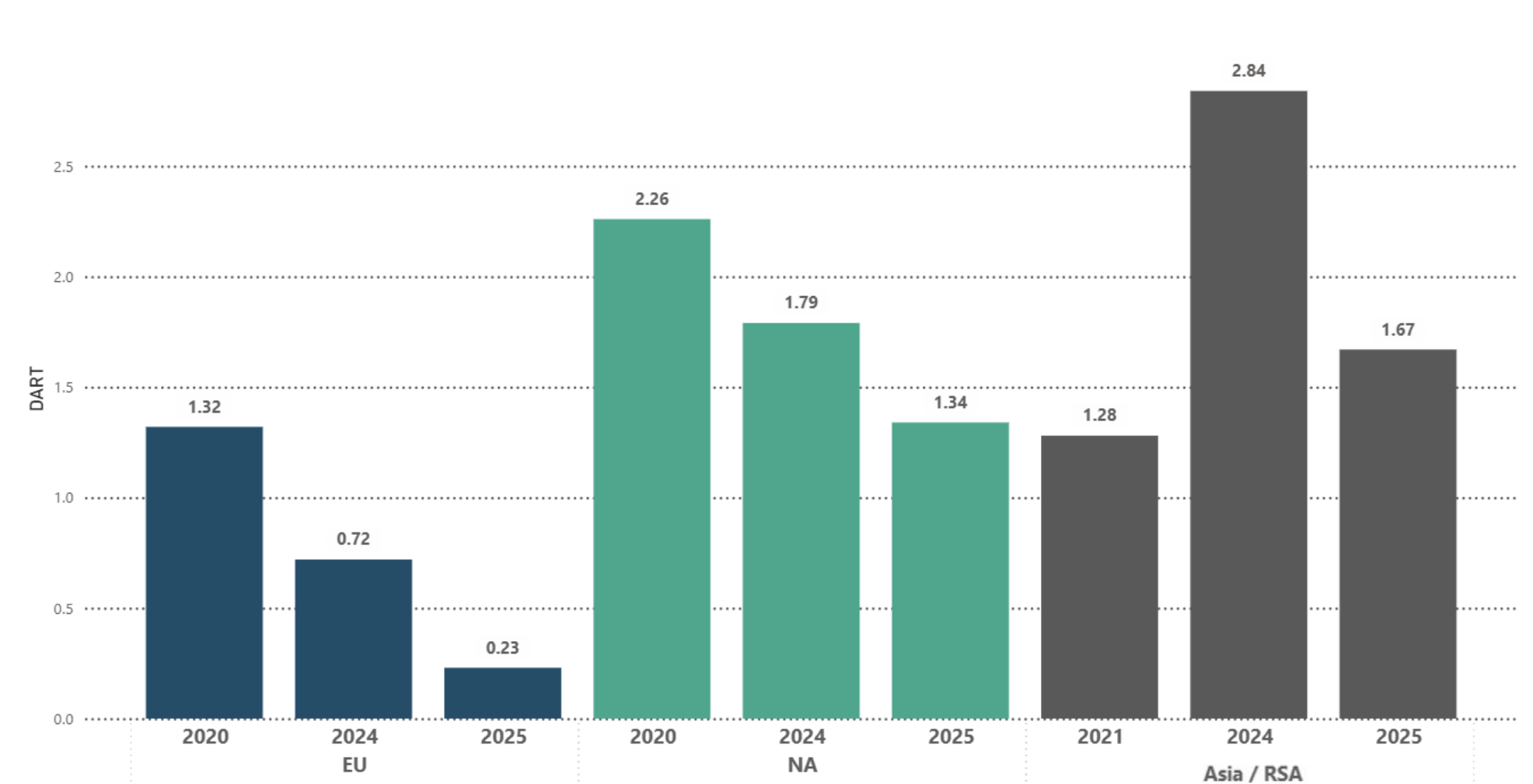


In 2025, Auria continued to demonstrate progress in occupational health and safety performance, with measurable improvements in both injury frequency and severity across key regions.

The **Total Recordable Incident Rate (TRIR)** shows a sustained downward trend compared to previous years. Europe reported a significant improvement, decreasing from **9 cases in 2024 to 4 in 2025**, while North America also reduced total recordable injuries from **58 to 51 cases**, with a notable reduction in lost-time injuries.

Asia / RSA maintained low incident levels, with only **2 cases reported in 2025**, reflecting stable and controlled operations.

### Days Away and Restricted Time (DART)



Similarly, the **Days Away, Restricted or Transferred (DART) rate** improved across all regions, indicating a reduction in injury severity. Europe achieved a substantial decrease from **0.72 in 2024 to 0.23 in 2025**, while North America improved from **1.79 to 1.34**. Asia / RSA also showed progress, reducing DART from **2.84 in 2024 to 1.67 in 2025**, representing the most significant year-over-year improvement among regions.

These results reflect the effectiveness of Auria’s global health and safety programs, including strengthened risk assessments, employee training, and continuous improvement initiatives implemented across manufacturing sites. The consistent reduction in both TRIR and DART demonstrates Auria’s commitment to providing a safe working environment and minimizing occupational risks.

EU	Year	2020	2024	2025
	Total Recordable Injuries	23	9	4
	Number of Lost Time Injuries	22	9	3
	Number of Restricted activity accidents (includes LTI)	22	9	3
	Medical Treatment & / or Job Transfer	1	0	1
	Total Worked Hours	3,326,355	2,516,565	2,567,610
	DART	1.32	0.72	0.23
	TRIR	1.38	0.72	0.31
	LTIR	1.32	0.72	0.23
NA	Total Recordable Injuries	63	58	51
	Number of Lost Time Injuries	53	8	7
	Number of Restricted activity accidents (includes LTI)	53	41	33
	Medical Treatment & / or Job Transfer	10	17	18
	Total Worked Hours	4,146,304	4,643,487	4,913,211
	DART	2.56	1.79	1.34
	TRIR	3.04	2.25	2.08
	LTIR	2.56	0.34	0.28
Asia / RSA	Total Recordable Injuries	1	4	2
	Number of Lost Time Injuries	1	4	2
	Number of Restricted activity accidents (includes LTI)	1	4	2
	Medical Treatment & / or Job Transfer	0	0	0
	Total Worked Hours	162,000	281,270	239,274
	DART	1.28	2.84	1.67
	TRIR	1.28	2.80	1.67
	LTIR	1.23	2.84	1.67

## 6.1.1 Vision Zero

# H&S KPIs

Health and Safety KPIs are calculated based on 200,000 hours worked, in alignment with international standards.

Total recordable injuries include all work-related incidents resulting in medical treatment beyond first aid, lost time, restricted work, or job transfer.

At a global level, Auria achieved continued improvement in occupational health and safety performance in 2025.

**Total Recordable Injuries decreased from 71 in 2024 to 57 in 2025.**

The Total Recordable Incident Rate (TRIR) improved from 1.91 to 1.48, while the DART rate decreased significantly from 1.69 to 0.99, indicating a reduction in both frequency and severity of incidents.

These improvements are based on a total of 7,720,095 hours worked and reflect the effectiveness of Auria's global safety programs, including standardized reporting systems, root cause analysis, and proactive safety initiatives implemented across all regions.

# 6.1.2 Global Performance

Auria continues to strengthen its safety culture through a structured and proactive approach focused on prevention, training, and continuous improvement.

Regular training programs are implemented across all sites, covering 100% of the following key topics:

- Safety rules and procedures
- Hazard communication
- Lockout/tagout (LOTO)
- Use of personal protective equipment.

To further enhance performance, Auria promotes strong collaboration between Health & Safety and Operations teams, integrating safety into daily plant activities. Root cause analysis and escalation processes are systematically applied following incidents, ensuring that corrective actions are effectively implemented and shared with senior management.

In addition, targeted initiatives address the most frequent incident categories, including ergonomic risks such as lifting, pushing, and pulling. These efforts are supported by global engagement programs such as Safety Week campaigns and an increased focus on 5S practices in 2025, reinforcing a culture of safety, accountability, and operational excellence across all regions.

H&S KPIs			
Region	Global		
Year	Base Year	2024	2025
Total Recordable Injuries	87	71	57
Number of Lost Time Injuries	76	21	12
Number of Restricted activity accident	76	54	38
Medical Treatment & / or Job Transfer	11	17	19
Total Worked Hours	7,634,659	7,441,322	7,720,095
DART	1.99	1.69	0.99
TRIR	2.28	1.91	1.48
LTIR	1.99	0.56	0.31



## 6.1.3 Safety Compliance

### KPI: ISO 45001 Status

Auria facilities in EU Region have a combined certification for ISO 14001 and ISO 45001. In the EU Region, a matrix certification process is in use.

Year	EU		NA		Asia / RSA	
	Total	Status	Total	Status	Total	Status
2020	9	100%	9	0%	0	0%
2024	7	100%	9	22%	1	100%
2025	7	100%	9	22%	1	100%

At Auria, safety and sustainability remain core to our operations. In 2025, this commitment is reflected in strong performance across certification, audit results, and continuous improvement initiatives at our facilities.

### Highlights

#### Audit Performance & SIP Results

Health & Safety performance is further reinforced through strong SIP audit results across regions. Several sites achieved outstanding scores, including Querétaro and Puebla (100%), Albemarle (99%), and Spartanburg (93%), demonstrating consistent implementation of safety management systems and operational controls

Site	SIP %	Site	SIP %
Grobbendonk	90	Fremont	68
Zakupy	93	Holmesville	79
Celle	94	Sidney	85
Straubing	85	Old Fort	96
Vitoria	91	Spartanburg	93
Coleshill	94	Albemarle	99
Vrable	90	Querétaro	100
Saint Clair	91	Puebla	100

#### Safety Performance Milestones

Significant milestones were achieved in workplace safety, including extended periods without recordable incidents at key facilities such as BQ Querétaro (1,042 days), Marques Querétaro (727 days), and Spartanburg (484 days), reflecting sustained improvements in risk management and incident prevention.

#### Employee Engagement & Safety Culture

Auria continues to strengthen its safety culture through employee engagement initiatives. In 2025, 100% of North American facilities participated in global programs such as Safety Week, reinforcing awareness, accountability, and continuous improvement across operations.

## 6.2 Ethical Behavior

### 6.2.1 Fostering Ethical Culture

#### Human Rights

In alignment with the **UN Guiding Principles on Business and Human Rights**, **ILO Conventions**, and OECD Due Diligence Guidance, Auria is committed to respecting and protecting the human rights of all stakeholders across its operations and value chain.

Auria's **Code of Business Conduct and Ethics** and supporting policies, including Equal Opportunity, Harassment-Free Workplace, and Living Wage, establish a comprehensive framework to ensure fair treatment, non-discrimination, and respect for all employees.

To strengthen its approach, Auria has implemented a formal **Human Rights Impact Assessment (HRIA) process**, applying a risk-based methodology to identify, assess, and address actual and potential human rights risks across operations and supply chain activities.

This process includes:

- Identification and prioritization of risks based on severity and likelihood
- Consideration of vulnerable groups (e.g., migrant, temporary workers)
- Integration of mitigation actions into HR, procurement, and operational practices

Continuous monitoring through audits, KPIs, and grievance data  
Auria's key human rights commitments include:

- Zero tolerance for forced labor, child labor, discrimination, and harassment, in accordance with **GRI 406, 408, and 409**.
- Equal opportunity and merit-based employment practices.
- Respect for freedom of association and collective bargaining rights following **GRI 407** requirements.
- Promotion of fairness, representation, and belonging across all regions.

**“Auria is dedicated to human rights, diversity and fair treatment for all employees.”**

Additionally, Auria addresses **fair compensation practices** through its Living Wage approach, including wage gap assessments, supplier engagement, and corrective action plans to progressively close identified gaps.

To ensure effective implementation, Auria maintains **accessible, confidential, and non-retaliatory grievance mechanisms**, enabling employees and stakeholders to report concerns through multiple channels, including anonymous reporting systems. All reported cases are investigated and managed in accordance with defined procedures, ensuring timely resolution and appropriate remediation where required.

Through this structured due diligence approach, Auria reinforces its commitment to responsible business conduct, continuous improvement, and the protection of human rights across all operations.



## 6.2.1 Fostering Ethical Culture

### Ethical Behavior

Auria's ethical framework is governed by its **Code of Business Conduct and Ethics**, which defines the standards of integrity, accountability, and responsible conduct expected from all employees, management, contractors, and business partners globally.

This framework is supported by a robust governance structure that ensures consistent implementation, oversight, and continuous improvement, including clearly defined roles across Human Resources, Compliance, Sustainability, Procurement, and Executive Leadership.

Auria's ethical compliance system includes:

- **Global grievance and whistleblowing mechanisms, accessible through multiple channels (email, phone, HR, and third-party platforms), available in local languages to ensure accessibility across all regions**
- **A strict non-retaliation policy, protecting individuals who report concerns in good faith**
- **Ensuring 100% of all received cases are investigated and resolved on time.**
- **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.**
- **Annual awareness training is delivered and acknowledged for all non-salaried employees.**

Auria does not tolerate any form of retaliation against individuals who report violations of the Code of Conduct, accounting or auditing concerns, or whistleblower issues in good faith (for further details, please refer to the Auria Code of Conduct). Any complaints related to the Code that fall under the scope of the European Whistleblower Policy will be thoroughly investigated and managed by the procedures outlined in that policy, which includes the use of a confidential reporting channel specifically implemented in Europe.



**97%**

% of employees trained on Code of Conduct

**36%**

% of employees covered by collective bargaining agreements

## 6.2.1 Fostering Ethical Culture

### Grievance and Whistleblowing Communication Channels

Auria provides multiple accessible and confidential channels for employees and stakeholders to report concerns related to ethics, human rights, workplace conduct, or violations of the Code of Business Conduct and Ethics, in accordance with [GRI 2-16 and 2-26](#).

Reporting can be made through the following channels:

- **Direct reporting:**  
Employees may raise concerns directly with their [manager, supervisor, or Human Resources representative](#).
- **Telephone reporting:**  
Concerns can be reported by contacting the [Corporate HR Department](#).
- **Email reporting:**  
Through the dedicated [Global Code of Conduct reporting mailbox](#).
- **Written communication:**  
Complaints can be submitted via [formal mail](#) to the company's designated legal or compliance address.
- **Whistleblowing channels:**
  - A [dedicated European whistleblowing platform](#) is available in line with regulatory requirements.
  - A [third-party reporting channel](#) is being implemented for other regions to ensure independent and secure reporting.



[Call your manager or supervisor, or your Human Resources representative, or the Corporate HR Department.](#)



[Email the Auria Global COC Reporting mailbox.](#)



[Auria Solutions, 26555 Evergreen Road, Suite 1800, Southfield, MI](#)

## 6.2.1 Fostering Ethical Culture

### KPI: Code of Conduct Cases Initiated

In 2022, there was a total of **1**  
Code of Conduct Case initiated:

- This case was fully investigated and resolved
- This case was identified as non-code violation

In 2024, there was a total of **1**  
Code of Conduct Case initiated:

- This case was fully investigated and resolved
- This case was identified as non-code violation

In 2025, there was a total of **4**  
Code of Conduct Cases initiated:

- These cases were fully investigated and resolved
- These cases were identified as non-code violations

## 6.2.2 Supply Chain Ethics

### a. Supply Chain Structure

Auria operates a global procurement structure supported by digital platforms such as Assent, enabling centralized supplier data management, regulatory compliance, and enhanced risk visibility across the supply chain.

In 2025, Auria's supply chain includes:

- **535 quality-relevant suppliers**, primarily direct suppliers (440), and indirect suppliers (95).
- **3,326 direct material parts** under compliance monitoring

### b. Managing Our Suppliers

Auria applies a structured and risk-based supplier management approach to ensure compliance with quality, ethical, and sustainability requirements across its supply chain.

To become a supplier to Auria and maintain good standing, suppliers must meet defined quality and compliance criteria. The Supplier Quality Assurance (SQA) team conducts supplier audits and collects key data points to verify manufacturing capability, contingency and business continuity planning, customer service performance, and compliance with applicable certifications such as ISO and IATF standards.

Supplier performance is continuously monitored throughout the full product lifecycle, from launch and serial production to service activities, through regular quality controls and site-level oversight across all Auria manufacturing locations.

In cases where suppliers do not meet minimum requirements, including ISO 9001 certification, Auria conducts onsite audits and implements corrective action plans to ensure compliance and drive continuous improvement.

This approach is further supported by ESG and compliance assessments conducted through digital platforms such as Assent, enabling enhanced visibility, risk identification, and supplier engagement across the value chain.

### c. Managing Our Materials

Auria ensures compliance with global regulatory frameworks, including:

- REACH
- IMDS
- Conflict minerals regulations

In 2025:

- **2,246 parts (68%)** declared for conflict minerals
- **1,639 parts (49%)** declared for extended minerals
- REACH compliance confirmed, with **only 4 suppliers flagged for potential substance threshold exceedances**. Appropriate validation and risk mitigation steps have been taken.

### d. Being Compliant

Auria holds its supply base to the same high standards it commits to its customers and communities, ensuring alignment with ethical, environmental, and social expectations.

These requirements are defined in the **Code of Business Conduct and Ethics** and the **Supplier Requirements Manual**, available through the Auria Supplier Portal. In 2025, Auria strengthened its Human Rights framework by enhancing **anonymous reporting channels**, reinforcing transparency and accountability across the supply chain.

Supplier engagement is further supported through **ESG self-assessments** deployed via the Assent platform, providing visibility into supplier performance and enabling targeted improvement actions. Through this approach, Auria promotes compliance, accountability, and continuous improvement across its supply chain.

## 6.2.2 Supply Chain Ethics

Together with regional quality, procurement, and engineering, teams support the Auria compliance program on a set of 5 deliverables covering these key areas:

1.



### Supplier Code of Conduct adherence:

Mandatory alignment with Auria's ethical, human rights, and sustainability standards.

2.



### Supplier performance and compliance management:

Continuous monitoring through ESG assessments and supplier questionnaires via Assent.

3.



### Supplier development and engagement:

Targeted training programs reaching ~80% of supplier spend, promoting responsible sourcing practices.

4.



### Material compliance and transparency:

Structured collection of product-level data for conflict minerals, extended minerals, and REACH compliance.

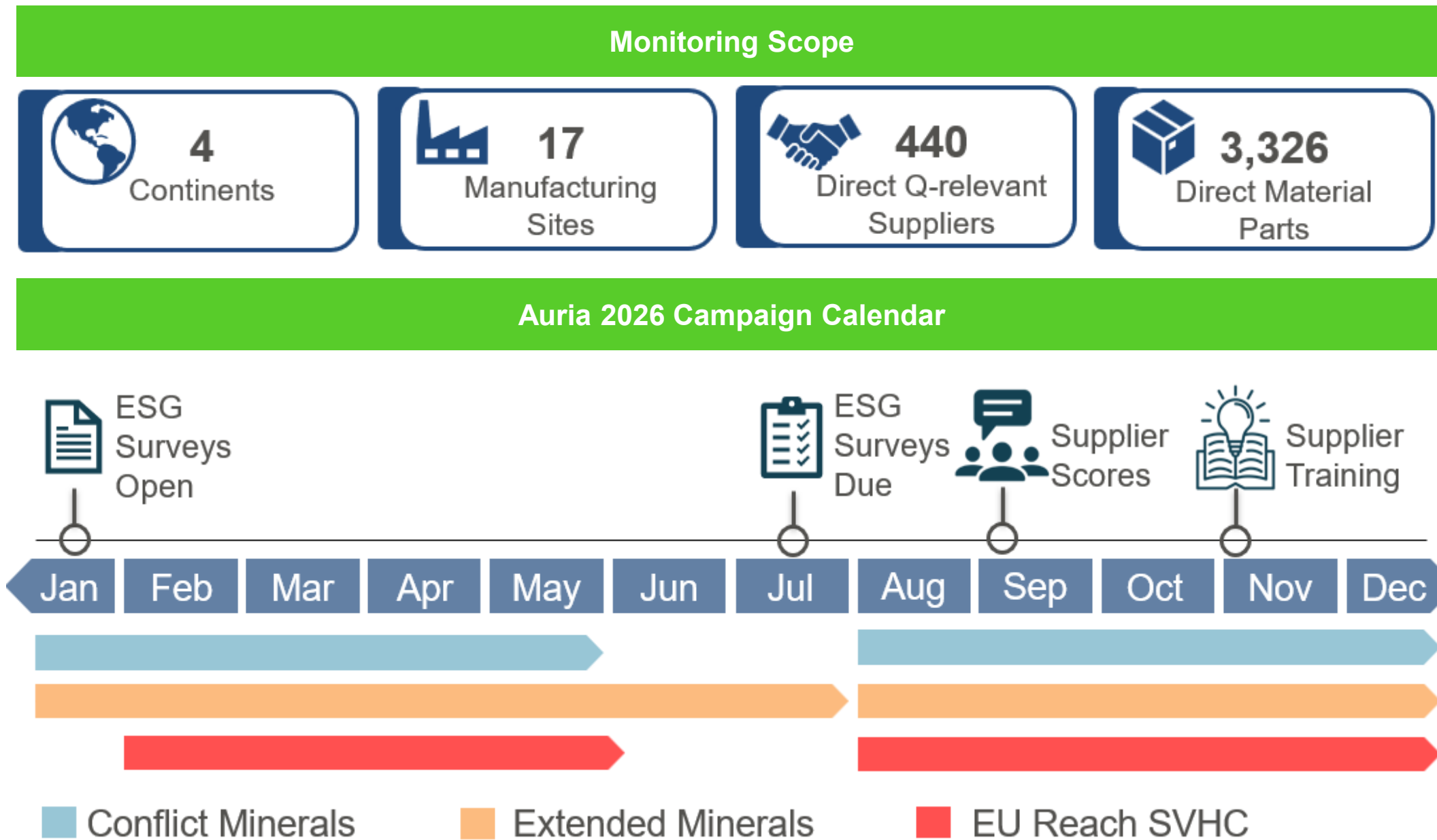
5.



### Performance monitoring and KPI tracking:

Ongoing tracking of supplier compliance, declaration rates, and ESG indicators.

## 6.2.3 Supply Chain Compliance Program



Auria values its brand reputation and responsibility to meet government regulations and demonstrate that our products are compliant with regulatory requirements. Submission of the requested information is mandatory and part of Auria’s compliance efforts. Suppliers are expected to share product data through the Assent Platform under the Auria 2026 Campaign Calendar accordingly. As shown on the figure on the left, product compliance programs are sent to suppliers semi-annually. ESG and custom programs are sent annually. With each refresh, Assent collects the most recent data to track performance improvements and ensure we identify any further opportunities to reduce our supply chain risks. These assesses are aligned with **GRI 414**.

Our objective is to obtain 100% participation from our direct material suppliers for our regulatory and ESG surveys, and to clearly define our environmental, social, and governance expectations for our supply chain. This will enable us to ensure that we are operating within the highest standards of ethical conduct, social responsibility, and environmental sustainability throughout our entire business network. By collaborating closely with our suppliers, we aim to establish a comprehensive and integrated approach to quality management, which will help us to build a more sustainable and ethical future for everyone.

## 6.2.3 Supply Chain Compliance Program

### Global Supply Base Material Compliance

Based on our commitment in last year's report, we have identified all Quality Relevant Direct Suppliers in addition to the indirect suppliers to align with all due diligence campaigns. The collection of completed reports takes place in addition to the IMDS program and material verification. We have now challenged ourselves to obtain written confirmations of compliance within our supply chain regarding conflict and extended minerals as well as REACH.

Auria will continue to expand supplier participation in the material compliance program with the objective of increasing declaration coverage and achieving full compliance for all quality-relevant direct material parts throughout the upcoming years.

### KPI: Percentage of Total Parts Declared Covering Conflict Minerals, Extended Minerals and REACH

#### 2025 Material Compliance Verification - Status Report

	Count	Conflict Mineral	Extended Mineral	REACH
Direct Material Parts	3,326	2,246	1,639	1,708
	Percentage	67%	49%	51%

## 6.2.3 Supply Chain Compliance Program

### Global Supply Base ESG Compliance

#### Responsible Sourcing: Strengthening Partnerships for Sustainable Progress

At Auria, responsible sourcing is a core pillar of our sustainability strategy and business ethics. Through our established ESG assessment programs and compliance processes, we work closely with suppliers to ensure our products are made with integrity and transparency, from raw materials to finished goods.

The 2025 ESG performance analysis reflects the top 10 suppliers by spend, while material compliance disclosures cover all quality-relevant suppliers across Auria’s global supply chain. This dual approach enables us to both prioritize impact and maintain comprehensive visibility into ESG performance at scale.

In 2025, we recorded an 8.93% average improvement in supplier ESG performance scores compared to the previous year from our top-spend suppliers that attended the supply chain sustainability webinar. These gains are a direct result of deepened supplier engagement and growing maturity in how ESG risks are identified and managed. Key improvements were noted in Climate Impact (+65%), Resource Use (+29%), and Organizational Commitment (+16%), demonstrating tangible progress. The new pollution program also demonstrated strong environmental initiatives by suppliers, achieving an average score of 75 out of 100. This will be used as a benchmark to drive continuous improvement and strengthen our risk management strategies within the supply chain.

As a result of Auria’s ESG assessment program, 112 quality-relevant suppliers were assigned corrective actions to address performance gaps that will align them with our compliance expectations. 31.61% of those suppliers are currently engaged and 27.68% have completed the actions. We will continue to monitor and support our supplier base to promote continuous improvement and reduce supply chain risks.



The improvement in risk scores reflects strong engagement from our top-spend suppliers and represents an important step toward full compliance across Auria’s supply chain. As awareness continues to grow, a cross-functional team works closely with suppliers to strengthen alignment with our ESG expectations and support continuous improvement.”

Marc Flegler,  
Chief Sustainability Officer



#### Performance Growth Summary (2024-2025)

Total ESG Improvement					
		9% ↑			
Environmental		Social		Governance	
Climate Impact	65% ↑	Diversity	1% ↑	Organizational Commitment	16% ↑
Resource Use	30% ↑	Human Rights	14% ↑	Resilience	1% ↑
2026 Focus Programs					
Biodiversity		Human Trafficking & Slavery		Data Protection & Privacy	
Labor Rights					

## 6.2.3 Supply Chain Compliance Program

### Global Supply Base ESG Compliance

#### What, Why, and How of Supply Chain Compliance

#### Looking Ahead: 2026 and Beyond

#### What are conflict minerals, and what are the relevant regulations?

Conflict minerals, such as tin, tantalum, tungsten, and gold, are linked to regions with high risks of human rights abuses and armed conflict. Global regulations, including the U.S. Dodd-Frank Act and EU Conflict Minerals Regulation, require companies to trace and disclose the origin of these materials. At Auria, these requirements are embedded in our ESG protocols to ensure ethical and responsible sourcing across all direct materials.

While we are proud of our progress, we remain focused on continued improvement. In 2026, our Focus Programs will include further development in areas such as Labor Rights, Data Protection and Privacy, and Biodiversity. We are also working to ensure full participation across all quality-relevant suppliers and are enhancing efforts to clearly communicate ESG expectations throughout the value chain. Auria's vision is to build a responsible sourcing ecosystem that delivers long-term value, reduces risk, and drives positive impact across environmental, social, and governance dimensions. By transforming compliance into collaboration, and risk into opportunity, we are building a more ethical and resilient supply chain for the future.

#### Why are suppliers asked to disclose conflict minerals data?

This transparency enables Auria and its partners to mitigate ESG risks, ensure compliance with legal requirements, and meet customer expectations for responsible sourcing. It also supports global efforts to eliminate child labor, forced labor, and environmental damage associated with high-risk sourcing regions.

#### How should suppliers respond to information requests?

Suppliers are requested to submit information through the Assent platform using industry-standard templates such as the CMRT and EMRT. These structured responses are coordinated through our annual Campaign Calendar to ensure consistency, traceability, and proactive engagement. Auria provides clear instructions, guidance materials, and ongoing support to ensure suppliers are well-equipped to meet compliance standards.

## 6.3 Fair Labor Practices

### 6.3.1 Journey to Drive & Partner to Educate

At Auria, our people are our greatest asset, and we are committed to fostering a safe, inclusive, and equitable workplace that supports the well-being and development of all employees.

Our Fair Labor Practices framework is aligned with the **UN Guiding Principles on Business and Human Rights**, **ILO Conventions**, and internal policies including Equal Opportunity, Harassment-Free Workplace, and Living Wage. This approach ensures fair treatment, non-discrimination, and respect for all individuals across our operations.



Auria promotes employee well-being through:

- Health, safety, and well-being programs
- Continuous learning and development opportunities
- Inclusive workplace practices that support diversity and equal opportunity, aligned with **GRI 405** Standard.
- We foster a culture where employment decisions, including hiring, compensation, and career advancement, are based solely on merit, ensuring equal opportunities for all employees across all regions.

Additionally, Auria supports community engagement through philanthropic initiatives and volunteer programs, reinforcing its commitment to social responsibility and sustainable development.

To support long-term business success, Auria focuses on attracting, developing, and retaining a skilled and diverse workforce, ensuring the capabilities required to deliver on its strategy and sustainability commitments.



## 6.3.1 Journey to Drive & Partner to Educate

At Auria, Fair Labor Practices are embedded into our corporate culture and operational processes, ensuring consistent application across all regions.

Auria applies a **risk-based due diligence approach** to labor and human rights topics, supported by:

- **Human Rights Impact Assessments (HRIA)** to identify and prioritize risks
- **Living Wage assessments** to address potential wage gaps
- Policies ensuring **equal opportunity, non-discrimination, and harassment-free workplaces**

Our commitments include:

- Providing **equal pay for equal work** and addressing unjustified pay gaps
- Promoting **inclusive hiring practices** and diverse workforce representation
- Supporting **career development and advancement opportunities** for all employees
- Ensuring a workplace free from discrimination, harassment, and retaliation

To ensure effectiveness, Auria:

- Provides training and awareness on labor practices and ethical standards
- Monitors performance through internal processes and continuous improvement initiatives
- Enables employees to raise concerns through **confidential grievance mechanisms**, ensuring timely investigation and remediation

Through this structured approach, Auria strengthens employee engagement, promotes fair treatment, and drives sustainable workforce development.



### Fair labor practices

01.

Through conscious hiring, foster a corporate culture that represents the communities we serve

02.

Enable career growth and development opportunities for all employees

03.

Promote equal pay and fair compensation practices

## 6.3.2 Employee Care and Development

Auria is committed to fostering a supportive and inclusive work environment by providing comprehensive employee care programs and development opportunities across all regions.

In 2025, 100% of employees across all regions were covered by healthcare programs, reflecting Auria’s commitment to employee well-being and access to essential health services (**GRI 401-2**).

Talent development remains a key priority, with structured programs in place to support career progression and skills enhancement. Participation in career development and talent management initiatives reached 64% in Europe and 77% in North America, demonstrating strong engagement in employee growth. Additional progress is being driven in other regions as programs continue to expand globally (**GRI 404**).

Auria also promotes internal career mobility, with internal promotion rates of 30% in Europe and 31% in North America, supporting employee retention and professional development. External hiring remains an important component of workforce strategy, particularly in Asia / RSA, where 75% of roles were filled externally, reflecting regional market dynamics and growth needs.

Individual Development Plans (IDPs) are progressively being implemented across regions, with initial adoption observed in Europe and North America. Auria continues to strengthen this framework to ensure consistent employee development planning and performance management across its global operations.

Turnover levels remain stable, with a low salaried turnover rate of 1.43% Globally, indicating strong employee retention within key roles.

Through these initiatives, Auria reinforces its commitment to employee well-being, career development, and talent retention, while supporting long-term organizational performance and workforce sustainability.

Employee Care and Development			
Category	EU	NA	Asia / RSA
% of Healthcare coverage of employees	100%	100%	100%
KPI: Salaried Turnover	1.43%*		
KPI: Career Development & Talent Management	64%	77%	25%
Average % of IDPs in Place	0.36%	0.23%	4.5%
Average % of internal promotions vs. external hires (Internal Hire Percentage)	30%	31%	25%
External Hire Percentage	70%	69%	75%

\*Salaried Turnover is tracked Globally

### 6.3.3 Compensation, Benefits and Employee Well-being

Auria is committed to providing fair and competitive compensation aligned with the principle of equal pay for equal work, ensuring that employees are compensated based on their roles, responsibilities, and level of expertise. Compensation structures are designed to include performance-based incentives, allowances, and progressive wage growth, supporting both employee motivation and long-term retention.

In addition to compensation, Auria offers a comprehensive range of employee benefits aimed at supporting overall well-being. Across all regions, employees have access to healthcare coverage, employee assistance programs, and paid leave, including parental and maternity benefits. These programs are tailored to regional requirements and cultural contexts, ensuring relevance and effectiveness across the global workforce (**GRI 401-2**).

Auria actively promotes a positive and inclusive working environment through initiatives that enhance employee well-being, engagement, and work-life balance. These include mental health support programs, flexible working arrangements, and employee engagement activities such as team-building events, family days, and community involvement initiatives.

Region-specific programs further strengthen employee support. In North America, employees benefit from comprehensive medical plans and employee assistance programs, along with paid parental leave. In Europe, initiatives such as plant-level engagement activities and local community involvement foster a strong sense of belonging and collaboration. Additional benefits, including cultural engagement activities, and maternity-related support, enhance employee experience and well-being.

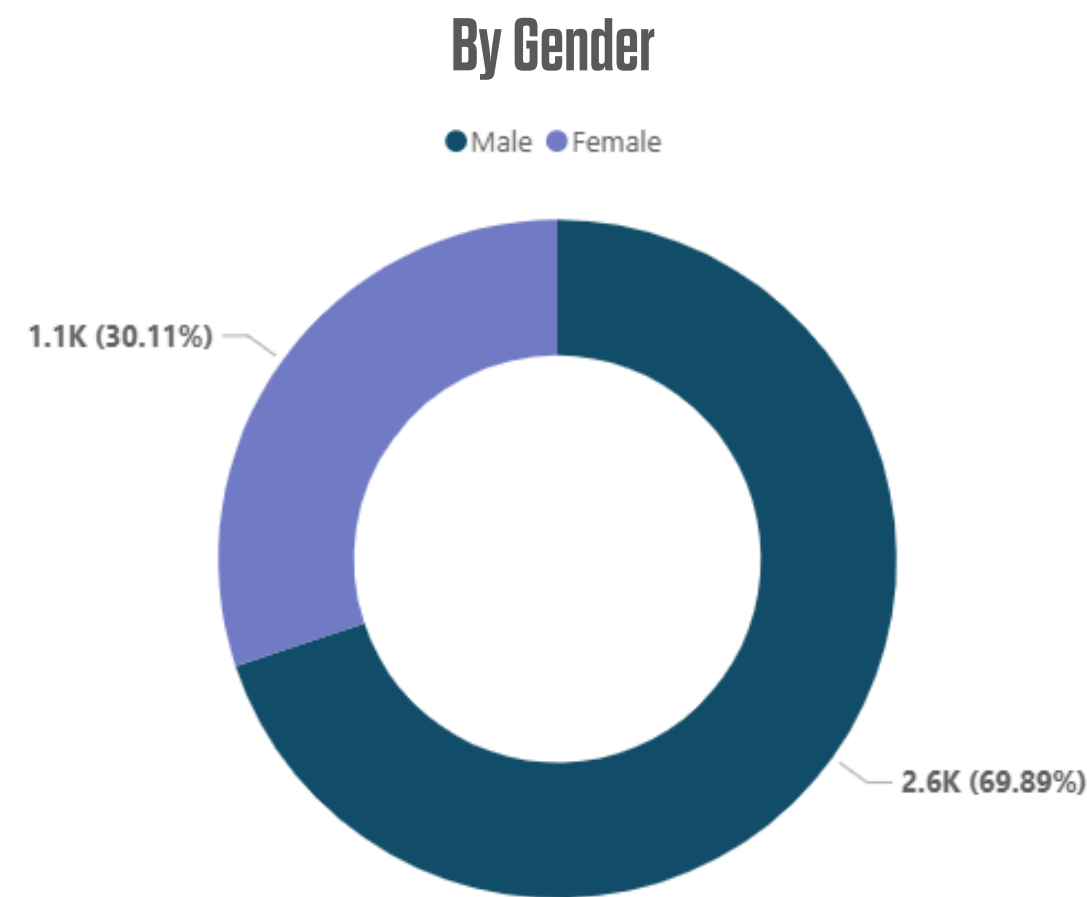
To continuously improve workplace conditions and employee experience, Auria gathers feedback through **employee engagement surveys and focus groups**, enabling the assessment of workplace culture, well-being, and organizational effectiveness. These insights support data-driven decision-making and the implementation of targeted improvement actions.

Employee feedback initiatives are currently being expanded across regions. While survey coverage varies by region, Auria is working to standardize and strengthen global implementation to ensure broader employee representation and more consistent data collection.

Through this structured approach, Auria reinforces its commitment to fair compensation, employee well-being, and continuous improvement, contributing to a resilient, engaged, and high-performing workforce.

## 6.3.4 Auria Community: Workforce Structure

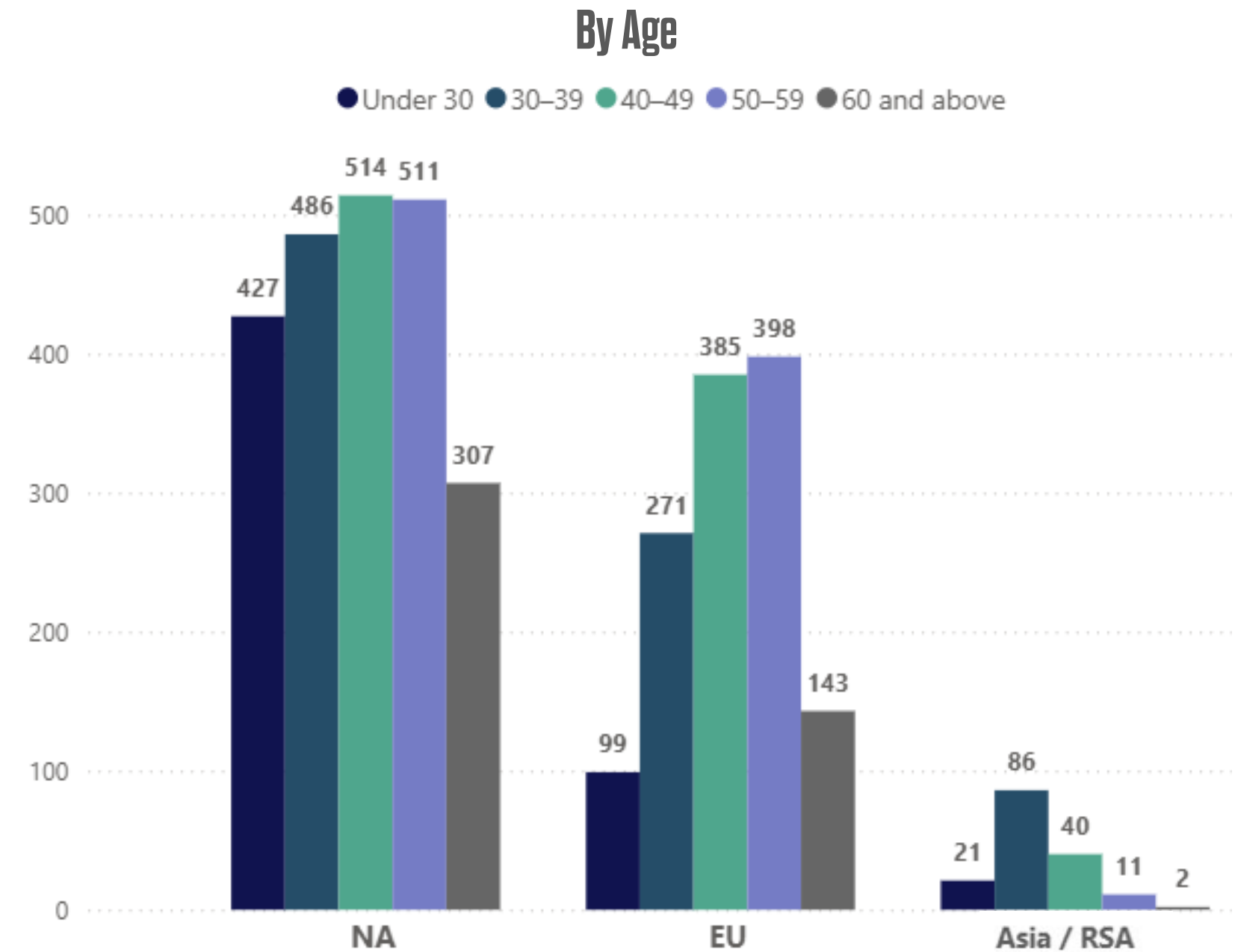
Auria maintains a transparent and data-driven approach to workforce composition, enabling effective monitoring of talent distribution across regions. This information supports informed decision-making and reinforces our commitment to fair labor practices, equal opportunity, and responsible employment.



In 2025, Auria’s workforce totaled approximately **3,701 employees globally**:

**EU:** 1,296  
**NA:** 2,245  
**Asia / RSA:** 160

with a gender distribution of 69.9% male and 30.1% female. We continue to promote gender diversity across all regions and organizational levels, with ongoing efforts to increase female representation, particularly in leadership positions.



Workforce demographics by age indicate a balanced distribution, with a strong presence of employees in the 30-49 age range, supporting operational continuity, experience retention, and long-term workforce stability. Regional variations reflect local labor market conditions and business needs.

By continuously monitoring workforce structure, Auria strengthens its ability to identify potential risks, enhance employee engagement, and support sustainable organizational growth, in line with international standards and stakeholder expectations.

## 6.3.4 Auria Community: Workforce Structure

924

28%

36%

175

### Workforce Dynamics (Employee Turnover)

In 2025, Auria recorded a total of **924 employee separations globally**, primarily concentrated in North America. **For salaried employees, 53 voluntary and 51 involuntary separations** were recorded globally, reflecting a relatively balanced distribution between employee-driven and organizational separations. Separations related to retirement or death are excluded from this breakdown.

Turnover levels remain aligned with operational dynamics and regional labor market conditions. Auria continuously monitors these trends to identify potential retention risks and implement targeted actions to support workforce stability and employee engagement ([GRI 401](#)).

### Diversity & Inclusion

Auria continues to advance gender diversity across its operations, with **28% of top management positions held by women globally**. In North America, we have achieved 33%, greater than the global average, reflecting ongoing progress toward more inclusive leadership structures.

These results demonstrate Auria’s commitment to promoting equal opportunity and strengthening gender diversity at leadership levels, supported by inclusive hiring practices and internal development initiatives ([GRI 405](#)).

### Labor Relations

Auria maintains a collaborative approach to labor relations, with **36% of employees globally covered by collective bargaining agreements, as reported under [GRI 2-30](#)**.

This coverage reflects Auria’s respect for freedom of association and commitment to constructive dialogue with employee representatives, ensuring alignment with international labor standards and reinforcing a stable and transparent working environment ([GRI 2-30](#)).

### Skills & Workforce Profile

Auria’s workforce includes a strong base of technical capabilities, with **175 employees within the engineering function**, supporting innovation, product development, and operational excellence.

Educational background analysis shows a diverse skills profile, with representation across high school, technical, and higher education levels, including **Bachelor’s and Master’s degrees, as well as PhD’s**, ensuring a balanced combination of practical expertise and advanced knowledge.

This distribution enables Auria to maintain a skilled and adaptable workforce, aligned with business needs and continuous development objectives ([GRI 404](#)).

## 6.3.5 Employee Training & Development

Training is critical to everything we do at Auria and is planned annually in each facility **in line** with **GRI 404-2** Standard. 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.

- 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)
- Sustainability awareness
- AXA Climate Change
- Code of Business Conduct and Ethics, including:
  - Business ethics, integrity, and anti-corruption principles
  - Human rights and fair treatment, aligned with international standards
  - Non-discrimination, diversity, and equal opportunity
  - Harassment prevention and respectful workplace behavior
  - Freedom of association and labor rights awareness
  - Speak-up culture and grievance mechanisms, including how to report concerns
  - Whistleblower protection and non-retaliation policies
  - Confidentiality, data protection, and responsible information handling
  - Conflict of interest awareness and ethical decision-making
  - 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.



## 6.3.6 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 a variety of employee assistance resources designed to support overall well-being. These resources encourage employees to prioritize their emotional and mental health, stay physically active, and maintain healthy lifestyles in the areas reported. They also promote regular physical check-ups and provide access to basic financial planning assistance. We are vigilant regarding communication surrounding the previously mentioned aspects. We keep our employee's health and safety at the forefront and ensure all applicable safety protocols are 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.



### 6.3.7 Community Outreach

Auria is committed to supporting the communities where it operates by fostering long-term relationships and promoting employee engagement through community outreach initiatives, aligned with **GRI 413-1**.

Employees are encouraged to participate in volunteer activities during company-supported initiatives, contributing time, resources, and expertise to local organizations. These efforts focus on areas such as education, social support, and community well-being.

In 2025, Auria strengthened its community engagement efforts across its global operations, achieving:

# 78%

Auria Facilities Engaged  
in their Communities

# \$36,923

Funds Donated

# 46

2025 Community  
Events Organized

# 19,136

People Reached



# 7. Governance

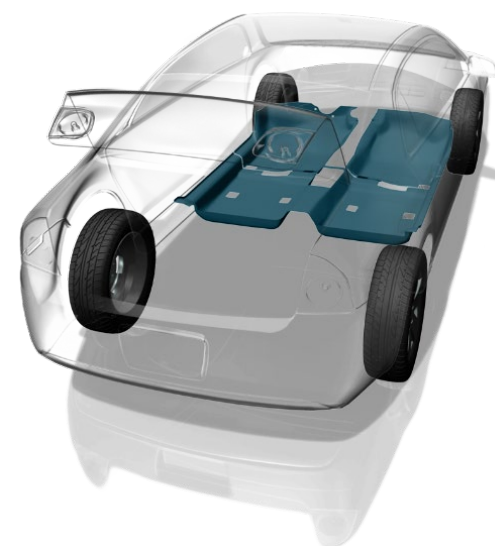


## 7.1 Product R&D and Sustainable Innovation

### 7.1.1 Products

Auria products are represented across six core product families that align the company's material and process know-how 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.

- Polyamide Tufted Carpets
- Mono-PET Tufted Carpets
- Mono-PET Nonwoven Carpets
- Duralite™ Nonwoven Carpets
- Technical Floor Systems
- Floor Auxiliary Mats
- Light Weight Acoustic Floor Systems
- Foam And Fiber Floor Insulators



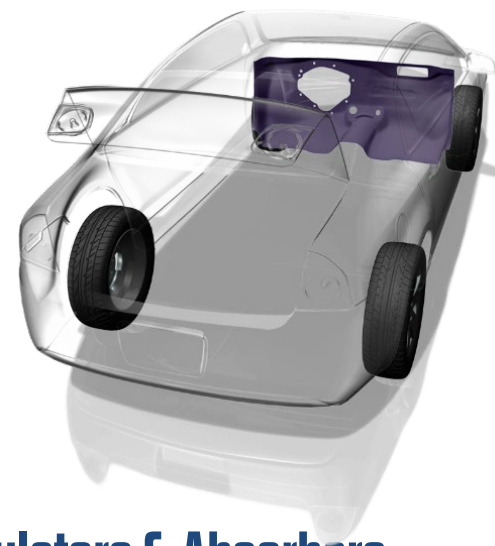
#### Trunk & Luggage Management

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. We are developing unique cargo management products for consumer retail, dealer aftermarket and integrated OEM solutions.

- Parcel Shelves
- Load Floors
- Side Trim Panels
- Lift Gate Trims

## 7.1.1 Products

### Vehicle Interior Product Families



#### Insulators & Absorbers

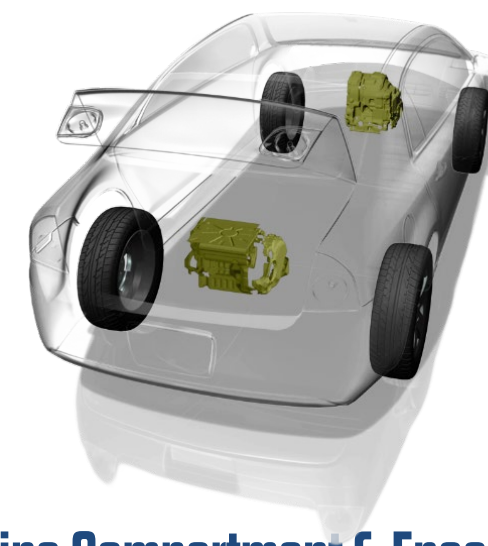
Auria's automotive acoustic systems block and absorb road and structural noise and reduce engine noise in the vehicle's interior. Our unique NVH testing and development facilities around the world enable us to create the right interior noise solution for our customers. Our manufacturing plants are set up with state-of-the-art technologies to produce a wide variety of acoustic products.

- Inner Dash Insulator
- Under Parcel Shelf
- Under Seat Insulator
- Inner Wheelhouse Insulator
- Absorbers
- Inner Tunnel Insulator



#### Headliners

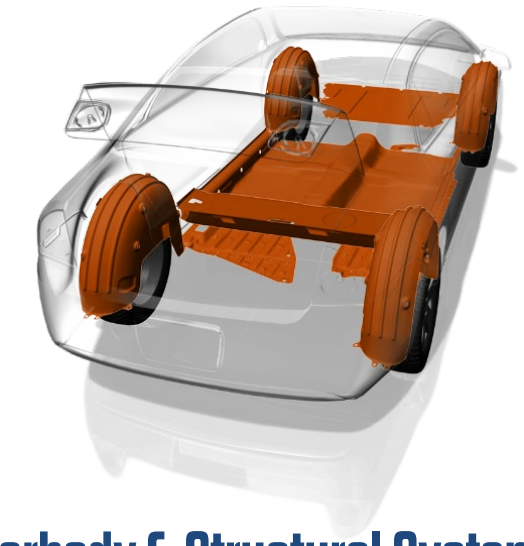
Auria offers a wide range of material constructions including wet and dry polyurethane and fiberglass reinforced substrates for headliners. We work with customers on styling and face fabrics while contributing the Auria expertise in acoustics and light weight solutions.



#### 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.

- Outer Dash Insulators
- Hood Liners
- Outer Tunnel Insulators
- Exterior Body Insulators
- E-motor Encapsulations
- E-motor Bay Insulators
- Compressor and Gearbox Covers



#### Underbody & Structural Systems

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

- Underbody Shields
- Wheel Arch Liners
- Aerodynamic Parts

## 7.1.1 Products

### 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.

Established in 2020 as a premium consumer brand, Armorlite™ was initially defined by a highly engineered, rugged replacement flooring system developed for the extremely harsh conditions of the popular 4x4 off-road market. Unique features of the product include maximum durability, easy cleanability, a proprietary water channeling and drainage system, optimal traction, scratch & mar resistance, cabin heat and acoustical management and UV fade resistance. Armorlite™ has since introduced other interior coverage and protection products, such as cargo and wheelhouse liners and seatback covers made from the same durable material. Through standard industry wear tests, Armorlite™ products outlast competitive products by a factor of four to one, and the Armorlite™ floor replacement system's integrated tread design eliminates the need for costly throw-in all-weather mats.



**Armorlite™ Carpet Replacement System**



**Cargo Management Accessories**

## 7.1.2 Strategy and Innovation Governance

Innovation is a core pillar of Auria’s business strategy and a key driver of long-term value creation.

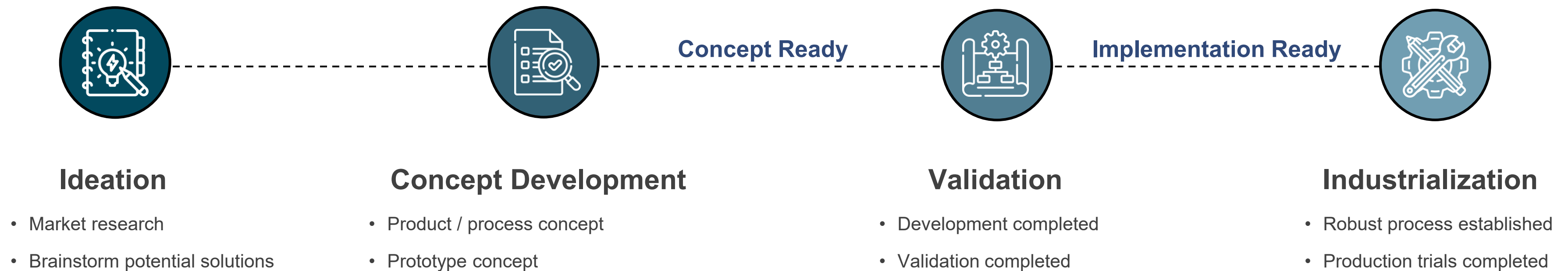
The Company’s innovation approach focuses on developing lightweight, high-performance, and sustainable solutions that respond to evolving OEM requirements, enhance vehicle efficiency, and reduce environmental impact across the product lifecycle.

Auria operates under a structured global innovation framework that integrates market research, customer insights, product design, validation, and industrialization. This process ensures that all innovations are aligned with customer needs, technical feasibility, and sustainability criteria, including the use of recycled and bio-based materials, lightweighting strategies, and end-of-life considerations

The innovation process follows a stage-gated approach:

- **Ideation and market research**, focused on identifying customer needs and sustainability opportunities
- **Concept development**, including material selection, with emphasis on recycled or natural raw materials
- **Validation**, ensuring compliance with performance, and other functional requirements
- **Industrialization**, confirming large scale production feasibility

This structured methodology enables Auria to systematically transform innovative concepts into scalable, commercially viable, and sustainable products.



## 7.1.3 Sustainable Product Innovation

Auria's product development strategy prioritizes sustainability by integrating circularity, material efficiency, and lightweighting into product design.

During the product design stage, Auria developed several innovative solutions with measurable environmental benefits:

Beyond product design, Auria is advancing circular manufacturing practices:

- 100% of manufacturing waste from selected product lines (e.g., ECOBlend®, ECOHiLoft™, PET WAL) is reclaimed or recycled within the production process or supply chain
- Development of closed-loop recycling solutions, including reintegration of heavy-layer materials into extrusion processes (planned implementation in 2026)
- **Targets to incorporate up to 30% recycled heavy-layer material in production processes**

These initiatives demonstrate Auria's commitment to circular economy principles, reducing waste generation, increasing recycled content, and enhancing product recyclability.



## 7.1.3 Sustainable Product Innovation

### EcoBlend® Dual Density

ECOBlend® Dual Density Insulator is a lightweight replacement for conventional, heavy layer-based insulators. It has been precisely tuned to deliver high sound transmission loss, while maintaining excellent sound absorption characteristics. It is ideally suited for an array of interior applications, such as flooring and dashboard insulation. Its unique composition makes it an exceptional alternative to traditional insulation materials, offering superior soundproofing capabilities.

ECOBlend® Dual Density products achieve **up to 50% weight reduction**, enabling OEMs to reduce vehicle fuel consumption and emissions. These products **incorporate up to 80% recycled fibers, including biodegradable natural fibers.**



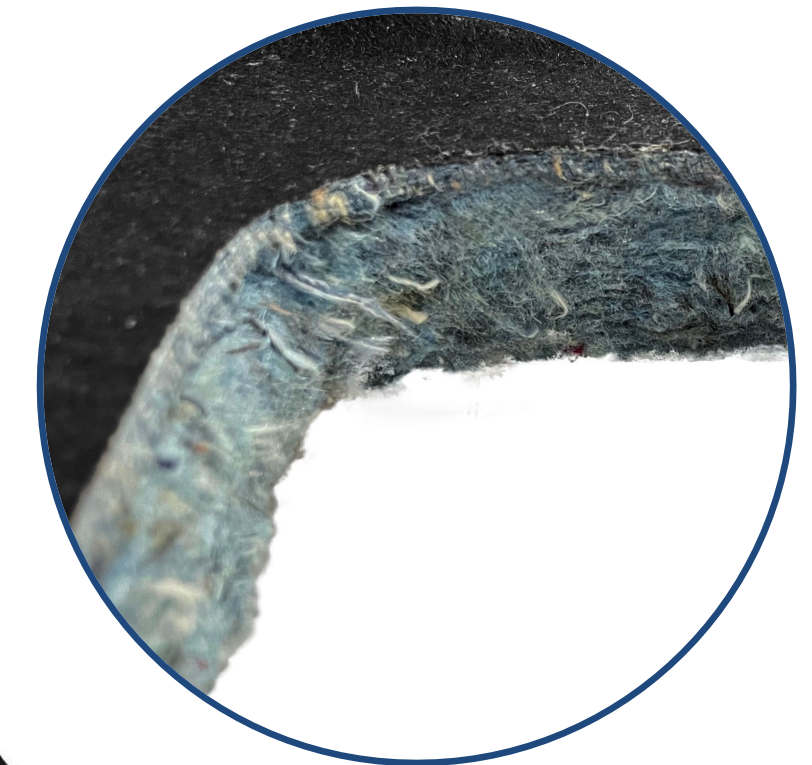
**100% recyclable &  
High recycled content**



**Lightweight**



**Superior Acoustic Performance  
(GM B+ Performance)**



## 7.1.3 Sustainable Product Innovation

### ECO HiLoft™

ECO HiLoft™ is a light weight, 100% recyclable insulator that contains up to 80% recycled and natural fibers. It can be tuned to provide high absorption to address radiated noise from ICE engines or electric motors. Or it can be designed as floor insulator to provide best-in-class compression recovery and acoustics performance at lighter weight.

ECO HiLoft™ insulators provide **high-performance acoustic solutions** using **50% recycled content**, supporting both sustainability and product performance.



**100% recyclable &  
High recycled content**



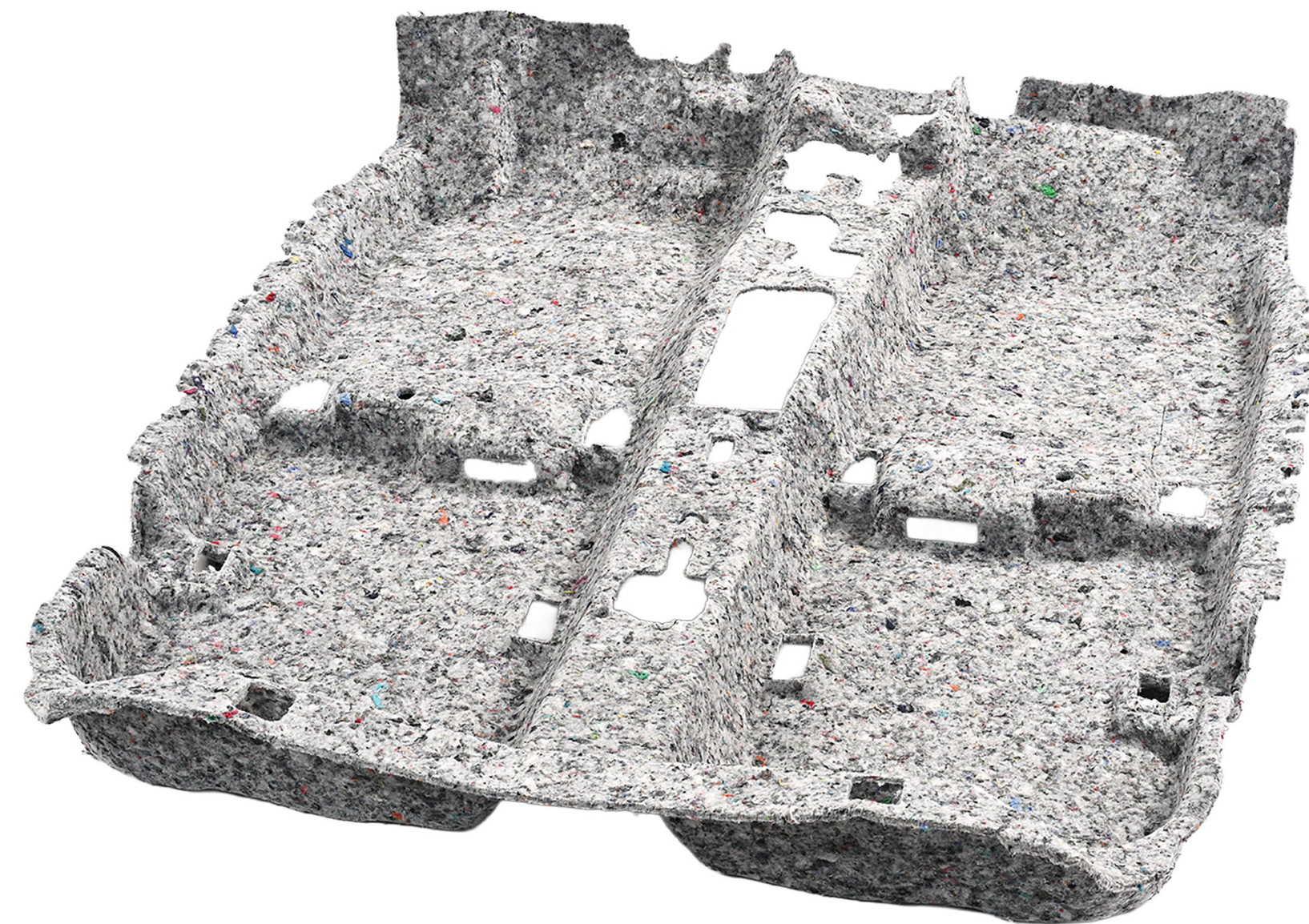
**Lightweight**



**Good Acoustic Performance**



**High Resistance**



## 7.1.3 Sustainable Product Innovation

### Duralite™

Duralite™ is Auria's latest innovation on nonwoven floor carpet with improved abrasion performance at lighter face weight than competition.

Duralite™ nonwoven velour carpets contain up to **90% recycled PET**, significantly reducing virgin material use. T1–T2 tufted carpets are produced using **100% recycled nylon**, replacing conventional virgin nylon applications.



**100% recyclable &  
High recycled content**



**Lightweight**



**Superior Acoustic Performance  
(GM B+ Performance)**



## 7.1.3 Sustainable Product Innovation

### Mono-material PET carpet for 100% recyclability

Auria continues to develop polyester-based mono-material tufted and nonwoven floor carpet constructions to offer enhanced visual and haptic performance with the benefit of full end-of-life recycling.

Mono-material PET carpet systems for luggage compartments are designed to be **100% recyclable**, enabling improved end-of-life recovery.



**100% recyclable**



**Good Abrasion Performance**



**Cleanability**

### ECO SMARTfoam

With various technological advancements Auria is able to significantly reduce foam densities / PUR material consumption without sacrificing technical performance. Material avoidance significantly contributes to the carbon footprint reduction. The technological improvements can go along with chemical reformulation of PUR systems depending on the overall performance targets.



**Lightweight**



**Good Acoustic Performance**

## 7.1.3 Sustainable Product Innovation

### VertiLoft™ Oriented Fiber

VertiLoft™ Oriented Fiber offer unique features within the field of advanced fiber products. As an alternative to foam, these extremely lightweight materials demonstrate extraordinary shape retention and excellent resilience. High secondary raw material usage combined with mono-material approaches contribute to the end-of-life recycling strategies of the OEM customer base. Various acoustic functions can be adjusted.

VertiLoft™ Oriented Fiber products incorporate up to **80% recycled raw materials**, and are **100% recyclable**.



**100% recyclable**



**Lightweight**



**High Resistance**



## 7.2 Life Cycle Assessment (LCA)

### 7.2.1 Driving Sustainability Through LCA Transparency

Life Cycle Assessment (LCA) is a systematic methodology used to evaluate the environmental impacts associated with all stages of a product's life cycle, from raw material extraction (cradle) to disposal (grave).

#### From first assessments to structured capability

Auria began its LCA journey in 2023, partnering with product engineers and customer teams to produce the company's first cradle-to-gate product footprints. Those early assessments established the methodology and gave us a baseline. 2025 was the year we turned that foundation into a program.

#### A cross-functional capability, supported by the right platform

LCA moved from a Sustainability team activity to a business process. A formal five-step request procedure was introduced. Engineering, Sales, and Advanced Manufacturing teams were trained as active participants. Auria also migrated from Ecochain to Greenly, an integrated platform combining product **LCA, GHG accounting, and supplier engagement** in one system.



Auria Solutions

Results are reported on both a **location-based and market-based basis** in line with the GHG Protocol Scope 2 Guidance, ensuring the effect of renewable electricity procurement is transparently reflected in every product footprint we publish.

**Our 2030 target is 100% cradle-to-gate LCA coverage across the active product portfolio. In 2025, we built the process, the platform, and the people capability to get there.**



**Without data, sustainability is just intention. LCA gives us the product-level proof that turns our environmental commitments into something our customers can measure, compare, and trust. It is the foundation on which we make better product decisions, have more credible customer conversations, and demonstrate that our sustainability program has real depth. That is where competitive advantage is built.**

**Sai Venkat Seshasai,**  
Global Sustainability Director, Auria



#### Methodology and standards

All International standard applied to all Auria LCA assessments

**ISO 14040/44**

**IPCC GWP 100 method**

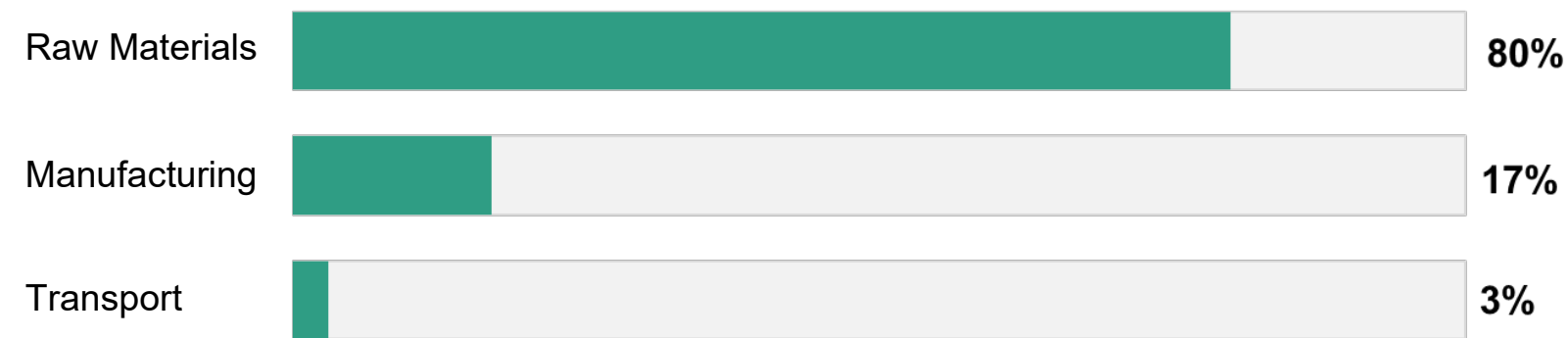
**Ecoinvent v3.10 database**

## 7.2.2 Quantifying Our Environmental Impact

### IN FOCUS: Acoustic component, European manufacturing facility

In 2025, Auria completed a cradle-to-gate LCA for different main produced parts (absorbent floors, HVL, etc.), in direct response to an OEM sustainability data request. The assessments covered raw material extraction, upstream transportation, and manufacturing, the full cradle-to-gate boundary for one finished part.

#### Emissions Hotspot Analysis



*Raw material extraction accounts for ~80% of total footprint, the primary lever for future product improvement.*

Raw material extraction represents approximately **80% of the total product carbon footprint**, making it the primary lever for future emissions reduction.

Initial results confirm that **raw materials are the dominant driver of CO<sub>2</sub> emissions** within a cradle-to-gate boundary. These insights are being used to actively engage Procurement and Supply Chain teams, supporting the evaluation of Total Cost of Ownership (TCO) and enabling targeted supplier engagement to reduce product-level emissions.

### What LCA enables for Auria and our customers



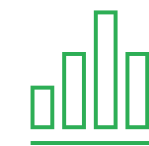
#### Customer Transparency

OEM-grade carbon footprint data, delivered on request and aligned with how customers evaluate and compare suppliers. ISO-compliant, independently reproducible, and ready for direct use in OEM sustainability reporting and RFQ responses.



#### Product Ecodesign

Hotspot findings identify where environmental impact is concentrated, at the raw material stage, in energy use, or in logistics. That knowledge feeds into product and process decisions before parts go into production, not after.



#### Portfolio Differentiation

LCA data is the evidence layer behind Auria's sustainable product framework. It connects environmental performance to commercial conversations, giving Sales teams verified, methodology-grade data for customer reviews and sourcing discussions.

*As OEM customers embed carbon data requirements into sourcing decisions, Auria's LCA program ensures we can respond with verified, methodology-grade answers, not estimates.*

## 7.3 Ratings & Compliance

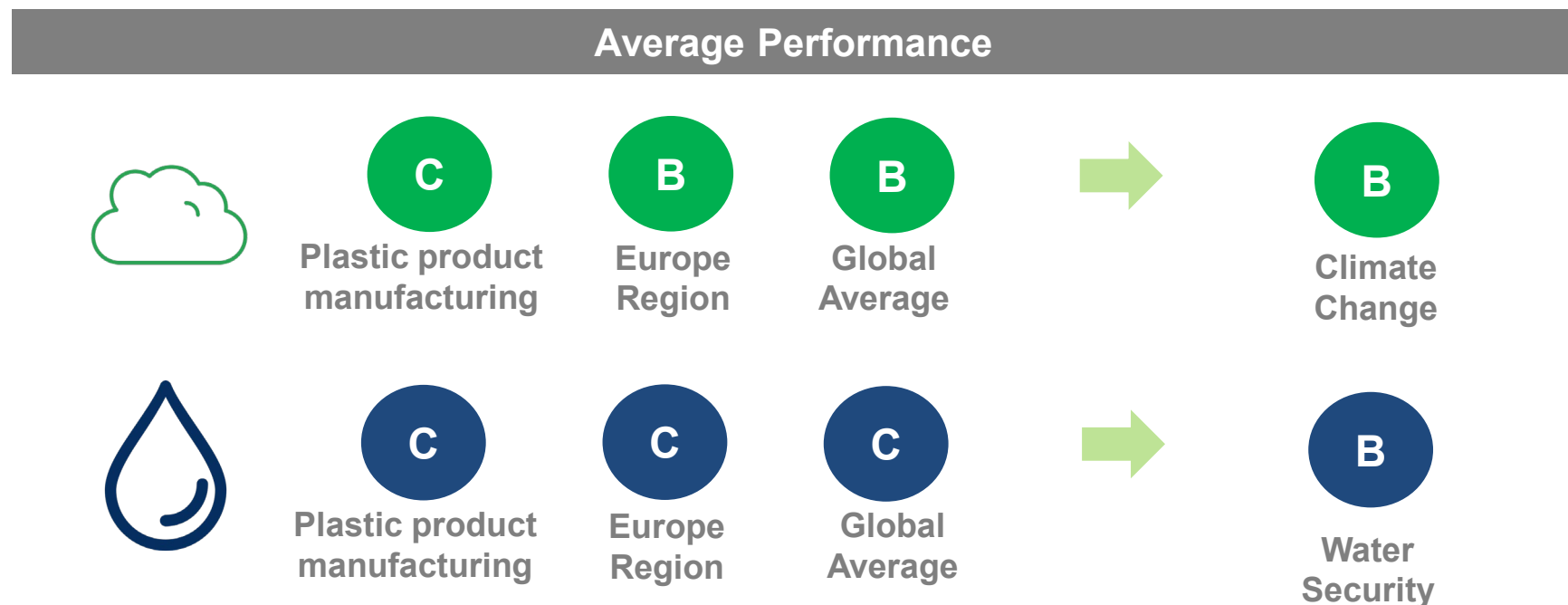
### 7.3.1 ESG Standards

#### Carbon Disclosure Project (CDP)

Auria has improved its CDP score from a D to a B since 2021, reflecting strengthened management practices and the implementation of targeted actions aligned with its climate strategy.

In 2025, **we maintained our score in B** for both Climate Change and Water Security, demonstrating continued progress and consistency in its sustainability performance. Key improvements were achieved in areas such as climate risk assessment, enhanced disclosure of carbon neutrality targets, and the limited assurance of Scope 1, Scope 2, and Scope 3 emissions, reinforcing the robustness and transparency of the company's disclosures.

In addition, **Auria achieved an A score in the CDP Supplier Engagement Assessment**, which evaluates how effectively companies engage their suppliers on climate and Scope 3 emissions. This recognition strengthens Auria's external positioning by demonstrating strong supply chain management and leadership in Scope 3, an area of increasing importance for customers and stakeholders.



#### ECOVADIS

Auria is pleased to announce that, **for the first time, it has been awarded a with a Bronze Medal for the reporting year.**



This recognition reflects the strong collaboration and commitment across the organization to advance Auria's sustainability performance. Achieving this medal marks an important milestone in strengthening our ESG practices and external recognition. While we remain focused on continuous improvement, this achievement demonstrates meaningful progress in our sustainability journey and reinforces our ambition to further enhance our performance in the years ahead.

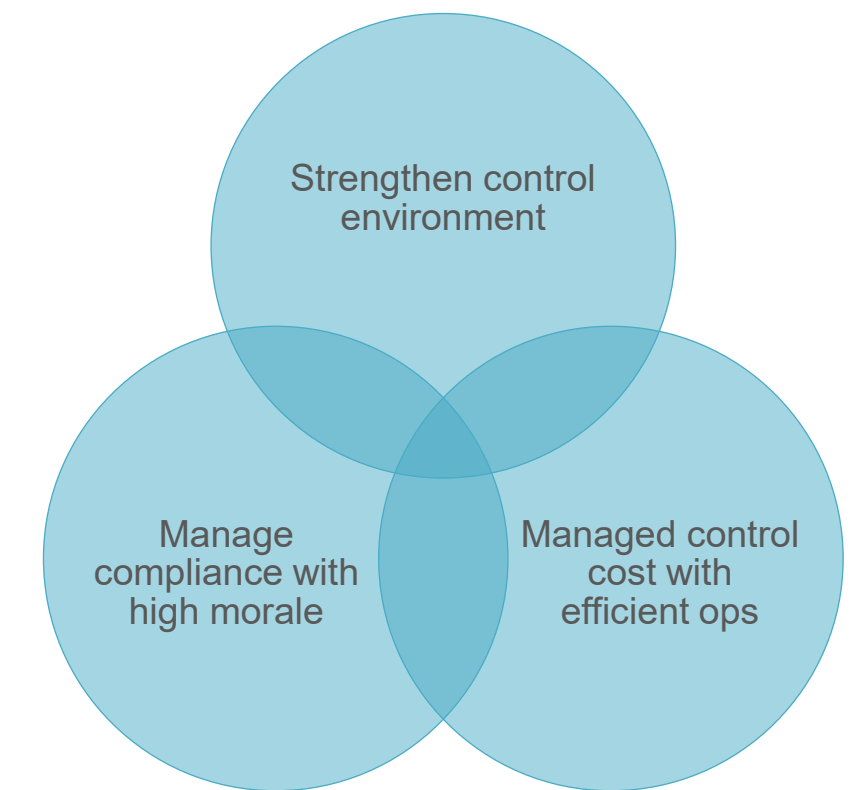
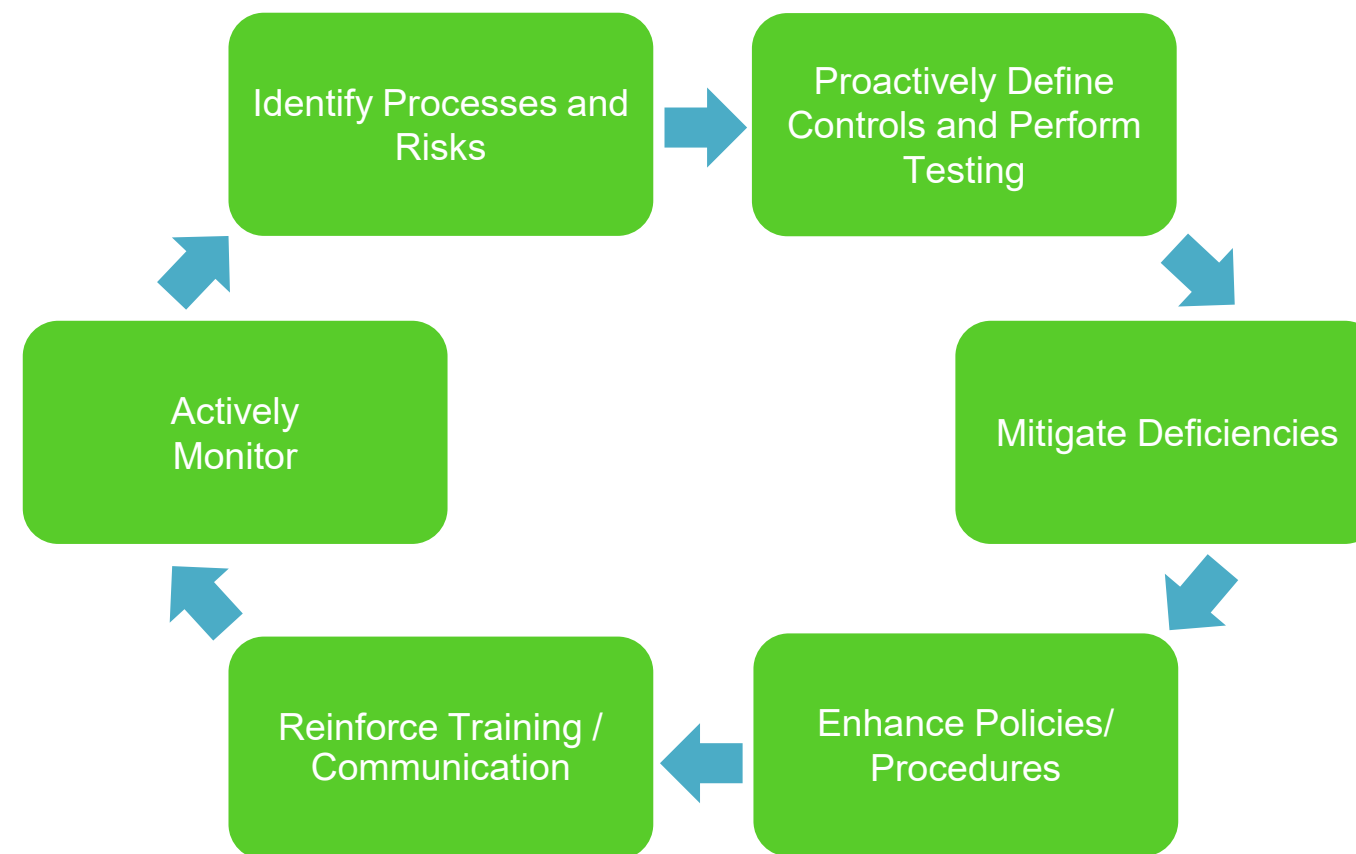
## 7.4 Risk Management

### 7.4.1 Governance Model

Auria's sustainability governance and compliance framework is driven by Auria UK I Ltd. Board Members which defines and adopts the Group's compliance strategy, addressing key compliance risks across the four continents and three regions in which we operate, in line with [GRI 2-9, 2-11, and 2-24](#) guidelines.

The overall responsibility for operational compliance, risk assessment on climate change, and strategy implementation rests with the Steering Committee, Sustainability Review Body, and the different working groups integrating the Sustainability Governance structure.

Given our global footprint, Auria's success hinges on adhering to proper operating procedures and complying with local laws and regulations in each country. Non-compliance can lead to financial penalties and inefficiencies, undermining resources. To mitigate these risks, Auria encourages all management and employees, at every level, to adopt the "Virtuous Circle" approach, a proactive mindset that emphasizes the importance of setting proper controls, leading to smoother processes and greater operational efficiency.



## 7.4.1 Governance Model

The Auria UK I Ltd. Board is responsible for approving the overall sustainability strategy, vision, policies, and goals, as well as allocating resources for sustainability initiatives and ensuring compliance with regulations. They also review performance against sustainability targets.

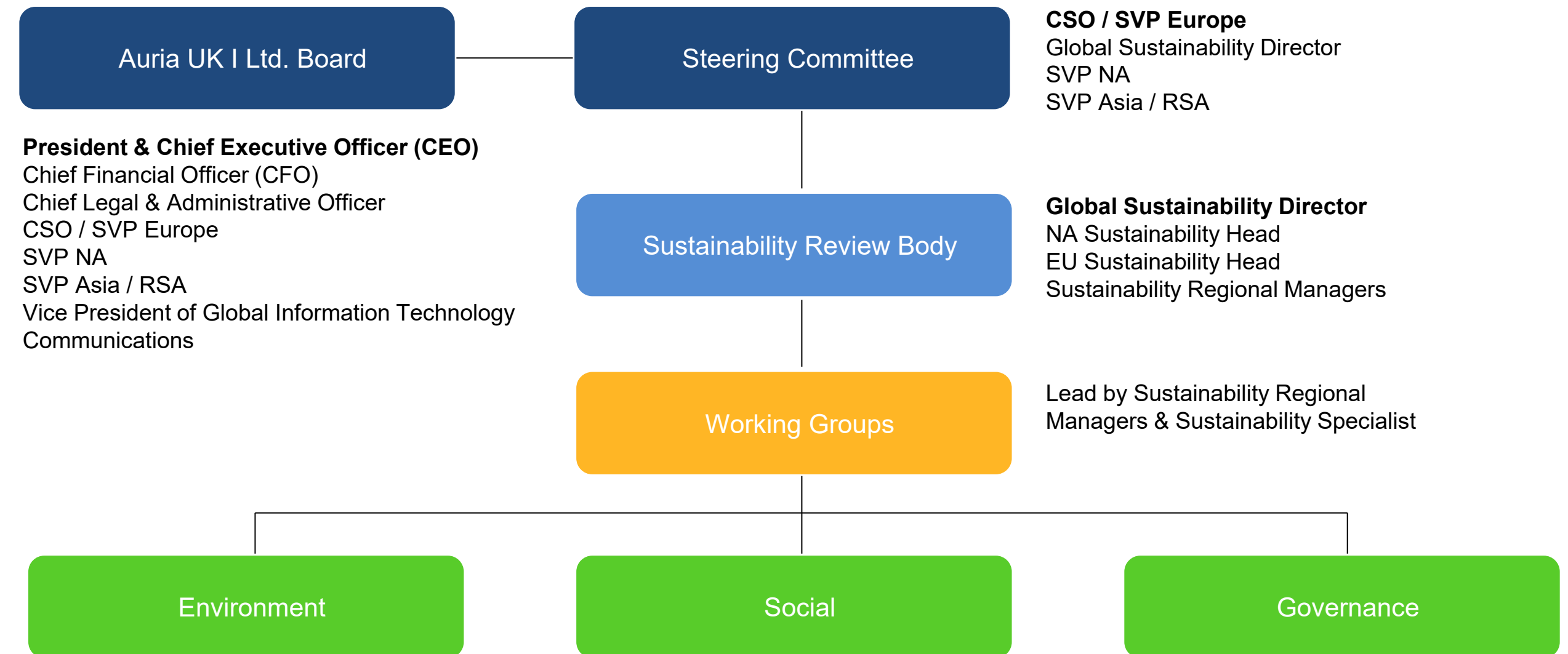
The Steering Committee develops and oversees the implementation of the sustainability strategy, ensuring alignment with business objectives while coordinating efforts across regions and departments and addressing any barriers to progress.

The Sustainability Review Body analyzes sustainability performance data, evaluates regional programs to ensure they align with global goals, and guides regional managers, in identifying opportunities for improvement.

Finally, the Working Groups are tasked with executing specific sustainability initiatives, collecting and analyzing data at the regional and site levels, engaging stakeholders, and providing training to support and enhance sustainability practices across the organization.

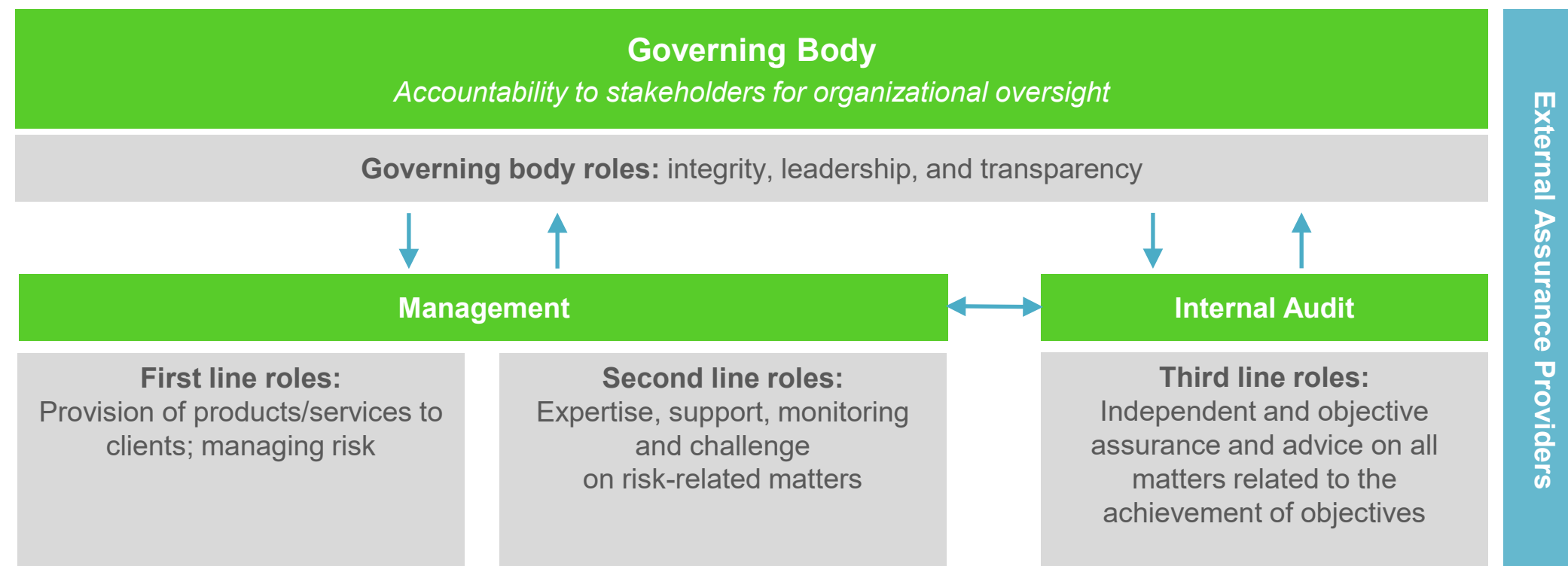
Since its inception, Auria has embedded its core values, operational responsibilities, and social responsibilities into our daily operations, aiming for healthy and sustainable development. Strong compliance management is the basis for Auria's global operations, and we are committed to integrity, compliance, and strong business ethics in accordance with [GRI 2-12](#), [2-13](#), and [2-14](#).

### Governance Structure



## 7.4.2 Risk Assessment

Auria leverages principles from the three-line 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.



### 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 for enhancing compliance and building 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 business domains addressing risks across numerous financial, operational, strategic, and compliance categories.

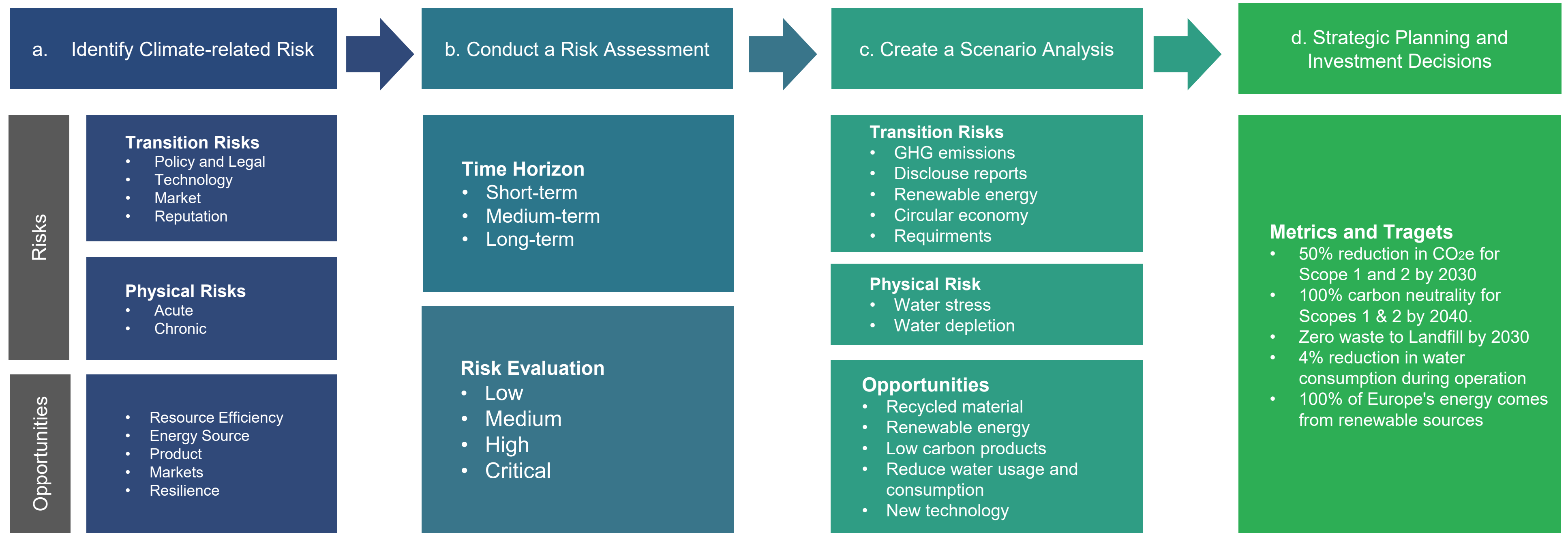
Management submits annual CSOX attestations to Auria's Board for review and approval. We share the attestation to our shareholders for disclosure. For 2025, Auria's internal control system achieved the company's internal control objectives and had no material deficiencies.

#### Climate-Related Risk Management Process

At Auria, we have a dedicated section of the Risk Management System, addressing risks related specifically to climate change.

## 7.4.3 Climate Risk Assessment

A climate risk assessment was conducted for the 16 plants within the organization, based on the Task Force on Climate-related Financial Disclosures (TCFD) framework and **GRI 201-2** Standard. This analysis is structured around its four core pillars: Governance, Strategy, Risk Management, and Metrics & Targets. The Climate-Related Risk Management Process follows the next steps:



# 8. Global Reporting Initiative

Disclosure	Page
<b>GRI 2: General Disclosures</b>	
The organization and its reporting practices	
2-1 Organizational details	7
2-2 Entities included in the organization's sustainability reporting	7
2-3 Reporting period, frequency and contact point	93
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2-6 Activities, value chain and other business relationships	7-9
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2-9 Governance structure and composition	86
2-11 Chair of the highest governance body	86, 87
2-12 Role of the highest governance body in overseeing the management of impacts	86-88
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Topic disclosures	
101-4 Identification of biodiversity impacts	41
101-5 Locations with biodiversity impacts	41
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101-7 Changes to the state of biodiversity	42
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<b>GRI 301: Materials</b>	
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<b>GRI 303: Water and Effluents</b>	
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Topic disclosures	
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<b>GRI 305: Emissions</b>	
Topic disclosures	
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305-2 Energy indirect (Scope 2) GHG emissions	21-27, 30
305-3 Other indirect (Scope 3) GHG emissions	28-30
305-5 Reduction of GHG emissions	21, 30
<b>GRI 306: Waste</b>	
Topic management disclosures	
306-1 Waste generation and significant waste-related impacts	35
306-2 Management of significant waste-related impacts	35, 36
Topic disclosures	
306-3 Waste generated	36
306-4 Waste diverted from disposal	36
306-5 Waste directed to disposal	36
<b>GRI 308: Supplier Environmental Assessment</b>	
Topic disclosures	
308-1 New suppliers that were screened using environmental criteria	43, 44
308-2 Negative environmental impacts in the supply chain and actions taken	45

8. Global Reporting Initiative

<b>GRI 201: Economic Performance</b>		
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201-2	Financial implications and other risks and opportunities due to climate change	9, 89
<b>GRI 401: Employment</b>		
Topic disclosures		
401-1	New employee hires and employee turnover	65, 68
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	65, 66
401-3	Parental leave	66
<b>GRI 403: Occupational Health &amp; Safety</b>		
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<b>GRI 407: Freedom of Association and Collective Bargaining</b>		
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407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	53
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Topic disclosures		
408-1	Operations and suppliers at significant risk for incidents of child labor	53, 62
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Topic disclosures		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	53, 62
<b>GRI 413: Local Communities</b>		
Topic disclosures		
413-1	Operations with local community engagement, impact assessments, and development programs	71
<b>GRI 414: Supplier Social Assessment</b>		
Topic disclosures		
414-1	New suppliers that were screened using social	45, 59

9. Glossary of Acronyms

AMOS	Auria Manufacturing Operation System	ESG	Environmental, Social, Governance Survey	PCW	Post Consumer Waste
BEV	Battery Electric Vehicle	ESRS	European Sustainability Reporting Standards	PDCA	Plan-do-check-act
BOM	Bill of Materials	GDS	Global Documentation System	PIR	Post Industrial Recycled
CAFE	Corporate Average Fuel Economy	GHG	Greenhouse Gas	PPAs	Power Purchase Agreements
CDP	Carbon Disclosure Project	GRI	Global Reporting Initiative	RAMSAR	Wetland of International Importance under The Ramsar Convention.
CFD	Climate-related Financial Disclosures	GSM	Grams Per Square Meter	RCM	Risk Control Matrix
CMRT	Conflict Minerals Reporting Template	HRIA	Human Rights Impact Assessments	REACH	Registration, Evaluation, Authorization And Restriction of Chemicals
CSOX	Enterprise Internal Control Republic of China	IATF	International Automotive Task Force	RTA	Restricted Activity Incident
COC	Code Of Conduct	IPPC	Intergovernmental Panel on Climate Change	SBTi	Science Based Targets Initiative
CSR	Corporate Social Responsibility	ISO	International Organization for Standardization	SCM	Supply Chain Management
DART	Days Away, Restricted or Transferred	IUCN	International Union for Conservation of Nature	SIP	Systematic Improvement Plan
DEM	Direct Extrusion Method	KPI	Key Performance Indicator	SVHC	Substances of Very High Concern
DL	Direct Labor	LCA	Life Cycle Assessment	TCFD	Task Force on Climate-Related Financial Disclosures
DRAW	Disaster Relief At Work	LRRP	Long Range Revenue Plan	TCO	Total Cost of Ownership
DSL	Declarable Substance List	LTA	Lost Time Accident	TPO	Thermoplastic Polyolefin
EACs	Energy Attribute Certificates	LTIR	Lost Time Incident Rate	TRIR	Total Recordable Incident Rate
EAP	Employee Assistance Program	NVH	Noise Vibration Harshness		
EnEff	Energy Efficiency	OEM	Original Equipment Manufacture		
EMRT	Extended Minerals Reporting Timeline (Cobalt, Mica)	PCR	Post Consumer Recycled		



# 10. Additional Resources

## Sustainability Board Members

**Qiuming Yang**  
President & CEO

**Sonia Moreira**  
Chief Financial Officer

**Kiel Smith**  
Chief Legal & Administrative Officer

**Marc Flegler**  
SVP / Managing Director Europe  
Chief Sustainability Officer

**Tony Daines**  
SVP / Managing Director  
North America

**Yufeng Wan**  
Managing Director  
Asia / RSA

**John Gauthier**  
VP / Global Information  
Technology

## Sustainability Steering Committee

**Sai Venkat Seshasai**  
Global Sustainability

**Maria Fernanda Morales**  
Corporate Sustainability

**Dinesh Nair**  
Europe Sustainability

**Ines Garcia**  
North America Sustainability

## Additional Contacts

**Global Sustainability Team**  
[compliancesustainability@auriasolutions.com](mailto:compliancesustainability@auriasolutions.com)

## Independent Limited Assurance Opinion to AURIA SOLUTIONS UK I Ltd. on Scope 1 and 2 GHG Emissions for FY 2025

To the management of AURIA SOLUTIONS UK I Ltd.

Intertek Deutschland GmbH (hereinafter referred to as "Intertek") was engaged by Auria Solution UK I Ltd (hereinafter referred to as "Auria") for independent third-party verification of their Scope 1 and 2 Greenhouse Gas (GHG) Emissions (hereinafter referred to as the "GHG Statement") for their global operations for calendar year 2025. The verification was performed in accordance with ISO 14064-3: 2019 Specification with Guidance for the Verification and Validation of Greenhouse Gas Statements.

### Roles & Responsibilities

The management of Auria is responsible for the organization's GHG emissions information system, data maintenance and reporting procedures in accordance with that system, including the data collection, inventory, calculation, and determination of GHG emissions for the organization.

Intertek's responsibility is to express an independent verification opinion on the GHG emissions inventory and report for the period January 1<sup>st</sup>, 2025, to December 31<sup>st</sup>, 2025 ("2025"). Intertek affirms our independence from Auria and, to our knowledge, free from bias and conflicts of interest with the organization.

### Scope of Verification

The organizational boundary followed the operational control approach. The verification covered GHG emissions activities from 17 sites across North America and Europe. The verification included verification of Scope 1 and Scope 2 as follows:

- **Scope 1:** Direct GHG Emissions
- **Scope 2:** Indirect GHG Emissions from Purchased Electricity (Location based)

The current Scope 1 and 2 GHG emissions inventory follows the *GHG Protocol: A Corporate Accounting and Reporting Standard*.

### Objectives

The objectives of this limited assurance verification exercise were, by review of objective evidence, to confirm whether any evidence existed that the GHG emissions, as declared in the organization's GHG inventory were not accurate, complete, consistent, transparent, and free of material error or omission in accordance with the criteria outlined below.

### Criteria

Criteria against which the verification assessment was undertaken, includes:

- International Standard on Assurance Engagements (ISAE) 3000 (revised) for 'Assurance Engagements other than Audits or Reviews of Historical Financial Information'.
- International Standard on Assurance Engagements (ISAE) 3410 for 'Assurance Engagements on Greenhouse Gas Statement'.
- ISO 14064-3: 2019 Specification with Guidance for the Verification and Validation of Greenhouse Gas Statements
- Greenhouse Gas Protocol Corporate and Value Chain Accounting and Reporting Standards



### Level of Assurance

The level of assurance agreed is that of limited assurance. A materiality level of 10% was applied. Assessment of compliance and materiality was undertaken against the stated calculation methodology and criteria.

### Conclusion & Verification Opinion

Intertek performed verification work to obtain the information, explanations, and evidence that we considered necessary to provide a limited level of assurance based on the verification plan prepared at project initiation. The verification was conducted with regard to the GHG emissions inventory, reporting and supporting records for the year 2025. The assessment included the collection of evidence supporting the reported data and multiple checks of compiled data, emissions factors, calculation methodologies, data collection and management systems and referenced verification criteria and reporting standards. The verification statement shall be interpreted with the GHG assertion of Auria as a whole.

Intertek followed a risk-based approach to verification, by initially identifying risks associated with the GHG emissions inventory and controls in place to mitigate risks. The examination included assessment, on a limited sample set, of evidence relevant to the reporting of GHG emissions information.

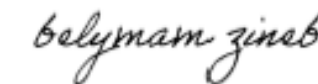
The GHG emissions information for the period January 1<sup>st</sup>, 2025, to December 31<sup>st</sup>, 2025 was verified by Intertek to a limited assurance level, consistent with the agreed verification scope, objectives, and criteria. All errors and corrective action in reported data identified during the verification process have been duly corrected. 100% of emissions by scope are verified as follows (in metric tons):

Scopes	GHG Emission	Unit
Scope 1 - Direct GHG Emissions	16,757.258	tCO <sub>2</sub> -eq.
Scope 2 – Indirect GHG Emissions from Purchased Electricity (Location based)	59,915.90	tCO <sub>2</sub> -eq.

### Assurance Statement

Based on the data and information provided by Auria, Intertek concludes with limited assurance that there is no evidence that the GHG emissions assertion is not materially correct, is not a fair representation of the GHG emissions data and information and is not prepared in accordance with the criteria listed above.

### For Intertek Assuris



Zineb Belymam, Verifier  
Senior Sustainability Consultant  
Intertek Assuris  
21<sup>st</sup> April 2026



Beth Mielbrecht, Reviewer  
Associate Director  
Intertek Assuris  
21<sup>st</sup> April 2026

*No member of the verification team has a business relationship with Auria, its Directors or Managers beyond that is required of this assignment. No form of bribe has been accepted before, throughout and after performing the verification. The verification team has not been intimidated to agree to do this work, change and/or alter the results of the verification. The verification team has not participated in any form of nepotism, self-dealing and/or tampering. If any concerns or conflicts were identified, appropriate mitigation measures were put in place, documented and presented with the final report. The process followed during the verification is based on the principles of impartiality, evidence, fair presentation and documentation. The documentation received and reviewed supports the conclusion reached and stated in this opinion.*

