



KIEKERT

SUSTAINABILITY

REPORT

2024

FOREWORD

Dear Readers,

Welcome to Kiekert's 2024 Sustainability Report. As a leading player in the automotive industry and a family-spirit business with a long-term vision, we are proud to share our unwavering commitment to a more sustainable future.

We recognize the urgent need for action in the face of climate change and the evolving landscape of our industry. At Kiekert, we are thinking and planning for decades and are dedicated to minimizing our environmental impact while making positive contributions to society. Over the past two years, we have accelerated our efforts across all aspects of our operations, reducing our carbon footprint and accelerating the transition to renewable energy sources while promoting tolerance, internationality, and trust within our workforce. We are committed to our home base in Germany, relocating production back from abroad, and increasing our local presence and commitment.

As pioneers in automotive locking systems, we are uniquely positioned to drive the transformation toward a greener, more equitable automotive industry. Our technological expertise allows us to develop innovative, sustainable solutions for our customers, such as lightweight, energy-efficient locking and charging mechanisms. Strategically, we are – amongst others – focusing on our “localization” or „re-localization“ efforts, developing people and products where our customers are. This way, we are not only increasing the ability to anticipate without the company, i.e. to foresee trends and market developments internationally and react to them at an early stage but also ameliorating our competencies to adapt to local needs and build efficient production and logistics operations.

This report details our comprehensive approach to sustainability, encompassing circular economy practices, responsible supply chain management, and our social responsibility efforts. We invite you to join us on our sustainability journey as we continue to innovate, collaborate, and strive for a better tomorrow.

Sincerely,

Jérôme Debreu
Chairman of the Executive Board & CEO

TABLE

OF

CONTENTS

	FOREWORD	
1	KIEKERT	6
	1.1. SUSTAINABILITY: A CORNERSTONE OF OUR IDENTITY	8
	1.2. FACTS & FIGURES	9
2	SUSTAINABILITY	10
	2.1. THE KIEKERT SUSTAINABILITY STRATEGY IN ACTION	12
	2.2. ETHICAL LEADERSHIP AND RESPONSIBLE INNOVATION	13
	2.3. BUILDING A FRAMEWORK FOR COMPREHENSIVE REPORTING	14
	2.3.1. MATERIAL TOPICS	15
3	ENVIRONMENT	16
	3.1. CARBON FOOTPRINT	18
	3.1.1. CLIMATE NEUTRALITY	18
	3.1.2. SCOPE 1 -3 EMISSIONS	18
	3.2. ENVIRONMENTAL & ENERGY MANAGEMENT	19
	3.2.1. RESOURCE CONSUMPTION & WASTE	19
	3.2.2. PRODUCT DESIGN & MATERIAL	23
4	SOCIAL	24
	4.1. ENGAGEMENT	26
	4.1.1. HEALTH & SAFETY	27
	4.1.2. EMPLOYMENT	29
	4.1.3. EMPLOYEE WELL-BEING	31
5	CONCLUSION	32

1

KIEKERT

Founded in 1857, Kiekert has grown into a global leader in automotive locking systems, trusted by major vehicle manufacturers worldwide. With a workforce of around 5.000 employees across 11 countries, we operate seven R&D centers, eight production plants and three sales locations, working tirelessly to develop, produce, and deliver tailor-made locking and drive systems.



Our core product, the side-door latch, encompasses essential safety and comfort features. We are proud of our history of innovation, including groundbreaking inventions like central locking and electromechanical power closing. Throughout our journey, our customers have always been the driving force behind our innovative spirit, quality consciousness, and international growth. As a technology leader, we are committed to maintaining this customer-centric approach and continuing to push the boundaries of innovation.

SUSTAINABILITY: A CORNERSTONE OF OUR IDENTITY

At Kiekert, sustainability is a core principle that guides our actions and decisions. We are dedicated to working together with respect, integrity, and tolerance to become pioneers of sustainable development in the production of intelligent safety closure systems.

Environmental protection

We prioritize environmental protection from the very beginning of our product design process. Weight optimization and the replacement of hazardous substances are key considerations, minimizing negative impacts on the environment. Our commitment to resource conservation is evident in our efficient energy management practices, such as utilizing waste heat for heat recovery, employing combined heat and power plants, and installing ecological ventilation systems that filter air with rainwater.

Health and safety

The well-being of our employees is paramount. We maintain uniform standards in our global production system, conduct risk assessments for every workplace, provide ergonomic workstations, and implement measures to prevent health hazards at our plants. This comprehensive approach ensures a safe and healthy work environment for all our employees.

Legal compliance and ethical conduct

At Kiekert, we adhere to all legal requirements and follow strict compliance guidelines. Regular training sessions keep our employees informed about relevant laws, regulations, and social standards. We foster a culture of ethical conduct and continuously evaluate compliance to ensure our actions align with our values. Additionally, we have established a whistleblower hotline, enabling all employees to anonymously and securely report compliance violations or instances of discrimination, ensuring no disadvantage for those who come forward.

Sustainable supply chain

Sustainability extends beyond our operations. We actively engage with our suppliers through information events and regular evaluations of their sustainable performance. Our strict criteria for selecting suppliers and our commitment to improvement programs promote sustainability throughout our entire supply chain.

Our vision for the future

As we look towards the future, we are excited about the possibilities that lie ahead. Our unwavering commitment to innovation, quality, and sustainability will continue to drive us forward as we strive to create intelligent closure systems that meet the evolving needs of the automotive industry and contribute to a more sustainable world. We are confident that our strong foundation, our dedicated workforce, and our focus on customer satisfaction will ensure our continued success in the years to come.



5,000
Employees

1.2

FACTS & FIGURES

1/3

Design
Market
Share

11

Locations

1857

Founded

4,000+
Patents



~ 900mn
Sales in €

2

SUSTAINABILITY

At Kiekert, sustainability is deeply ingrained in our corporate DNA. We recognize that as global leader in the automotive supplier industry, we have a responsibility to drive positive change and minimize our environmental impact. Our comprehensive sustainability strategy is built on three core pillars: Environmental, Social, and Governance (ESG).



ENVIRONMENTAL

We are dedicated to continuously measuring and reducing our carbon footprint. Through efficient systems and a focus on renewable energy, we aim to minimize our environmental impact and contribute to a greener future.

SOCIAL

We believe in fostering a safe and inclusive work environment for all employees, supporting community projects and sustainable partnerships, and upholding ethical standards throughout our entire supply chain.

GOVERNANCE

Transparency, ethical conduct, and compliance with legal requirements are fundamental to our sustainability strategy. We maintain robust risk management and reporting procedures to ensure accountability and continuous improvement.



2.1

THE KIEKERT SUSTAINABILITY STRATEGY IN ACTION

Led by our Head of Global Sustainability, the Kiekert Sustainability Department oversees the seven segments of our comprehensive strategy. Each production site has a dedicated Sustainability Manager who ensures the implementation and coordination of both global and local initiatives, driving sustainability efforts on the ground.

Our ambitious goals

We have set ambitious goals to achieve complete climate neutrality throughout our entire value chain by 2040. By 2030, we aim to make Kiekert's production sites CO₂-neutral, focusing on reducing emissions in the procurement, generation, and use of electrical energy.

Recognition and progress

Our sustainability efforts have been recognized with a CDP rating of B- in 2023, highlighting our continuous improvement and commitment to sustainability. We are proud of the various initiatives we have implemented in recent years, including the installation of solar panels, donation drives in cooperation with food banks, and volunteer days at retirement homes.

Reporting and transparency

We adhere to the GRI standard for sustainability reporting, ensuring transparency and comparability of our performance. This allows us to communicate our progress and challenges openly to our stakeholders.

Our commitment

Kiekert is dedicated to sustainable development and takes its responsibility towards the environment and society seriously. We are committed to driving positive change in the automotive industry and working towards a more sustainable future for all.

ETHICAL LEADERSHIP AND RESPONSIBLE INNOVATION

The growing importance of sustainable development is evident in evolving customer preferences, legislative advancements, and the introduction of new regulations such as the LKSG, ESRS, CSRD, and CBAM at European and national levels. These developments underscore the need for companies to actively drive sustainable transformation within their operations. At Kiekert, we are committed to meeting these evolving demands and continuously strengthening our commitment to sustainability.

Proactive measures for a sustainable future

We are proactively addressing these challenges through a multi-faceted approach. We are taking measures to integrate social and environmental criteria in our product design process, prioritizing the use of sustainable raw materials and maximizing product circularity through recycling and disassembly. The establishment of a global Sustainability Department ensures coordinated efforts across all Kiekert locations, facilitating effective change management.

To align with new regulations and enhance our decision-making processes, we are planning to conduct a double materiality assessment to ensure that sustainability considerations are embedded in our business strategy. This approach considers not only financial factors but also the environmental and social impacts of our business decisions, ensuring a holistic perspective on sustainability.

Our commitment: beyond compliance

Our commitment to sustainability is driven not only by external requirements but also by a deep-rooted internal conviction. We believe that sustainable actions are not only our responsibility but also a strategic opportunity to create long-term value, foster innovation, and contribute positively to the environment and society. Kiekert is dedicated to this path and strives to be a leader in shaping a sustainable future for the automotive industry.

By embracing sustainability as a core principle, we are building a stronger and more resilient company, capable of adapting to evolving market dynamics and meeting the expectations of our stakeholders.

Our Supplier Code of Conduct ensures that our suppliers commit to upholding human rights within the supply chain and implementing measures to prevent child labor. By enforcing these standards, we ensure compliance with the requirements of the German Supply Chain Act (LkSG), contributing to a more ethical and sustainable supply chain.





2.3

BUILDING A FRAMEWORK FOR COMPREHENSIVE REPORTING

Kiekert is committed to aligning our sustainability reporting with the GRI Standards to ensure open and transparent communication about our progress and challenges. However, as we are still developing the necessary structures for full GRI compliance, our current reporting is done in reference to GRI. We are actively working to define and implement relevant KPIs (*Key Performance Indicators*) to ensure comprehensive reporting on all material sustainability topics in line with GRI Standards in the future.

2.3.1 Material Topics

The process for defining Kiekert's material topics involved several steps. First, we identified all relevant stakeholders, both internal (*management, blue-collar workers, shareholders*) and external (*government/society, suppliers, customers, consumers, and future employees*). We then determined their needs and expectations to identify the impacts of our business operations on them.

These impacts were categorized into energy, environmental, and social (*labor, health aspects, human rights*) factors, and relevant impacts were identified for each category. We utilized various sources relevant to the automotive industry, such as SASB, UN SDGs, The Ten Principles of the UN Global Compact, the German Sustainability Code, and Kiekert's Code of Conduct.

For each impact, we assessed its significance to individual stakeholders using an evaluation system that considered the scale, scope, and severity of the potential impact. This assessment allowed us to prioritize the most significant impacts for reporting in alignment with the GRI standards. The identified impacts were then grouped into topics that could be assigned to individual GRI standards. The relevant GRI standards are listed in the following table. It should be noted that reporting on all identified GRI standards is not yet possible, as the necessary data to meet the requirements are not yet available in all cases. (3-1)

GRI

LIST OF MATERIAL TOPICS (3.2)

MATERIALITY

GRI STANDARD	Topic	Materiality		
		High	Medium	Low
201	Economic Performance			○
205	Anti-Corruption			○
204	Procurement Practices		○	
206	Anti-Competitive Behavior			○
301	Materials	○		
302	Energy	○		
303	Water and Effluents		○	
305	Emissions	○		
306	Waste		○	
308	Supplier Environmental Assessment		○	
401	Employment		○	
402	Labor/Management Relations		○	
403	Occupational Health and Safety	○		
404	Training and Education			○
406	Non-discrimination			○
407	Freedom of Association and Collective Bargaining			○
408	Child Labor			○
409	Forced or Compulsory Labor			○
414	Supplier Social Assessment			○
416	Customer Health and Safety		○	
418	Customer Privacy			○

3

ENVIRONMENT

Kiekert is committed to identifying and mitigating environmental and human rights risks throughout our operations and value chain. We have conducted a materiality assessment to identify and prioritize the most significant risks we face, and we are currently implementing a double materiality assessment to further strengthen our understanding of both the impact of our business on people and the planet, as well as the impact of sustainability issues on our business.

This assessment will enable us to identify and assess potential human rights violations, such as forced or child labor, and environmental impacts, such as pollution or resource depletion, within our own operations and our supply chain. By conducting annual reviews of the assessment results, we ensure that the identified risks remain relevant and that we can continuously minimize them as much as possible. Our commitment to upholding human rights is also reflected in our adherence to the UN Global Compact principles and our Code of Conduct, which explicitly prohibits any form of discrimination, harassment, or human rights abuses.

3.1

CARBON FOOTPRINT

Kiekert has developed a specialized tool to measure and analyze the carbon footprint of our products and supply chain. This tool utilizes data sets from a leading provider of life cycle inventory data, in conjunction with our internal production data. We also collaborate closely with a logistics service provider to optimize both internal and external logistics processes, further reducing our environmental impact.

3.1.1 Climate Neutrality

Our commitment to climate neutrality is a company-wide effort. We leverage our carbon footprint tool to identify opportunities for minimizing emissions throughout our product lifecycle. This includes optimizing production steps, reducing packaging waste and scrap, and exploring alternative materials in our R&D department, all while maintaining our stringent safety standards.



3.1.2 Scope 1-3 Emissions

The following table presents Kiekert's Scope 1 and Scope 2 greenhouse gas (GHG) emissions in tons of CO² equivalent for the years 2022 and 2023. Scope 1 emissions encompass direct emissions from our operations, while Scope 2 emissions include indirect emissions from purchased energy.

We are working to expand our data collection and analysis capabilities to include Scope 3 emissions, which cover indirect emissions from our value chain, in our future reporting. This will provide a more complete picture of our carbon footprint and enable us to identify further opportunities for reducing our environmental impact (GRI-305).

GREENHOUSE GAS EMISSIONS in tons of CO²

		2022		2023	
		SCOPE 1	SCOPE 2	SCOPE 1	SCOPE 2
LOCATION	KCC	122,002	3230,087	127,98 ↗	2495,771 ↘
	KUS	5,308	561,705	9,784 ↗	599,704 ↗
	KMX	764,292	1855,746	529,897 ↘	1780,554 ↘
	KCS	1878,76	4227,734	345,76 ↘	1361,694 ↘
	KHH	1164,848	95,83	1270,898 ↗	93,022 ↘
TOTAL		3.935,21	9.971,102	2.284,32 ↘	6.327,75 ↘



3.2

ENVIRONMENTAL & ENERGY MANAGEMENT

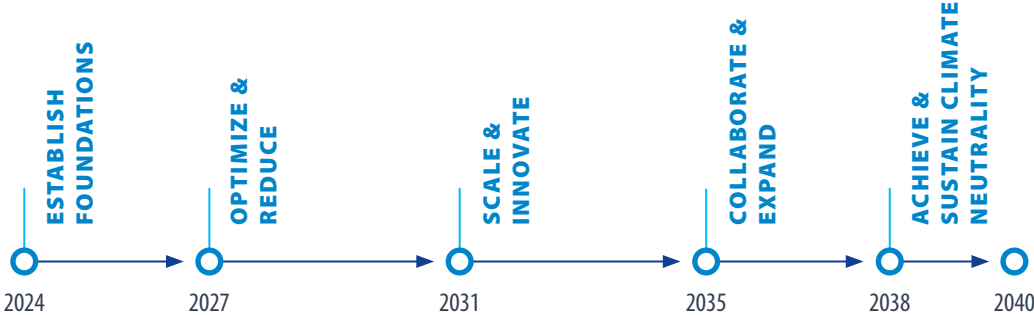
3.2.1 Resource Consumption & Waste

Kiekert is committed to minimizing resource consumption and waste generation throughout our operations. We have implemented robust environmental and energy management systems, certified to ISO 14001 and ISO 50001 standards, to ensure continuous improvement and adherence to best practices.

Our dedication to renewable energy is evident in our diverse initiatives. In China, we harness the power of the sun through solar panels, while our facilities in Heiligenhaus and the Czech Republic rely on purchasing of 100% green energy. We are also exploring the potential of combined heat and power (CHP) plants, which offer enhanced energy efficiency and reduced emissions.

Our goal is to achieve climate neutrality across all operations by 2040. To ensure progress towards this target, we have implemented a five-step roadmap, enabling us to track and measure our advancements. This ambitious goal reflects our unwavering commitment to environmental stewardship and resource conservation.

KIEKERT'S FIVE STEP ROADMAP to reach our sustainability target



Energy Consumption

Kiekert's energy consumption primarily stems from electricity and gas usage across our various locations. The table below illustrates our energy consumption in megawatt-hours (MWh) for the years 2022 and 2023 (GRI-302).

7 AFFORDABLE AND CLEAN ENERGY



ENERGY CONSUMPTION in MWh

LOCATION	2022		2023	
	ELECTRICITY	GAS	ELECTRICITY	GAS
KCC	4078,4	0	3827,6 ↓	0 →
KUS	1390,3	1053,8	1484,4 ↑	898,0 ↓
KMX	4593,4	229,7	4437,6 ↓	189,7 ↓
KCS	14773,5	348,4	14869,0 ↑	403,0 ↑
KHH	2371,5	5515,7	2222,4 ↓	6057,1 ↑
TOTAL	2.7207,7	7.147,6	26.841,0 ↓	7.547,8 ↑

Water Use & Management

At Kiekert, water is used solely for sanitary purposes and employee hydration, with no direct usage in our production processes. The wastewater generated from these activities is discharged into the municipal sewage system, resulting in no direct environmental impact attributable to the company. Kiekert exclusively sources its water from local municipal water suppliers, relying on their established infrastructure and management practices for water withdrawal and treatment.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



The table below illustrates Kiekert's water consumption in megaliters across different locations for the years 2022 and 2023 (GRI-303).

WATER CONSUMPTION in megaliter

LOCATION	2022	2023
	KCC	7,132
KUS	7,789	3,796 ↓
KMX	16,529	16,560 ↑
KCS	24,192	23,225 ↓
KHH	4,986	7,137 ↑
TOTAL	60,628	57,561 ↓

Waste Management

Kiekert is committed to minimizing waste generation and maximizing resource recovery throughout our operations. The following table presents a comprehensive overview of our waste management performance, detailing the total waste generated, the amount recycled, and the amount disposed of, including hazardous and non-hazardous waste streams. The data reveals a significant decrease in total waste generated from 2022 to 2023, highlighting our ongoing efforts to improve waste reduction and recycling practices (GRI-306).

WASTE DISPOSAL AND RECYCLING in tons

		2022				
		WASTE		DISPOSED WASTE		
		TOTAL	RECYCLED	TOTAL	HAZARDOUS	NON-HAZARDOUS
LOCATION	KCC	230,382	147,2745	99,6855	16,5815	83,1075
	KUS	761,2345	463,79	307,44	0	307,44
	KMX	1346,18	1246,087	453,79	43,581	56,511
	KCS	1484,232	1062,569	421,663	57,06	364,6
	KHH	186,021	121,657	64,371	12	52,371
TOTAL		4.008,05	3.031,38	1.346,95	129,23	864,03

		2023				
		WASTE		DISPOSED WASTE		
		TOTAL	RECYCLED	TOTAL	HAZARDOUS	NON-HAZARDOUS
LOCATION	KCC	223,67 ↘	147,638 ↗	76,0278 ↘	12,0715 ↘	63,9563 ↘
	KUS	743,6925 ↘	442,1325 ↘	301,56 ↘	0 →	301,56 ↘
	KMX	1354,35 ↗	1231,69 ↘	122,657 ↘	50,577 ↗	72,08 ↗
	KCS	1354,35 ↘	988 ↘	380,19 ↘	42,19 ↘	338 ↘
	KHH	200,192 ↗	154,629 ↗	45,563 ↘	13,858 ↗	31,705 ↘
TOTAL		3890,1 ↘	2964,1 ↘	926,0 ↘	118,7 ↘	807,3 ↘



3.2.2 Product Design & Material

Kiekert's R&D department is actively engaged in several initiatives aimed at enhancing product design and material sustainability. These initiatives include:

- The development of a proprietary carbon footprint evaluation tool to assess and minimize the environmental impact of our products.
- Integrating green material characteristics into our central materials database, enabling engineers to make more informed and sustainable material choices during product development.
- Exploring the use of CO²-optimized materials, such as green thermoplastics, as substitutes for conventional materials to reduce our carbon footprint and promote a circular economy.
- Implementing lightweighting strategies to optimize resource consumption and reduce material usage in our products.
- Standardizing components across different products to streamline production processes and optimize them from a sustainability perspective.
- Utilizing simulations instead of physical prototypes to reduce material consumption during product development.

The initiatives demonstrate Kiekert's commitment to sustainable innovation and minimizing our environmental impact throughout the product lifecycle.

4

SOCIAL

At Kiekert, we believe that our employees and partners are our greatest assets, and we strive to create a work environment that is fair and safe. This commitment extends to ensuring fair working conditions, promoting tolerance, internationality, and trust within our workforce, and supporting community projects. We uphold the highest ethical standards in all our business practices, as outlined in our internal Code of Conduct, which guides our interactions with employees, business partners, and stakeholders. We also prioritize the health and safety of our employees through comprehensive risk assessments, ergonomic workstations, and ongoing training programs. We expect the same dedication to ethical conduct and sustainability from our suppliers, as detailed in our Supplier Code of Conduct. We believe that by fostering a positive social impact, we can create long-term value for both our company and the communities in which we operate.

Kiekert's dedication to social responsibility is demonstrated through our proactive measures to eliminate child labor and promote diversity and inclusion. We adhere to the principles of the UN Global Compact, ensuring fair labor practices and safe working conditions in all our facilities worldwide. Our commitment to ethical conduct and compliance is embedded in our Code of Conduct, which guides our interactions with employees, business partners, and stakeholders. We also prioritize the health and safety of our employees through comprehensive risk assessments, ergonomic workstations, and ongoing training programs. Additionally, we extend our sustainability efforts beyond our operations by engaging with suppliers to ensure they meet our high standards for social and environmental responsibility.

4.1

ENGAGEMENT

In the following, we are listing just a selection of our company-wide activities and awards to show our engagement with internal and external stakeholders.



Přebouč — CZECH REPUBLIC

The Christmas celebration that is regularly prepared for the elderly in Přebouč has been named “Project of the Year” in the category “Care for the Elderly” of the Czech Republic CSR Awards.

Puebla — MEXICO

Kiekert Mexiko obtained the distinction as a “Socially Responsible Enterprise”, awarded by the Mexican Center for Philanthropy (Cemefi), for the sixth time. This prestigious recognition reflects our continued commitment to positively contribute to the community with sustainable, ethical, and socially responsible practices in all our operations, as well as the well-being of our employees and care for the environment.



Heiligenhaus — GERMANY

Christmas campaign in cooperation with the foodbank Niederberg. Kiekert Heiligenhaus helps people in difficult situations to provide a Christmas meal and moments of joy for their families. The packed Christmas bags were handed over to the foodbank Niederberg for distribution.

Changshu — CHINA

KCC solar panels were installed on the roof of our plant from March 2023 until February 2024 – a total of 3863 square meters. The power generation was 744,187 kWh in past one year, resulting in carbon emission reduction of 335 tons (tCO₂e).





4.1.1 Health & Safety

At Kiekert, we prioritize the health and safety of our employees above all else. Since 2018, all of our plants have operated in strict accordance with ISO 45001 on Occupational Health and Safety (OH&S), ensuring a safe workspace for everyone (GRI 403-1).

We adhere to necessary legal requirements, covering all workers, activities, and workplaces under our OH&S system. Continuous risk assessments are conducted to identify work-related hazards and assess risks comprehensively. Through our well-functioning OH&S organization, regular meetings, and frequent employee training, we maintain the quality and effectiveness of our OH&S system. Workers are encouraged to report work-related hazards through an internal standardized process, allowing for prompt identification and mitigation of risks. In cases where work-related injuries are reported, they are thoroughly investigated as part of our regular risk assessments (GRI 403-2, GRI 403-3).



In addition to our proactive approach to occupational health and safety, we provide comprehensive training to our staff. This includes annual safety training, frequent ESG training, and participation in professional associations, ensuring that our employees are equipped to handle generic and specific work-related hazards, hazardous activities, or hazardous situations. Regular meetings and training sessions further ensure that all employees are informed about the latest safety protocols and actively participate in shaping our occupational health and safety management system. Furthermore, our ideas management system provides a platform for employees to contribute suggestions for improving workplace safety (GRI 403-4, GRI 403-5).

Our commitment to employee well-being extends beyond the workplace. We provide access to medical services and health promotion programs to support our employees' health both on and off the job. These measures are designed to minimize both work-related and general health risks, reflecting our holistic approach to employee health and safety (GRI 403-6).

Moreover, we have implemented guidelines for external companies and visitors to ensure they adhere to our high standards for health and safety in the workplace. This comprehensive approach helps prevent or mitigate any significant negative impacts on health and safety that may be directly linked to our operations, products, or services through our business relationships (GRI 403-7).

OCCUPATIONAL HEALTH & SAFETY GRI 403

GRI	Description	2022	2023
403-8a(i)	Number and percentage of employees and workers covered by the OH&S system implemented	DIN ISO 45001; all employees	
403-8a(ii)	Employees covered by internally audited system	100%	100%
403-8a(iii)	Employees covered by externally audited/certified system	100%	100%
403-8b	Exclusion of workers from disclosure	n/a	n/a
403-8c	Contextual information	n/a	n/a
403-9a(i)	Number and rate of fatalities	0	0
403-9a(ii)	Number and rate of high-consequence injuries	0	0
403-9a(iii)	Number and rate of recordable injuries	1	3
403-9a(iv)	Main types of work-related injury	Finger injury	Stumble
403-9a(v)	Number of hours worked	881,064	931,256
403-9b(i)	Number and rate of fatalities for non-employees	0	0
403-9b(ii)	Number and rate of high-consequence injuries for non-employees	0	0
403-9b(iii)	Number and rate of recordable injuries for non-employees	0	0
403-9b(iv)	Main types of work-related injury for non-employees	n/a	n/a
403-9b(v)	Number of hours worked for non-employees	n/a	n/a
403-9c(i)	Work-related hazards posing high-consequence injury risk	Risk assessment	
403-9c(ii)	Hazards contributing to high-consequence injuries	None	None
403-9c(iii)	Actions to eliminate hazards and minimize risks	None	None
403-9d	Actions to eliminate other hazards and minimize risks	Risk assessment documentation	
403-9e	Calculation basis for rates	1,000,000 hours worked	
403-9f	Exclusion of workers from disclosure	n/a	n/a

4.1.2 Employment

The following tables present a comprehensive overview of Kiekert's employment figures for 2022 and 2023, focusing on new hires and turnover rates across various age groups and genders at our facilities in Germany, China, Mexico, the Czech Republic, and USA. These figures provide valuable insights into our workforce demographics and dynamics, highlighting trends in recruitment and retention (GRI-401).



KHH Germany

		2022				2023			
		NEW HIRES		TURNOVER		NEW HIRES		TURNOVER	
		TOTAL	RATE	TOTAL	RATE	TOTAL	RATE	TOTAL	RATE
AGE	< 30	21	37%	8	10%	28	32%	8	20%
	30-50	24	42%	25	31%	44	51%	17	41%
	> 50	12	21%	47	59%	15	17%	16%	39
GENDER	♀	7	12%	14	18%	19	22%	5	12%
	♂	50	88%	66	82%	68	78%	36	88%



KCC China

		2022				2023			
		NEW HIRES		TURNOVER		NEW HIRES		TURNOVER	
		TOTAL	RATE	TOTAL	RATE	TOTAL	RATE	TOTAL	RATE
AGE	< 30	137	34%	33	49%	85	32%	9	20%
	30-50	268	65%	35	51%	177	68%	35	80%
	> 50	2	1%	0	0%	0	0%	0	0%
GENDER	♀	234	57%	27	40%	27	47%	19	43%
	♂	173	43%	41	60%	41	53%	25	57%

KUS USA



WIXOM

		2022				2023			
		NEW HIRES		TURNOVER		NEW HIRES		TURNOVER	
		TOTAL	RATE	TOTAL	RATE	TOTAL	RATE	TOTAL	RATE
AGE	< 30	13	38%	18	31%	16	34%	9	30%
	30-50	15	45%	28	48%	22	48%	11	35%
	> 50	6	17%	12	21%	8	18%	11	35%
GENDER	♀	6	17%	16	28%	12	26%	7	23%
	♂	28	83%	42	72%	26	74%	24	77%

KMX Mexico

		2022				2023			
		NEW HIRES		TURNOVER		NEW HIRES		TURNOVER	
		TOTAL	RATE	TOTAL	RATE	TOTAL	RATE	TOTAL	RATE
AGE	< 30	21	44%	64	45%	118	56%	69	49%
	30-50	24	50%	55	39%	80	38%	60	42%
	> 50	3	6%	22	16%	13	6%	13	9%
GENDER	♀	30	63%	71	51%	133	63%	79	56%
	♂	18	38%	70	49%	78	37%	63	44%

KCS Czech Republic

PŘELOUČ

PUEBLA

		2022				2023			
		NEW HIRES		TURNOVER		NEW HIRES		TURNOVER	
		TOTAL	RATE	TOTAL	RATE	TOTAL	RATE	TOTAL	RATE
AGE	< 30	52	28%	56	20%	112	42%	104	31%
	30-50	102	56%	153	56%	124	47%	152	45%
	> 50	29	16%	66	24%	28	11%	81	24%
GENDER	♀	101	55%	143	52%	145	55%	187	55%
	♂	82	45%	132	48%	119	45%	150	45%



4.1.2 Employee Well-Being

At Kiekert, we respect the right to freedom of association and collective bargaining. Our employees are represented by a Works Council that actively participates in decision-making processes and ensures compliance with laws, regulations, and collective agreements about employees' rights and interests. The Works Council has also established company agreements on various topics, including compliance (ethical business conduct), mobile work, travel management, and performance-based compensation. This collaborative approach fosters a positive and productive work environment, where employees' voices are heard, and their well-being is prioritized.

5

CONCLUSION

Kiekert's Sustainability Report demonstrates our dedication to driving positive change in the automotive industry and beyond. We are proud of the progress made in reducing our carbon footprint, conserving resources, and promoting social responsibility throughout our operations and supply chain. Our commitment to climate neutrality by 2040 and our ongoing efforts to implement sustainable practices in product design and material selection highlight our dedication to a greener future.

However, we recognize that our journey towards sustainability is ongoing. We will continue to refine our data collection and reporting processes, expand our scope to include Scope 3 emissions and integrate double materiality assessments into our decision-making. We will also continue to engage with our stakeholders, including employees, suppliers, and customers, to foster a collaborative approach to sustainability.

We express our sincere gratitude to all Kiekert employees for their unwavering commitment to our sustainability goals. Their dedication and hard work are essential to our success. We also thank our partners and suppliers for their collaboration in implementing sustainable practices throughout our value chain.

As we look to the future, we remain steadfast in our commitment to sustainable development. We believe that by embracing innovation, responsibility, and collaboration, we can create a brighter, more equitable, and environmentally conscious future for the automotive industry and the world.

——— *We invite you to join us on this journey as we continue to strive for a more sustainable tomorrow.*



KIEKERT SUSTAINABILITY REPORT

September 2024

Kiekert AG · Heiligenhaus · Germany

www.kiekert.com

kiekert
TECHNOLOGY THAT LEADS