



# SUSTAINABILITY REPORT 2022



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## Preliminary remark:

For reasons of linguistic simplicity, the masculine form is used in this document, but all genders are meant equally. We respect and recognize the diversity of gender identities and use this spelling for practical reasons only.

# Foreword of the shareholders

## Dear Readers,

We had high expectations for 2022, hoping for normality and an economic upturn. The initial forecasts and plans aroused optimism, but we were quickly proven wrong.

The year 2022 was characterized by a series of crises that had a significant impact on our business activities. The semiconductor crisis at the beginning of the year, followed by the war in Ukraine, once again brought with it major economic and political uncertainties. This led to instability and even complete supply chain failures, rising energy and raw material prices, inflation and challenges with employee availability.

Meleghy Automotive was always able to maintain its supply chains and was able to deliver. However, due to the mutual influence in the supplier network, there were partial interruptions and even call-off cancellations, with massive consequences in some cases in the form of major fluctuations in material orders and the provision of personnel resources. Inevitably, planned production targets could not be achieved. Coordinating our personnel capacities in particular became an enormous challenge. Basically, we had to start all over again every few weeks to reactivate the individual production areas, and we often had to rely on recruiting and training sufficient staff to meet our customers' needs.

In 2022, we faced a number of challenges that affected our plans and processes. Despite these circumstances, we would like to express our sincere appreciation and thanks to our dedicated workforce. Their perseverance and willingness to face the unpredictable circumstances have been instrumental in helping us overcome these turbulent times together. In difficult moments, we realized how important cohesion and solidarity are. Our employees therefore deserve special appreciation, as it was only together that we were able to successfully overcome these challenges.

The key theme at the IAA 2021 in Munich was „Sustainability“. This buzzword stands for a holistic understanding of ethical, economic and ecological aspects along the entire value chain. Sustainability obliges us to take responsibility not only within our factory gates, but also outside with regard to our environment, society and ourselves.

As a family business, we consider responsible action to be a matter of course and set high standards for ourselves. As a company of our size, we have committed to establishing a comprehensive set of rules by 2025 at the latest and documenting our activities in a publicly accessible sustainability report. We are starting this report with a look back at the 2022 economic year.



Establishing a comprehensive reporting system was a major task that we tackled in 2022 and will continue in 2023. Within our organizational unit for quality management, we have undertaken a realignment and worked together with various departments in our organization on this extensive project.

Bringing our activities together has heightened our awareness of performance within our organization and provided us with valuable insights to help us make continuous improvements.

Among other things, we have intensified our risk management and expanded it in the areas of corporate governance, environment, social affairs and energy. We consider both internal and external risks.

In view of climate change, the reduction of CO<sub>2</sub> emissions in our company and our supply chains is taking center stage. In close coordination with our most important customers, we are setting ourselves ambitious targets for climate neutrality that are in line

with the applicable laws. We also actively involve our suppliers in these efforts. Achieving our goals requires a collaborative effort from everyone involved, both within our Group and from our partners.

In this report, we would like to give you an insight into how Meleghy Automotive has dealt with these challenges in 2022 and how we have pursued our sustainability goals. This first edition of our sustainability report serves to illustrate our progress towards becoming a more sustainable company within the group of companies Meleghy International through examples, figures, graphs and photos.

With best regards

Dr. Gyula Meleghy, (CEO) Meleghy International

Dr. Thomas Werle, (CTO/COO) Meleghy International



Dr. Thomas Werle, (CTO/COO) Meleghy International



Dr. Gyula Meleghy, (CEO) Meleghy International

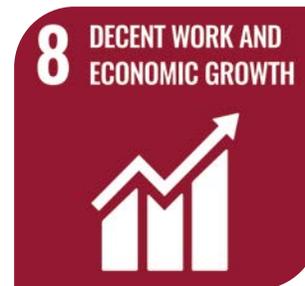
# Report scope

The Meleghy Automotive Sustainability Report 2022 provides a comprehensive insight into our strategy, goals and achievements in the area of sustainability. In this report, we analyze our commitment in various sustainability areas, including economic, environmental and social sustainability. We take into account our main markets, stakeholder expectations, applicable legislation and organizational requirements. We examine our products and services as well as key ethical, social, ecological and corporate policy aspects that significantly influence our actions and our environment.

Some of the data presented in this report is also included in Meleghy International's annual report and is audited externally. Our sustainability reporting is based on the standards of the GRI (Global Reporting Initiative) and the 17 Sustainable Development Goals (SDGs) of the United Nations (UN). Based on a comprehensive materiality analysis and an employee survey, we have identified five SDGs on which we have the greatest influence and which are therefore particularly relevant to us.



We strengthen our credibility and acceptance as a reliable key supplier for our customers through efficient processes and a continuous willingness to improve. We are closely monitoring the evolving regulation of the competitive environment, including the Supply Chain Act, which will come into force in 2023, and are adapting flexibly to maintain our competitiveness. We are also integrating the sustainable priorities set by the current German government at an early stage in order to respond effectively to the increasing legalization of corporate responsibility.



Focus on SDGs 2022

## REPORTING PERIOD, SCOPE AND REPORTING CYCLE

This sustainability report, prepared in accordance with the GRI standard, contains measures, results and key figures for the period from January 1, 2022 to December 31, 2022 and thus covers the business activities of all productive Meleghy Automotive companies in the 2022 financial year.

The sustainability report is updated annually and published on the Meleghy Automotive website.

All disclosures in this report relate to the sustainability-related business activities of all companies operating under the Meleghy Automotive business unit. The business unit is part of the Meleghy International Group, operating under the name Meleghy & Cie. Automotive GmbH. No information, valuations or material topics relating to minority interests and investments have been included in the report. The report does not include companies, joint ventures and the like that belong to the Meleghy International group of companies but are not allocated to the Meleghy Automotive division. These include PDahlke Engineering GmbH and Innomotive Safety Systems GmbH.

We refrain from naming the individual legal names of the Meleghy Automotive companies in the Sustainability Report and refer to individual locations or generally speak of the Meleghy Automotive division in relation to all companies.

## SIGNIFICANT CHANGES IN THE ORGANIZATION

In 2022, the management succession process initiated in 2021 was continuously continued and implemented. Corresponding changes to the Executive Board are explained in detail in the Governance section.

## CONTACT FOR QUESTIONS ABOUT THE REPORT

If you have any questions about the sustainability report, please contact our sustainability team via the following e-mail:

[sustainability@meleghyautomotive.de](mailto:sustainability@meleghyautomotive.de)

## OUR CONSIDERED ENTITIES:

- » Meleghy Automotive Wilnsdorf, Germany
- » Meleghy Automotive Gera, Germany
- » Meleghy Automotive Lauter-Bernsbach, Germany
- » Meleghy Automotive Löbnitz, Germany
- » Meleghy Automotive Reinsdorf, Germany
- » Meleghy Automotive Abrera 1, Spain
- » Meleghy Automotive Abrera 2, Spain
- » Meleghy Automotive Brandys nad Labem, Czech Republic

MELEGHY AUTOMOTIVE SUSTAINABILITY REPORT 2022

# GENERAL INFORMATION

## Our Company Profile

Meleghy Automotive is a company that specializes in the development and production of (body) structural components for the automotive and sheet metal processing industries.

Meleghy Automotive is an important division within the Meleghy International group of companies, which is made up of various units:

- » **Meleghy Automotive: It develops and manufactures (body) structural components and assemblies for the automotive and sheet metal processing industries.**
- » **Meleghy Engineering: The division that offers engineering services on the market via the subsidiary PDahlke Engineering GmbH.**
- » **Meleghy Innovations: This division is currently covered by the joint venture Innomotive Safety Systems GmbH and deals with innovative product solutions and their development and production for the car and truck market.**

Meleghy Automotive has its roots in the long history of the automotive supply sector and was founded and built up in 2012 through the acquisition of Neef Fertigungstechnik GmbH and its know-how, as well as the many years of experience of the founding families.

Through the acquisition and consolidation of various companies in Germany and abroad over the coming years, the small German family business was restructured and developed into an international group of companies, Meleghy International, with its business divisions.

The Meleghy Automotive brand encompasses all of the Group's production and management companies, whose core business is identical and deals with the development and production of structural components made of steel and aluminum. Together, they offer sustainable and innovative solutions for the sheet metal processing automotive industry.

## Our Family-Owned Company

Meleghy Automotive is a first-generation family business that has been owned by five families since it was founded in 2012. The company is operationally managed by the three managing partners Dr. Gyula Meleghy, Dr. Thomas Werle and Michael Scharff (until May 2022).

As a family business, sustainable development is at the heart of everything we do and is firmly anchored in our corporate philosophy. We strive not only to be economically stable and innovative, but also to assume ecological and social responsibility. This is reflected in all our business units, as we are committed to a sustainable future that meets the needs of future generations.

Management board and leadership team



## Our Core Competencies

Meleghy Automotive is a leading supplier of high-quality body and chassis components for the automotive industry. Our expertise ranges from the development to the production of body assemblies and complex structural components made of steel and aluminum. With an international production network and outstanding core competence in forming, joining technology and surface coating, we set uniform top standards along the entire process chain.



Forming



Joining



Coating

## Our Product Portfolio

As a full-service partner, we develop new processes and products. We develop and establish these into stable production processes for the automotive industry.

Our focus is on assemblies in the automotive segments:

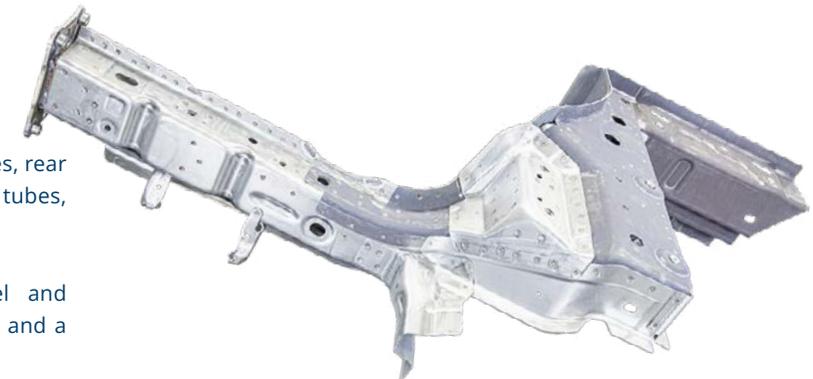
- » Floor
- » Upper Body
- » Stiffening / Crash components
- » Chassis

Product examples include side members, battery consoles, rear end parts, A-pillars, cross members, diagonal braces, tank tubes, dome-dome braces, struts, MIMEC® products.

We manufacture our products primarily from steel and aluminum in thicknesses between 0.6 and 3 millimeters and a tensile strength of up to 2,000 megapascals.

## Our Customers

Our aim is to offer our customers (international OEMs and Tier 1) tailor-made solutions that meet their individual requirements and fulfill the highest quality standards. We support them right from the start of development along the entire process chain. Meleghy Automotive always strives to ensure geographical proximity to our customers and to build long-term partnerships.



## Our Locations

### Our goal: production near you

Meleghy Automotive has an international network of 9 locations in 3 countries, strategically positioned to respond to customer needs and ensure an efficient supply chain. Some of our locations are also centers of innovation and technology, with highly skilled teams working on world-class solutions. This global network enables us to offer the highest quality products and services worldwide.



#### Germany

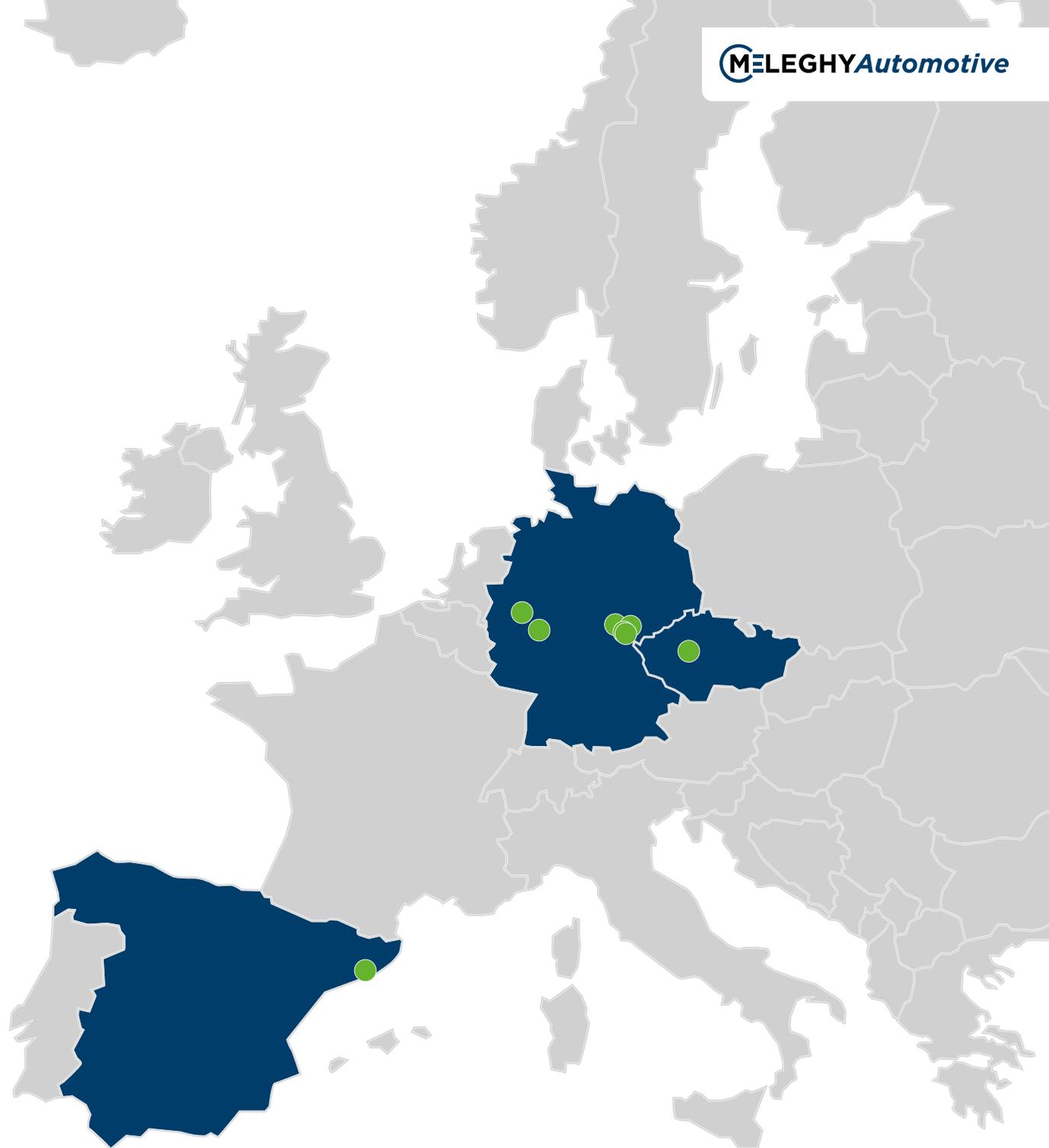
- » Gummersbach
- » Wilnsdorf
- » Gera
- » Reinsdorf
- » Bernsbach
- » Lößnitz

#### Spain

- » Abrera 1 (Barcelona)
- » Abrera 2 (Barcelona)

#### Czech Republic

- » Brandýs nad Labem (Prag)



# Our Philosophy

At Meleghy Automotive, our mission, vision and philosophy are crucial to our actions as a family-run company. These shared values are the foundation of our trust in cooperation and our entrepreneurial success. They guide our actions and create unity among us. They underline our demands on ourselves and our aspiration to be among the best and to make a positive contribution to the development of mobility in society.



**„Forming tomorrow with Innovation, Precision and Sustainability. For you. For us. For everyone.“**

**„Forming tomorrow. For you. For us. For everyone.“**

## Our Mission

„We shape tomorrow with innovation, precision and sustainability. For you. For us. For everyone.“ This claim reflects our commitment to developing innovative technologies and manufacturing processes as well as high-precision solutions that help shape the production methods for shaping the mobility of the future.

Sustainability in the use of resources and the satisfaction of our customers are at the heart of our philosophy, while at the same time we strive to create positive change for society as a whole.

## Our Vision

Our vision is the core of our brand and at the same time our central brand message. Because we are already shaping tomorrow today - as a family business, on many levels.

As a family business, we strive to help shape the future of mobility through innovation and progress. Our responsibility towards the environment and society is reflected in the creation of sustainable processes and products. We are committed to the highest standards and continuous improvement, both in terms of quality and the development and satisfaction of our workforce. Our long-term goal is to grow financially independent and to keep our company in family ownership.

## Our Guiding Principles

We defined our philosophy in 11 guiding principles in 2012 in collaboration with the workforce and communicated them to our stakeholders. For more than 10 years, the company's guiding principles have contained fundamental statements on a wide range of areas of activity, such as health and safety, employee motivation, responsible use of resources, open and trusting communication and partnership-based cooperation with customers and suppliers. They reflect the most important areas of our thoughts and actions and reflect our mission and vision.

# Our Stakeholder Communication

At Meleghy Automotive, we rely on open and trusting communication with various stakeholders. We consider this to be a key factor in our sustainable business success. Below we list some of our stakeholders and the main communication channels:

Stakeholder	Selected communication methods
<b>Guidance / Management</b>	Management and leadership meeting, employee magazine
<b>Customers</b>	Customer visits, meetings, trade fair appointments, audits
<b>Employees</b>	Company meetings, workshops, events, website, social media, employee magazine
<b>Suppliers and business partners</b>	General terms and conditions, supplier self-disclosure, supplier audits, workshops
<b>Authorities</b>	Dialog, answering inquiries
<b>Financial management</b>	Talks, workshops, seminars and congresses, trade fairs
<b>Associations</b>	Bilateral and individual interviews, workshops, career fairs, open days

# Our Partners and Suppliers

At Meleghy Automotive, our partners and suppliers are critical to our success and our commitment to sustainability. We foster long-term relationships based on shared values and goals and ensure that they meet our high standards in quality, sustainability and social responsibility. Our collaboration aims to ensure an efficient and ethical supply chain, develop innovative solutions and minimize environmental and social impact. These partnerships span the entire product life cycle and create added value for our customers and society.

## OUR PURCHASE PROGRAM INCLUDES:

- » Raw materials: steel and aluminum as coils and blanks
- » Stamped, pressed and drawn parts: made of steel and aluminum, bent wire parts
- » Standard and connecting parts: welded and punched nuts, screws, turned parts, rivets, bolts
- » Contract work: Galvanizing, KTL and powder coating, lasering, polishing, blank cutting
- » Punching and forming tools: transfer, progressive die, test gauges
- » Joining systems: robot welding systems, devices
- » Capital goods: machinery, equipment, buildings
- » Non-production materials: energy, occupational safety, technical gases, welding materials, packaging, containers...

## SECURING RAW AND OTHER MATERIALS

As a supplier, we follow the material and component specifications of our customers, which have been predefined by them. Changes require a proposal and the approval of our customers. Where possible, we examine the use of sustainable alternatives from an economic and ecological point of view. Ensuring security of supply is a decisive criterion in this process.

## REQUIREMENTS FOR PARTNERS

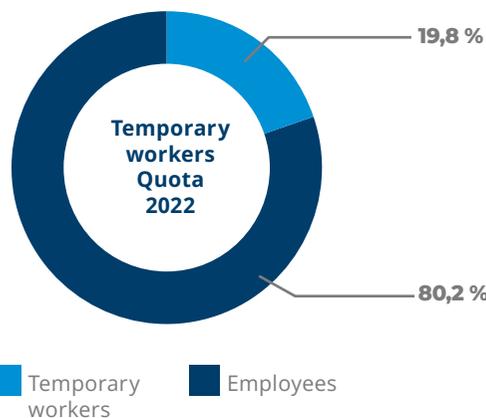
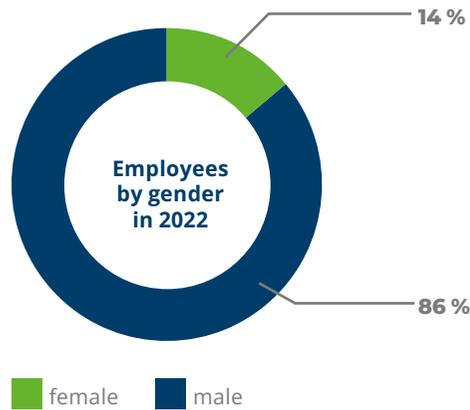
The requirements for our suppliers and partners at Meleghy Automotive are defined by various international standards and the company's own guidelines. These form the basis for our partnership-based cooperation and include the following criteria:

- » Economic stability and reliability
- » Certified management systems
  - » Quality standard IATF 16949, alternatively ISO 9001
  - » Environmental standard ISO 14001
  - » Energy standard ISO 50001
- » Consistent implementation of the zero-defect principle
- » Competitive price-performance ratio
- » Delivery reliability and adherence to delivery dates
- » Flexibility and a high level of service
- » Willingness to optimize products and processes
- » Recognition of our general terms and conditions of purchase
- » Recognition of the Meleghy International Code of Conduct on Social Responsibility
  - » Compliance with the law
  - » Integrity and organizational governance
  - » Consumer interests
  - » Communication and financial responsibility
  - » Information security
  - » Protection of intellectual property and plagiarism
  - » Human rights and working conditions
  - » Environmental protection and energy management (careful use of resources and waste avoidance)

This approach ensures our corporate responsibility and ensures that we do not enter into partnerships with organizations or partners that do not meet these standards.



# Our Staff



Committed and highly qualified employees are the key to Meleghy Automotive’s success. We offer attractive career and development opportunities to ensure that every employee can reach their full potential and actively contribute to realizing our corporate vision.

In 2022, Meleghy Automotive employed more than 1,150 people across the Group. At the end of the year, the workforce was made up of 996 male and 157 female employees, which corresponds to a female ratio of around 14%. In addition, 38 trainees were employed across the Group at this time.

The majority (around 97%) of our workforce had permanent full-time contracts, reflecting our long-term commitment to each other. As a company, we also support part-time employment (around 3%) to ensure that our employees can balance work and personal commitments.

The data was recorded individually at each location as at the reporting date of December 31, 2022 for the 2022 financial year and then aggregated.

## OUR OTHER EMPLOYEES

We manage temporary influences such as sickness absence and capacity fluctuations with the help of temporary workers. In December 2022, 286 temporary workers were employed across the company. Our aim is to employ temporary workers on a long-term basis if this is possible due to the production volume. In addition, we try to offer vacancies to qualified temporary workers first and give them the prospect of a place on the permanent staff.

## DIVERSITY MANAGEMENT

We are committed to equal opportunities regardless of gender, origin, age, religion and lifestyle, as this is a key aspect of our sustainable corporate development. Accordingly, we are equally committed to promoting our employees regardless of the factors mentioned. The diversity of our workforce enables us to create an innovative and modern environment.

In order to rule out any form of discrimination, we make all employees aware of the obligations and principles of our Code of Conduct, which focuses on issues such as discrimination, harassment and disrespectful behavior, during their induction.

# Our Governance

Meleghy International, a family-run company, attaches great importance to responsibility and ethical behavior. We comply with applicable laws and are committed to ethical standards in all our actions. Our understanding of responsibility is anchored in the Meleghy International Code of Conduct, which also applies to the Meleghy Automotive entities. Our understanding of ecological, economic and social behavior is anchored in the CoC.

Our internal guiding principles complement this responsibility and illustrate our aspiration to conduct our business activities sustainably in harmony with our society, the environment and biodiversity for future generations.

## RESPONSIBLE CORPORATE MANAGEMENT

Meleghy International is the brand name that stands for the entire group of companies without being a separate legal entity. Meleghy & Cie. Automotive GmbH is the sole shareholder of the operating companies that operate under the Meleghy Automotive brand. Meleghy & Cie. Automotive GmbH is managed by three managing partners, each of whom has different areas of responsibility: Dr. Gyula Meleghy (CEO) is responsible for Sales, Human Resources and Purchasing; Dr. Thomas Werle (CTO/COO) is responsible for Technology and Operations and Michael Scharff (CFO) is in charge of IT, Controlling and Finance.

Meleghy International is managed by a two-tier management system consisting of the shareholders and the Group Management Board. These two bodies form the top management level of Meleghy International and act in accordance with the duties and powers set out in the shareholders' agreement. Meleghy Automotive entities are an integral part of Meleghy International and are subject to the instructions of top management.

The Management Board of Meleghy International is responsible for the overall management of the company and thus also of the entities relevant to reporting. In cooperation with the representatives of the operating units and the central functions, it forms the top management level. Communication and coordination take place on a regular basis through fixed meetings in which operational and service-related topics are discussed. Both short-term operational matters and long-term strategic decisions are made on this basis in order to ensure a coherent and coordinated approach at all management levels. Responsibilities are defined in the management organization chart.

## CHANGES AND SUCCESSION PLANNING FOR THE MANAGEMENT

The process of management succession began in 2021 in order to ensure continuity in management by gradually handing over the responsibilities of the three managing partners (Dr. Gyula Meleghy, Dr. Thomas Werle and, until May 2022, Michael Scharff) in the operating companies of Meleghy Automotive. To this end, a leadership team was generated in 2021 as a first step, from which Oliver Diessner, André Blech and Raúl Pérez emerged in 2022 as the subsequent operational managing directors of the German Meleghy Automotive companies and gradually replaced the managing partners in their functions and responsibilities. Dr. Gyula Meleghy and Dr. Thomas Werle remained as managing directors of the group of companies (Meleghy & Cie. Automotive GmbH) in 2022 and appoint, supervise and advise the managing directors of the operating entities. They remain the link between the company management and the shareholders. This ensures that the company acts in the interests of the shareholders, but also remains independent and capable of acting.

## CLEAR RESPONSIBILITIES FOR SUSTAINABILITY ISSUES

Clear guidelines for our sustainable actions on ecological, economic and social issues are anchored in our CoC. Compliance is a fundamental component of our business activities. Our employees undertake to comply with the CoC and act in a legally compliant and responsible manner. We also have corresponding requirements and expectations of our partners, suppliers and customers.

The Executive Board is responsible for overseeing and ensuring compliance with the governance principles and for governance, risk and compliance (GRC). Operational implementation takes place within the Meleghy Automotive organization, which has set up its own GRC/CSR organization. This organization is supported by delegated specialists from relevant areas and will be headed by Dr. Rainer Stumm in 2022, who will also be responsible for the further development of the GRC/CSR system. To ensure continuity, he will introduce Michael Schütz to this task in 2023.

## Our Risk Management

Our risk management system supports strategy development, planning, implementation, control and continuous process improvement in all corporate functions and operational facilities. We monitor the impact on customers, employees, suppliers, business partners and the environment to ensure that we can manufacture and provide our products and services properly.

Our strategic risk management identifies and addresses a variety of risks at all levels, including:

- » **Fluctuations in markets and volumes,**
- » **compliance risks,**
- » **global economic and political risks,**
- » **financial risks such as the availability of funds, interest rates and exchange rates,**
- » **availability and prices of raw materials and other goods,**
- » **risks in technical development and production technology and**
- » **cyber security.**

In order to respond to the increasing importance of sustainability aspects in our business activities, we have revised our catalog of criteria for strategic risks and expanded it to include environmental, social and governance risks. Our goal for the coming years is to place this catalog on an IT-based integrated foundation.

Regardless of the organizational level, our system provides a framework that enables the uniform use of defined tools



and methods to identify, assess and handle risks in a uniform manner. The risk scenarios at plant level can be divided into three categories:

- » **Risks from natural disasters such as earthquakes, floods or pandemics,**
- » **Plant risks such as the failure of important machinery, electricity or personnel**
- » **Risks to the continuation of business operations, including damage to tools, fire, staff strikes, cyberattacks, interruption to the supply of materials.**

Through regular risk assessments, we have identified a large number of possible courses of action and checked their effectiveness. The most important risk mitigation measures at the operational level include preventive maintenance and emergency planning. Responsibility for strategic risk management lies with the company management, while the plant managers of the manufacturing companies are responsible for managing corporate risks. The risk manager is responsible for the implementation and effectiveness of the risk management system.

# Our Memberships

## EXCERPT OF OUR MEMBERSHIPS

Associations			
<b>AWU</b> Arbeitskreis Wilnsdorfer Unternehmer	<b>ACOD</b> Automotive Cluster Ostdeutschland	<b>Stifterverband der deutschen Wissenschaft</b>	<b>WIFU</b> Wittener Institut für Familienunternehmen
<b>IBU</b> Industrieverband Blechumformung	<b>AT</b> Automobil Thüringen	<b>TH Köln</b> Technische Hochschule Köln	<b>BPM</b> Bundesverband der Personalmanager
<b>VDA</b> Verband der Automobilindustrie	<b>Fraunhofer Gesellschaft</b>	<b>Smart3 e.V.</b>	<b>IHK/AHK</b> Industrie und Handelskammer

Meleghy Automotive is a member of various associations and interest groups as well as external initiatives for economic, ecological and social improvements. The benefits of these memberships are manifold. They give us access to a valuable network of experts and companies. This facilitates the exchange of best practices, collaboration on solutions and access to the latest information and research findings, also in the context of sustainability. We also make use of the opportunities offered by internal and external training courses to train skilled workers.

A detailed overview of our memberships and training activities is shown in the chart on the left.

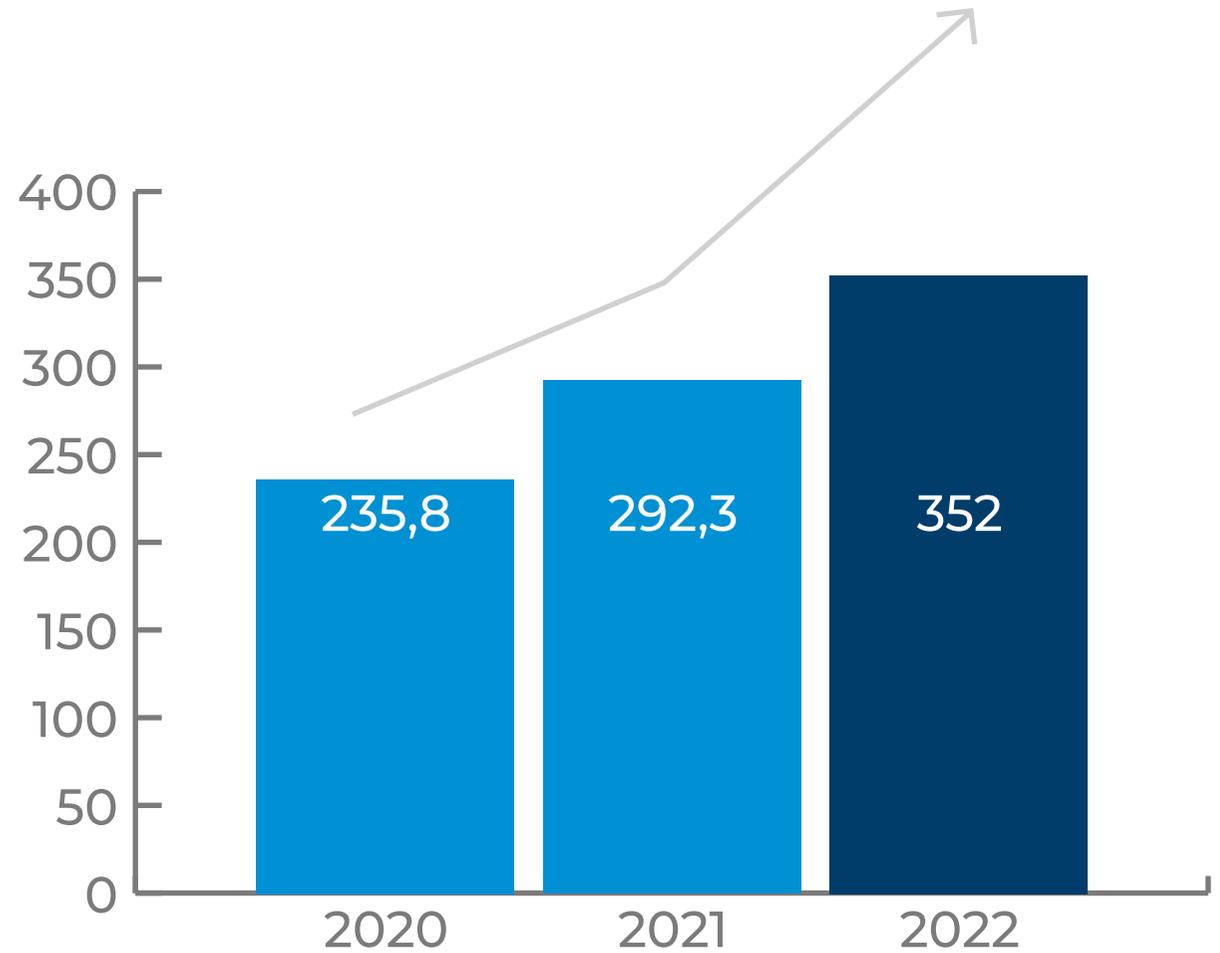
In our training workshops, we train both internally and externally in cooperation with the following institutions, among others:

- » Berufs- und Förderungswerk BFG Gera,
- » AWA Altenburg,
- » IB Jena,
- » OAV Ostthüringer Ausbildungsverbund,
- » Edelstahlwerke Siegen

Training facilities			
<b>IHK/AHK</b> Industrie und Handelskammer	<b>TÜV</b> Technischer Überwachungsverein	<b>Haufe</b>	<b>IBU</b> Industrieverband Blechumformung

## Our Economic Performance

The supply chain problem, which already arose during the coronavirus pandemic, was further exacerbated in 2022 by the war in Ukraine. Global sanctions against Russia led to price increases and, together with rising commodity and energy prices and global inflation, created additional challenges. In the second half of the year, economic development and stimulus programs brought some relief, but we were still able to increase sales in 2022 compared to previous years, although they fell short of expectations.



Turnover in million euros

## Our Innovations

In 2022, we at Meleghy Automotive have further strengthened our commitment to technological advances in order to develop innovative solutions for sustainable mobility. Our employees in our technology hubs are working on the development of products and process technologies that enable efficient use of resources, including the saving of process steps.

One focus of our development activities is on reducing the consumption of resources through the use of mechanical joining technologies. In this context, we have developed and patented innovative process technologies under the registered trademark MiMEC.



In the area of production, we intensified our efforts to reduce downtimes by optimizing production parameters in conjunction with the use of piezo technologies for aluminium welding. We received public funding for this.





MELEGHY AUTOMOTIVE SUSTAINABILITY REPORT 2022

# ETHICAL BUSINESS

# Our Code of Conduct

Meleghy International is committed to social responsibility in its business activities worldwide and has developed a comprehensive Code of Conduct (CoC) within its Corporate Social Responsibility (CSR) guidelines.

The CoC contains fundamental principles and behavioral guidelines for our business activities and covers the areas of working conditions, social and environmental compatibility, information security, transparency and trusting cooperation both in internal operations and in stakeholder dialog. These guidelines are a reflection of our corporate values.

We take responsibility to consider the economic, technological, social and environmental impact of our business decisions and actions. Meleghy International is voluntarily committed to the well-being and sustainable development of global society and is guided by universal ethical values and principles, in particular integrity, honesty and respect for human dignity. We expect all our stakeholders to uphold these values and to comply with them throughout the supply chain.

The most important obligations in our CoC are

- » **Integrity is the basis of our actions.**
- » **Compliance with labor law regulations and the protection of human rights.**
- » **Transparent data and information management.**
- » **Holistic consideration of nature and biodiversity for future generations.**
- » **Ensuring that our employees have access to open and respectful communication.**

In order to continuously expand our CSR, the management regularly reviews and implements new initiatives. This includes measures for occupational health and safety, ethical business practices and social commitment at our locations. The full CoC is also available on our [website](#).



# Our Compliance

Compliance with corporate values, codes of conduct and relevant laws, policies and standards is essential for Meleghy Automotive to minimize risks associated with corporate governance and business operations. We understand compliance risks to be the potential for violations of these principles and laws, which could potentially lead to loss of orders, loss of customers, damage to reputation, legal sanctions and/or financial consequences.

We maintain a legal register in our organization, which is reviewed and updated at least once a year. When it comes to occupational safety, we make use of both internal and external support in the form of specialists. In addition, we review our HR-specific activities through our in-house counsel.

During the reporting period, Meleghy Automotive conducted a comprehensive compliance assessment on two levels. This assessment covered our operating sites as well as the corporate level of our company. All business units and central departments were involved in this process, which covered the following topics:

- » Corruption Valuation index (T1)
- » Conflicts of interest (T2)
- » Human rights (T3)
- » Labor standards (T4)
- » Law-abidingness (T5)
- » Occupational safety (T6)
- » Environmental laws (T7)

As none of the compliance risks were classified as significant, the results of the survey paint a positive picture of the compliance status at Meleghy Automotive. This assessment is subject to an annual review and, if necessary, existing issues are reclassified, expanded and supplemented as required. To this end, we review proposals for additional risk mitigation measures for all risk scenarios and remain committed to continuously improving our compliance practices.

		Probability			
		unlikely	low	probably	high
Influence	extreme				
	large				
	moderate	T7	T1 T6		
	low	T4	T2 T3 T5		

# Our Whistleblowing

MeleghyAutomotive has implemented an internal whistleblowing management system that fulfills several important purposes:

- » **Detection, clarification and punishment of misconduct:** Our system supports the identification, investigation and consequences of misconduct within our company.
- » **Protection of whistleblowers:** We guarantee to protect the identity of and prevent harm to individuals who report concerns about ethical business practices, human rights abuses, environmental violations or other violations of law.
- » **Legal certainty:** Our whistleblowing management system ensures that whistleblowing and the investigation thereof are carried out in accordance with the applicable laws and regulations.

We have set up special reporting points for all areas of the company covered in the sustainability report. Persons who become aware of grievances within the Group are encouraged to report them to the appropriate internal office.



Abuses within the meaning of our guideline include, among other things:

- » Criminal offenses,
- » Fines for the protection of life and health and the protection of employees and their representative bodies,
- » Human rights violations,
- » environmental violations,
- » Violations of internal rules of conduct (e.g. CoC),
- » unethical business practices and
- » Other legal violations pursuant to Section 2 of the Whistleblower Protection Act.

We endeavor to investigate every reported matter conscientiously and without delay. We are committed to investigating all reports fully and transparently and to implementing appropriate measures to remedy the grievances identified.

# Our Confidentiality, Data Protection and Cybersecurity

Our information security management is a central element of our business practices and is based on the principles of confidentiality, integrity and availability. We have established a comprehensive set of rules that includes guidelines, processes and procedures for information security in the areas of IT security, personnel security, supply chain security and building security.

We have appointed external data protection officers who work for the respective country entities. Regular semi-annual audits confirm the effectiveness of our data protection measures and we strive for continuous improvement.

Our information security management system (ISMS) is subjected to a TISAX (Trusted Information Security Assessment Exchange) assessment every three years, in which an external audit service provider verifies the effectiveness of our established processes and guidelines as part of the information security assessment. This standardized TISAX assessment scope applies to all entities in our sustainability report.

In 2023, we will integrate the aspects of our ISMS into the holistic framework of our risk management in order to further strengthen the coherence and effectiveness of our security measures.



MELEGHY AUTOMOTIVE SUSTAINABILITY REPORT 2022

# ECONOMIC AND ECOLOGICAL SUSTAINABILITY

# Our Materials and Waste Management

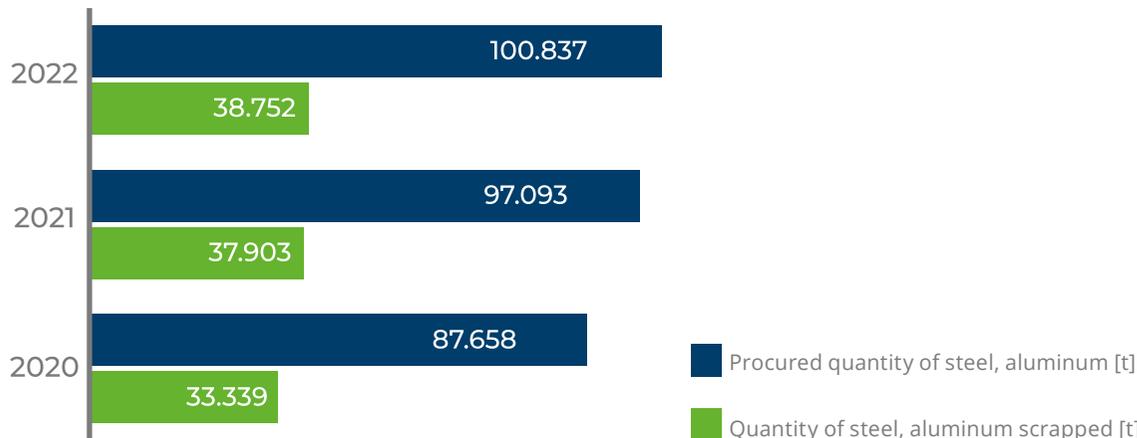
Meleghy Automotive has a strong focus on the responsible use of materials and waste management. Our products are mainly made of recyclable steel and aluminum. Steel in the automotive industry is approaching a closed-loop economy, as around 90% of the steel used in the industry worldwide is recovered. This helps to improve the environmental footprint, as recycled steel does not suffer any loss of quality. To avoid mixed waste, our plants are equipped to separate steel and aluminum materials.

Compared to 2020, our procurement volume of steel and aluminium has risen from 87,658 tons to 100,837 tons, which corresponds to an increase of 15%. This increase is due to increased customer demand and the increased production volume that we have been able to record in recent years.

As part of the requirements of DIN EN ISO 14001 for environmental management, Meleghy Automotive continuously records waste generated, prepares an annual waste balance sheet and assesses the impact on our sites. We have developed and implemented a waste concept for all plants, including regular checks on the waste disposal companies' approval to dispose of

the respective waste. The quantities of waste are categorized and documented in accordance with the current „Ordinance on the European Waste Catalogue (Waste Catalogue Ordinance)“. Paper, wood and film are fed externally into the recycling cycle, thereby reducing resource consumption and negative climate impacts.

However, Meleghy Automotive's products are mainly made of recyclable steel and aluminum. The repeatable recyclability results in an improved eco-balance. As part of production process development and optimization, we attach great importance to keeping the material usage rate as low as possible and also to designing the production processes to be as robust as possible so that as little waste as possible is produced. We continuously monitor the reject rates and take action in the event of deviations in accordance with.



# Our Energy and Water Consumption

We have successfully implemented certified environmental management systems in accordance with DIN EN ISO 14001 at all Meleghy Automotive plants. In addition, our German plants are also certified in accordance with DIN EN ISO 50001 for energy management. This enables us to continuously record consumption values for electricity, gas and water over many years, which forms the basis for targeted optimization measures.

We go one step further by systematically recording and evaluating consumption data not only for conventional fuels such as diesel and petrol (including industrial trucks), but also for the electricity required to charge our electric vehicles. This is particularly relevant as we increasingly switch to electromobility and enables us to take efficient measures to reduce our energy consumption and promote sustainable mobility.

In 2022, 62% of total energy consumption was accounted for by electricity, 33% by natural gas and 5% by other fossil fuels. Compared to 2021, we were able to reduce the share of natural gas by 7%. This reduction underlines our commitment to a sustainable energy supply and our efforts to minimize our environmental footprint.

We implement a comprehensive approach to continuously optimize our resource consumption. This includes the establishment of a specialized energy and environmental team and the continuous training of our employees in these areas. We are also optimizing our energy monitoring in order to record and control consumption more precisely.

A key aspect of our efforts is identifying best practice approaches and examining the possibility of implementing these across all plants. This enables us to effectively utilize best practices and

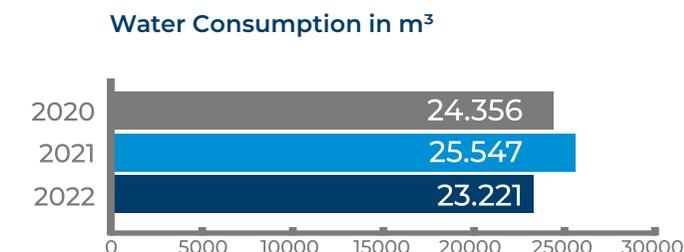
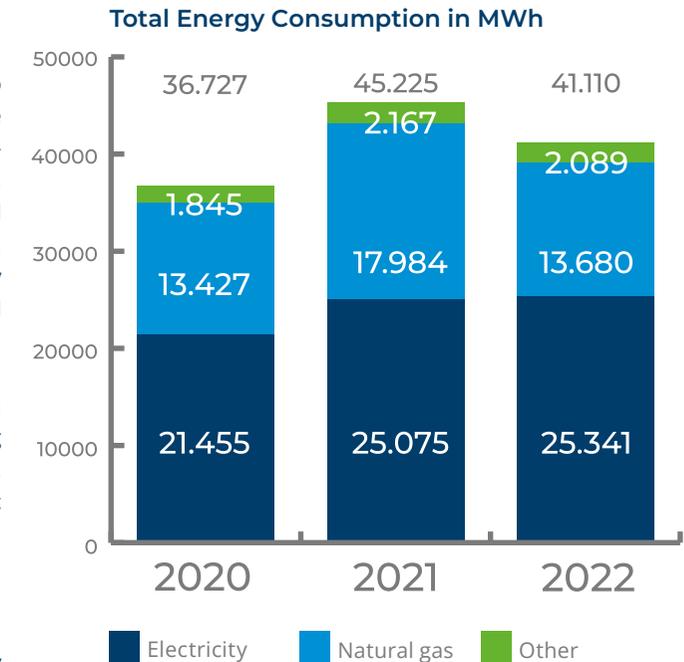
solutions and achieve our sustainability goals.

In 2022, we once again implemented extensive measures to reduce our electricity consumption. One example of this is the Gera site, where we replaced fluorescent lamps with energy-efficient LED lighting, resulting in annual savings of 22.4 MWh. We have also installed an intelligent compressed air control system, which has led to a further saving of 90.2 MWh per year. We were also able to reduce our gas consumption at this site by 17% by replacing a gas boiler and installing a modern control system.

It is worth noting that despite an increase in sales of more than 20% in 2022, total energy consumption fell by 9% in the reporting year. This has led to a significant reduction in our energy intensity. These successes illustrate our efforts to reconcile both economic growth and sustainable resource management.

## RESPONSIBLE WATER MANAGEMENT

In the 2022 reporting year, water consumption at the Meleghy Automotive production sites under review amounted to 23,221 m<sup>3</sup>. We were therefore able to reduce water consumption by 9.1% compared to the previous year. Further progress towards our goal of sustainably saving water resources.



# Our Greenhouse Gas Emissions

Meleghy Automotive is firmly committed to continuously reducing the greenhouse gas emissions generated by our company. Our efforts to sustainably reduce our carbon footprint include the following objectives:

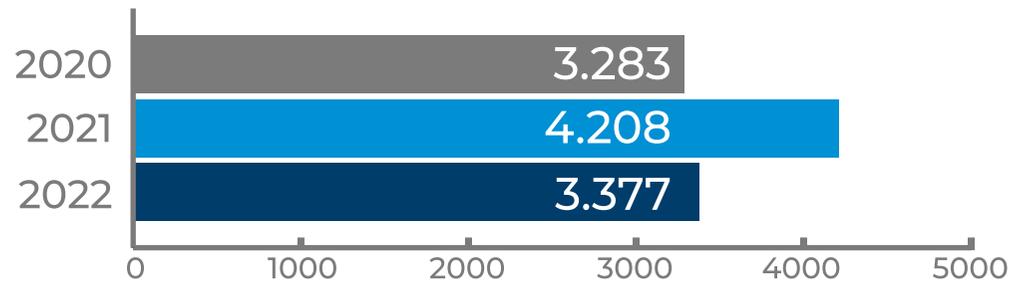
- » Reduction of energy consumption
- » Procurement/generation of green electricity
- » Adaptation and introduction of low-emission or carbon dioxide-free technologies
- » Conversion from natural gas to renewable energies

The increase in Scope 2 CO<sub>2</sub> emissions in 2022 is mainly due to the increase in economic output caused by the rise in demand from our customers, particularly in the area of electromobility.

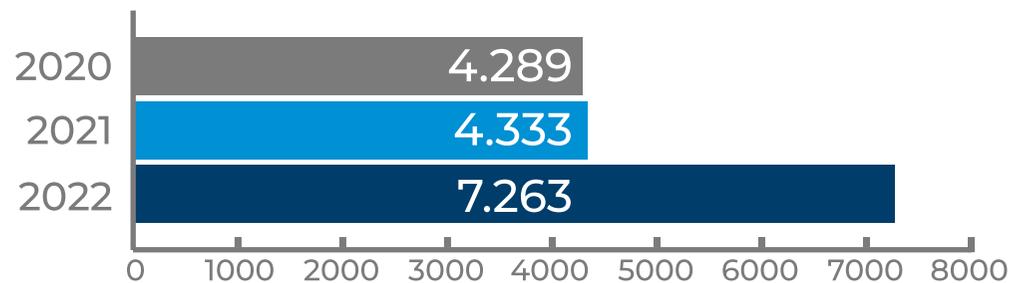
In 2022, we successfully implemented various projects to achieve these goals.

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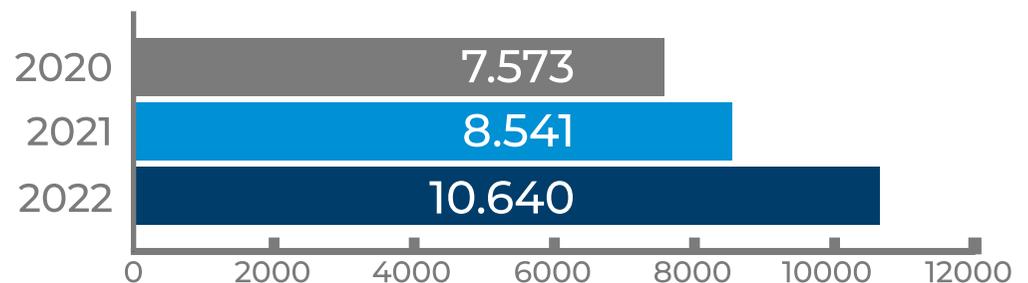
Direct Emissions (Scope 1)



Indirect Emissions (Scope 2)



Total (Scope 1+2)





**USE OF OUR PHOTOVOLTAIC SYSTEM AT THE ABRERA 1 PLANT (SPAIN)**

It is also pleasing to note that our photovoltaic system, which was installed in 2021 and commissioned in April 2021, is making a sustainable contribution to avoid CO<sub>2</sub> emissions. In 2022, 276 MWh of green electricity was generated and used, which represents 15% of annual electricity consumption and corresponds to a CO<sub>2</sub> equivalent of 52 t/a. We are planning further photovoltaic systems at our locations in sunny Spain in the coming years.



**COMMISSIONING OF PHOTOVOLTAIC PLANT REINSDORF**

We are delighted that we were able to successfully commission our photovoltaic system on the roofs of our plant in Reinsdorf in August 2022. On sunny summer days, we generate an impressive 3,500 to 4,000 kilowatt hours (kWh) of energy per day, while in winter it is still around 400 kWh per day. It is worth noting that 100% of the energy generated is used for our own consumption. A total of 2027 solar panels with a total surface area of 3692.6 square meters were installed. With this photovoltaic system, we are making an important contribution to sustainable energy generation and to reducing our greenhouse gas emissions.



**INCREASING THE ENERGY EFFICIENCY OF THE KTL LINE**

The cathodic dipping system was optimized at the Abrera 2 site. The investments were funded by the Catalan energy institute ICAEN. Old electric motors were replaced with more modern and efficient devices. At the same time, the efficiency of the cathodic dip coating furnace was significantly improved with an improved gas flow control system. Current data shows that gas consumption has been reduced by around 530 MWh/year. This amount plus the achieved reduction in electrical energy corresponds to 63.25 tons of crude oil/year (tons of oil or oil equivalent), which is equivalent to avoiding around 133 tons of CO<sub>2</sub> emissions.

# Our Fleet Management

Since 2019, we have been systematically implementing a mobility concept developed by our own mobility managers. The main objective of this concept is the gradual conversion of all company vehicles to electric mobility, including the necessary charging infrastructure. In 2022, we applied for and received the highest possible environmental bonus for all converted company vehicles.

Meleghy Automotive currently has a total of 22 charging points in 2022. We are planning to install a further 10 charging points in the coming year. These measures are part of our commitment to sustainable mobility and reducing our CO<sub>2</sub> emissions.

## CONVERSION OF MOBILE COMBUSTION UNITS

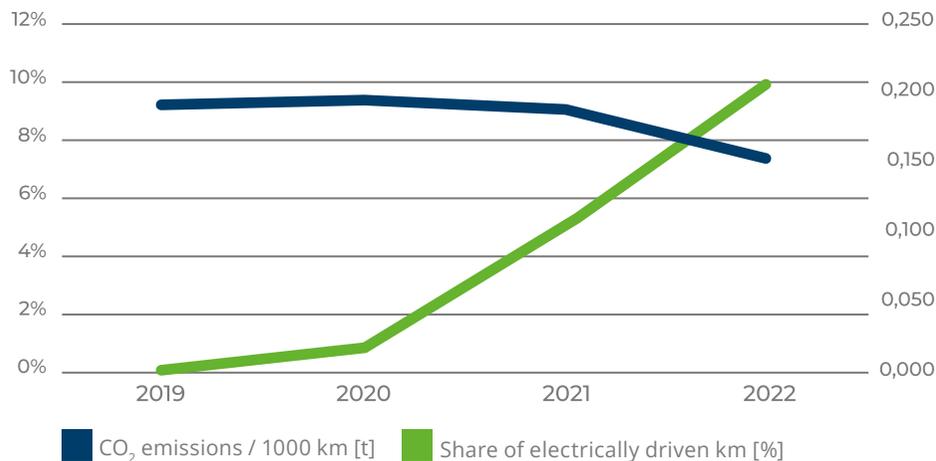
In order to further reduce our CO<sub>2</sub> footprint, we are increasingly focusing on converting our mobile combustion units to electromobility. This applies not only to our fleet of vehicles, but also to our industrial trucks for internal transportation.

We are proud to announce that the proportion of kilometers driven electrically has increased from 0% in 2019 to 10% in 2022. This trend will continue as more petrol and diesel vehicles are converted and hybrid vehicles are replaced by fully electric ones.

Thanks to these conversion measures, we were able to reduce CO<sub>2</sub> emissions per 1000 kilometers driven from an average of 0.194 tons in 2019 to 0.152 tons in 2022. This corresponds to an impressive 22% reduction in CO<sub>2</sub> emissions and is a further step towards climate neutrality.



Development of Fleet Emissions



## New Charging Points

<b>+4</b> 2020
<b>+14</b> 2021
<b>+4</b> 2022



## Extract from our R&D Activities

Since 2020, we have started to carry out research projects and apply for patents that are funded as tax and public research and development projects. We have received the necessary certificates for several projects that allow us to benefit from these grants.

In 2022, we received the Research and Development Seal of Approval from the German Research Promotion Agency (BSFZ). This underlines our efforts and successes in the area of research and development as well as our commitment to innovative solutions.





MELEGHY AUTOMOTIVE SUSTAINABILITY REPORT 2022

## **SOCIAL SUSTAINABILITY**

# Our Health and Occupational Safety

Since 2022, we have been working intensively on optimizing our management system for the health and safety of our employees. We are merging the previously decentralized working methods and documentation into a uniform, cross-plant and software-supported management system.

This system is based on official requirements and covers all areas of the company. Compliance is monitored by the company safety officer and an occupational health service has been commissioned for all plants.

A quarterly occupational safety committee, consisting of the safety specialist, the company doctor, the plant management, the plant management team and representatives of the works council, helps to ensure compliance with and further development of our internal health and safety system.

## HAZARD IDENTIFICATION, RISK ASSESSMENT AND INCIDENT INVESTIGATION

A comprehensive risk assessment is available for each workplace, which describes specific hazards in detail and prescribes appropriate protective measures. This assessment is prepared for every new workplace that is set up, and every change to the workplace requires the risk assessment to be updated. In doing so, we strictly adhere to the requirements of the Occupational Health and Safety Act and the Workplace Ordinance as well as other relevant statutory regulations.



As part of the risk assessment for each workplace, we carefully identify all potential hazards, evaluate the risk of injuries and health impairments and define targeted protective measures.

A works agreement that covers the topic of risk assessment ensures that the works councils are actively involved in drawing up the risk assessments and play a key role in determining the necessary protective measures in particular.

The procedure for identifying risks and investigating work-related accidents and incidents is described in detail in the company agreement „Risk assessment“. A joint investigation committee, consisting of representatives of the works council and the employer, carries out investigations into accidents, potential risk areas and incidents. This committee jointly develops measures to eliminate identified risks and prevent future hazards.

## OCCUPATIONAL HEALTH SERVICES

Our employees have the opportunity to visit the occupational health service if they experience or suspect health problems as a result of their work. In certain cases, employees are invited to mandatory health examinations, and examinations offered as part of the risk assessment are also carried out.

The information provided to the doctor is subject to medical confidentiality and is not disclosed to the employer. Personal data of employees in connection with occupational medical examinations are kept separately from company data by the doctor.

Our safety experts carry out regular inspections of the plant and are therefore an integral part of our internal system for identifying and eliminating risks and hazards.

## Our Education and Training

We attach great importance to offer our employees a modern working environment that promotes a pleasant working environment and opportunities for further training. Our managers regularly evaluate the skills of our employees and document their findings in a skills matrix, among other things. In this matrix, the required qualifications and skills are compared with the individual's existing skills. Deviations from the target profiles lead to the planning of training measures to obtain the required qualifications. We carry out further education and training in cooperation with external service providers in accordance with the plan.

In addition, we initiated a management development program in 2022, which will be implemented in 2023. A key objective of this program is to develop a requirements profile for managers based on our leadership principles. On this basis, a training program will be created to support managers in acquiring the skills they need to work successfully in the company.

Furthermore, we are actively committed to continuous change in our operating units by promoting and supporting an established improvement suggestion system. We incorporate not only economic and ecological but also ergonomic findings into our processes in order to reduce the strain on our employees to a minimum. This helps to increase the satisfaction and safety

of our employees and indirectly has a positive impact on the absence rate.

In order to give employees feedback on their performance, behavior and mutual satisfaction twice a year, we use a performance appraisal system that includes a semi-annual meeting between supervisors and employees. In addition to the actual situation, the development goals for the coming year are also recorded. Individual training needs are also identified and incorporated into the training plan for the following year.

Stamping Days



## An excerpt from our social commitment

Social commitment is a central component of our corporate culture at Meleghy Automotive. We are aware of our responsibility to society and are actively committed to making a positive contribution. Our efforts span across various social areas, from supporting non-profit organizations to promoting the health and safety of our employees. In this section of our sustainability report, we would like to present an insight into our social initiatives and commitments and how we contribute to improving the quality of life of our employees and our communities. Our efforts in this area are based on the guidelines of the Global Reporting Initiative (GRI) and the Sustainable Development Goals (SDGs) of the United Nations (UN). Here are some examples of our diverse social initiatives:

### Sporting activities

In Barcelona, Meleghy Automotive employees took part in the MASQUEFA TRAIL, a 12.8 km mountain run with a 312 m ascent.



Despite the different fitness levels of the participants, everyone completed the race with great satisfaction. This is an example of our participation in various company runs at all our locations. By participating, we promote the health of our employees, as physical activity is considered the best medicine. Participation also raises local awareness and promotes social cohesion through joint events.



### Youth soccer sponsoring

We support football youth associations in the communities where we are based. Here, for example, is the team of the U16 juniors of JFC Gera - Gera (Germany). In return, the young people visit our plants at regular intervals and get an impression of future opportunities and possibilities with vocational training with us during a tour of the production facilities.

### Health Management

As part of our health management program, we regularly offer our employees back training courses, which are held in cooperation with the Techniker Krankenkasse (TK) health insurance company. These training courses aim to promote the back health of our employees and teach them techniques and exercises to prevent back problems. Our back health initiative is part of our commitment to the well-being of our employees and helps them to stay healthy and productive.

### Occupational Safety

In 2022, many measures were implemented internally to promote occupational health and safety and accident prevention, because the health and safety of our employees is important to us. With the „Dad, come home“ campaign, we once again promoted mindfulness, as occupational health and safety is of great importance in preventing accidents and ensuring that all employees return home safely after work. To further raise awareness of this issue, digital boards were developed to display the accident-free days at the Gera plant. This board was produced by our training workshop in Gera and placed at the employee entrance to continuously remind employees of the importance of occupational health and safety, safety regulations and safety instructions. We encourage everyone to look out for each other and ensure safety in the workplace.





### Addiction Prevention

We have set up an internal addiction counselor in our company to provide support and assistance to employees with addiction problems. The establishment of this counseling service underlines our commitment to the well-being and health of our employees. We are committed to creating a healthy and supportive work environment and are available to support our team members with personal challenges. Confidentiality and respect for each individual’s privacy are at the heart of our efforts. Our goal is to build a caring and supportive community where every employee receives the help they need to lead a healthy life.

### Ukraine Aid

Our employees from all areas of the „Meleghy International“ group of companies have shown outstanding commitment in times of crisis. Several colleagues drove to the Ukrainian border in four company-sponsored minibuses to help refugees and bring them safely to Germany. The team transported refugees to Germany in several tours and set up a shuttle service in Poland at short notice between the growing border camp and the surrounding Polish towns to provide accommodation, hotels, train stations and warmth for the families who had



fled. In total, more than 180 people from Ukraine in need were supported by this spontaneous action. In addition, many lovingly packed rucksacks containing essential items such as flashlights, batteries, hygiene products, blankets and warm clothing were put together from donations from our employees at the Gera plant and delivered to the Ukrainians in need.

This impressive gesture of humanity and solidarity deserves great respect and thanks. Our group of companies stands for respectful cooperation in line with our guiding principle „We are Family“. It was a matter of course for us to cover the costs of this initiative.

### Regional children’s festival

Support for the annual children’s festival at the vocational school center in Schwarzenberg: In cooperation with various regional companies, including Meleghy Automotive, a varied program was put together under the motto „Children’s Wonderland“. The festival welcomed around 700 visitors and gave children a day full of fun. Among other things, we supported the project by providing a children’s bouncy castle.



MELEGHY AUTOMOTIVE SUSTAINABILITY REPORT 2022

# GRI CONTENT INDEX

# GRI CONTENT INDEX

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### PUBLISHER:

Meleghy & Cie. Automotive GmbH  
Im Greuel 11, 51465  
Bergisch Gladbach

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Location-Map: Freepik.com