

Our Sustainability Commitment

Sustainability Report 2024

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Dr. Klaus Elmer
Chief Executive Officer

In the automotive supplier industry, sustainability has become a key factor shaping competitiveness and long-term resilience. At Standard Profil, sustainability is more than compliance; it is embedded in our corporate strategy and operational model. Our CEO, Dr. Klaus Elmer, shares the company's achievements, challenges, and priorities as we continue to align growth with responsibility.

Q: Dear Dr. Elmer, let's start with the big picture: How central is sustainability to the overall strategy of Standard Profil, and how has that importance evolved over recent years?

A: Sustainability is at the very heart of our corporate strategy. What began as a compliance topic has evolved into a driver of innovation, competitiveness, and long-term value creation for our business. We've fully integrated sustainability into our decision-making — from product development and supply chain management to investments. What's especially encouraging is that this commitment is now embraced across the entire organization. It's no longer just a top-down initiative, but a shared mindset that gives guidance how we operate every day.

Q: Can you share some of the key milestones Standard Profil has achieved in 2024 in terms of sustainability?

A: One of our most significant sustainability milestones last year was the complete switch to renewable electricity at our two production sites in Türkiye, which led to a substantial reduction in our Scope 2 emissions. Beyond the environmental impact, it also marked an important step in aligning our global operations with our Group-wide decarbonization roadmap. It's a great example of how targeted local action can drive measurable progress toward our broader sustainability goal to reduce scope 1+2 Greenhouse Gas emissions by 75% through 2030.

Q: Was there a particular sustainability success story in 2024 that you're especially proud of — whether it's a product innovation, supply chain initiative, or energy efficiency project?

A: One success story I'm particularly proud of is the implementation of our new ESG assessment process for suppliers. Over the past 12 months, we've established a structured approach to evaluate our suppliers not just on quality and cost, but also on their environmental, social, and governance performance. This assessment has become a key criterion in our supplier selection and development process — and it sends a clear message: sustainability is not optional. It's a core expectation in our value chain. This initiative helps us reduce risk, improve transparency, and actively drive sustainable practices beyond our own operations.

Q: Many companies face challenges balancing profitability with sustainability. How do you manage that trade-off, especially in a cost-sensitive and highly competitive industry like the automotive supplier industry?

A: Balancing profitability and sustainability is indeed a challenge, especially in a highly competitive sector like ours. However, we see sustainability not as a cost, but as a value driver that can enhance efficiency, reduce risks, and open new market opportunities. Sustainability also strengthens our relationships with OEMs and customers who increasingly demand responsible partners, which supports long-term growth. Ultimately, integrating sustainability into our business model helps us build resilience and competitiveness — proving that profitability and responsibility can go hand in hand.

Q: How do you ensure that your sustainability strategy is not just a top-down directive, but something that is lived and embraced across all levels of the organization — from factory floors to engineering teams?

A: At Standard Profil we believe that true sustainability impact comes when it's owned across the entire organization — not just driven from the top. That's why we've established dedicated sustainability ambassadors at each of our facilities. These ambassadors are key to translating our global strategy into local actions, ensuring that sustainability is embedded in daily operations, from the shop floor to engineering. They work closely with our central sustainability team, which provides overall guidance and support to help implement initiatives tailored to each site's context. This structure empowers our people to take ownership, share best practices, and turn sustainability into a shared mindset — not just a corporate objective.

Q: Can you tell us about the role of collaboration in your sustainability efforts? Are there partnerships — with OEMs, NGOs, startups, or academic institutions — that have helped accelerate progress?

A: Collaborations are key to advancing our sustainability goals — especially when it comes to tackling Scope 3 emissions. For instance, we're working closely with third-party partners, including material suppliers and innovators, to replace fossil-based raw materials with non-fossil alternatives. This shift has the potential to significantly reduce our upstream carbon footprint and is a major step toward decarbonizing our supply chain. It's a clear example of how partnerships can drive real impact beyond what we could achieve alone.

Q: ESG reporting is increasingly under scrutiny. How transparent is your company when it comes to disclosing emissions, social impact, and governance measures — and how do you approach external verification or ratings?

A: Transparency is essential to our ESG strategy. To ensure the credibility of our data, we work with independent partners to verify our greenhouse gas emissions in accordance with ISO 14064. We also participate in recognized ESG platforms like CDP and EcoVadis, which help us benchmark our performance and identify areas for improvement. For us, transparent reporting isn't just about meeting requirements — it's about building trust and driving progress.

Q: Looking ahead, what are the most pressing sustainability goals on the agenda of Standard Profil for the next 2–3 years?

A: Over the next 2–3 years, our top sustainability priorities are clear: significantly reducing Scope 3 emissions across our supply chain and accelerating our transition toward a circular economy. Scope 3 represents the very largest share of our carbon footprint, so we will intensify collaboration with suppliers to reduce embedded emissions — from materials to logistics. At the same time, we're investing in circular design principles, aiming to extend product life cycles, increase material recovery, and minimize waste. These aren't just environmental goals — they're business imperatives that will shape how we innovate, operate, and grow sustainably.

Q: If you had to describe your sustainability ambition in one sentence to your customers and stakeholders — what would it be?

A: Standard Profil is deeply committed to contribute our part in creating a more sustainable future for ourselves and for the generations to come and we will therefore further intensify our sustainability actions and activities in the coming years.

Q: Sustainability is often seen through the lens of the environment and technology. How does Standard Profil ensure that people — employees, communities, and society at large — are also at the heart of its sustainability journey?

A: For us, sustainability has always been about people as much as it is about the planet. Corporate citizenship and philanthropy are part of Standard Profil's DNA, and for many years we have been partnering with NGOs to support communities around our locations. In 2024, we organized our SP Act for Good Week for the second time, engaging employees across all global sites in volunteer and social responsibility projects. SP employees across all our locations volunteered their time and skills to support local communities. What makes this initiative special is that it unites all our locations in the same week, turning local impact into a global movement. By combining our long-standing commitment to society with our sustainability approach, we show that sustainability is not just about what we produce. This people-driven approach perfectly reflects our company motto "We add value to lives" — whether by creating a safer environment, empowering our colleagues, or contributing to society.

Q: Dear Dr. Elmer, thank you for this interview.

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Standard Profil at a Glance

Company overview

OUR COMPANY

SP is a leading **European manufacturer of automotive body sealing solutions**. Founded in **1977** and headquartered in **Eschborn, Germany**, SP develops and produces automotive body sealing solutions to protect the cabin and interior vehicle compartments against **water, dust and heat** and to provide **noise insulation**. SP supplies its products to **major OEMs**. The well-invested, strategically located **production network** is not only designed to allow SP to efficiently serve the customers in multiple geographic regions but also to position the company as a **supplier of choice** for global OEMs.

OUR PRESENCE



Standard Profil at a Glance

Key numbers

 **1977**
Year of establishment.

 **7,000**
No. of employees.

 **11**
No. of countries being present.

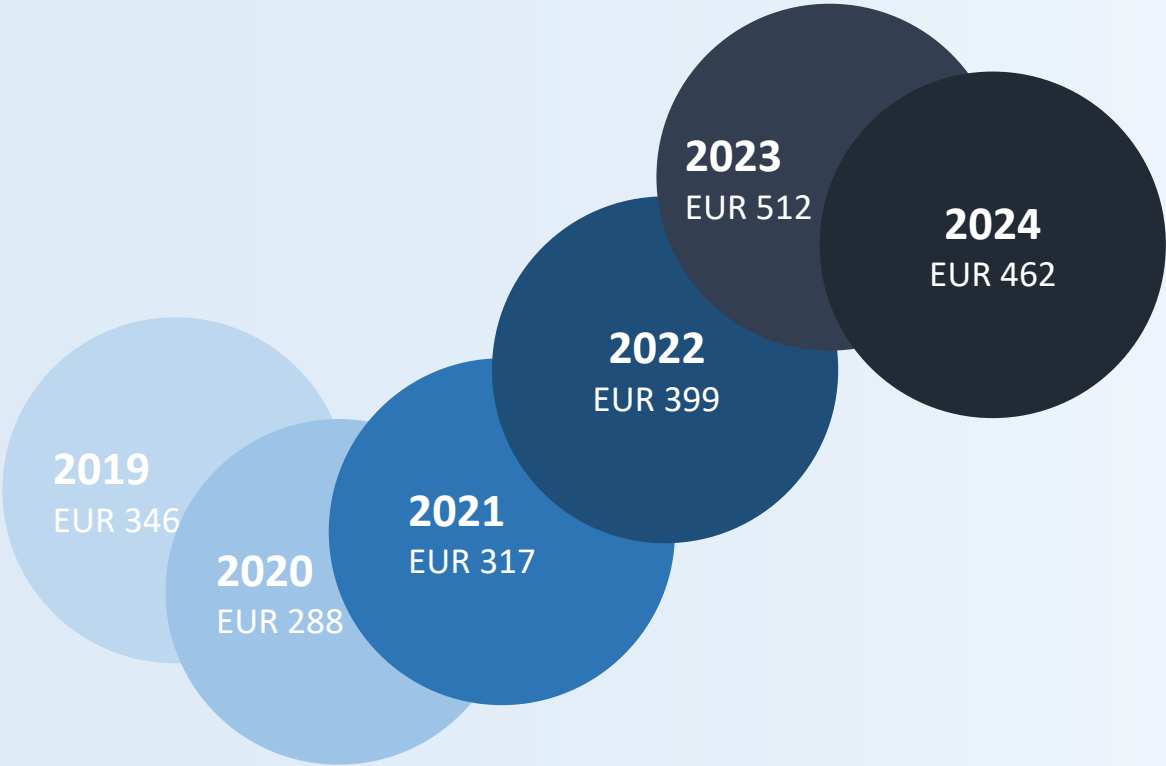
 **30+**
No. of carmakers supplied.

 **120+**
No. of OEM plants supplied.

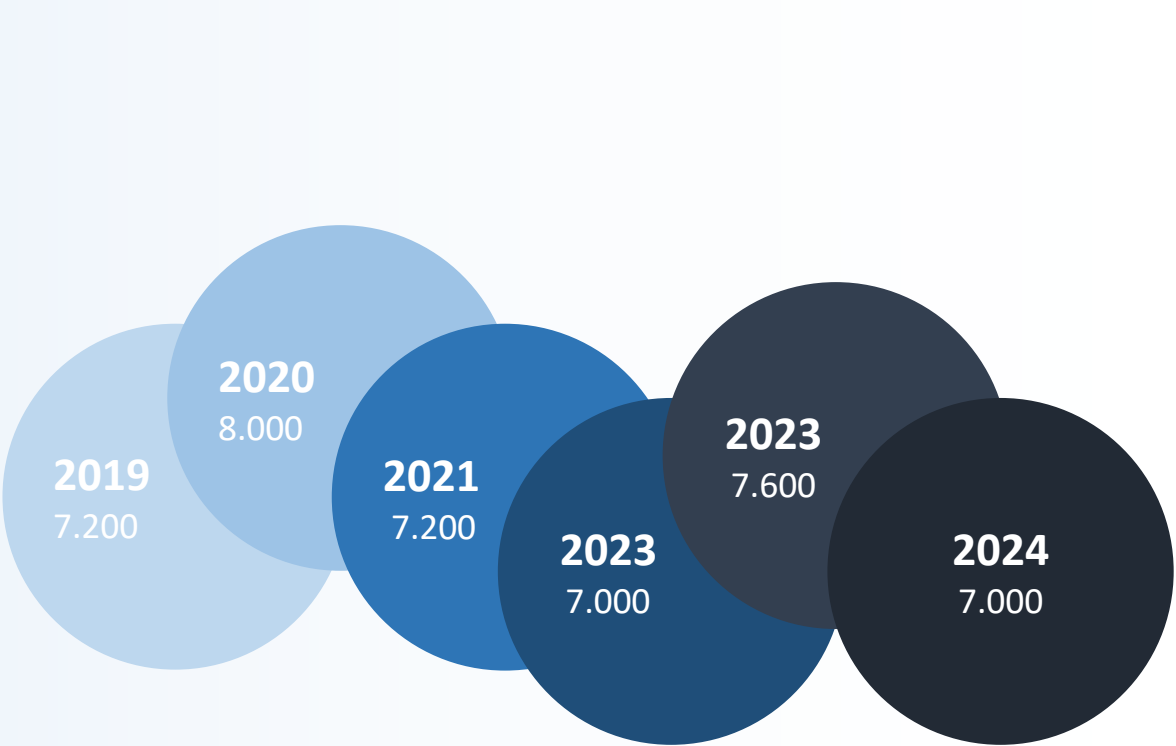
 **460**
Approx. sales in FY 2024 (EUR m).

Note: All figures as of December 31, 2024.

REVENUE DEVELOPMENT 2018-2024
IN EUR M



NUMBER OF EMPLOYEES 2018-2024



Standard Profil at a Glance

Our product portfolio



STATIC BODY SEALINGS

Static body sealings **maintain their shape** and include glass run channels that guide sliding window glasses, glass encapsulations for fixed side windows and inner and outer waist belts that seal the window glass to the door flange (rim on which the seal is attached) or trim which additionally stabilize and clean windows.



DYNAMIC BODY SEALINGS

Located between moving parts of the vehicle and the vehicle body, dynamic body sealings are elastic sealing solutions that partially **change shape** in order to absorb impacts and to mold around parts of the vehicle such as the door, trunk and hood.



CUSTOMIZED SEALING SOLUTIONS

Upon customer request Standard Profil is capable to deliver **highly customized** sealing solutions, which go beyond “one size fits all” solutions.

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SUSTAINABILITY VISION & COMMITMENT

VISION

We at SP strive for that our business activities will be performed in full accordance with sustainable environmental and social principles.

Therefore and for the benefit of future generations environmental and social principles are considered in all our business activities aiming to become a net-zero company while simultaneously respecting human rights and making a contribution to society.

COMMITMENT

- to comply with our corporate policies (health & safety, environment, ethics, human resources, information security, energy management), human rights, all relevant legal sustainability regulations, sustainability requirements of our stakeholders and international sustainability standards in our processes
- to apply our energy efficiency and environmental management systems to protect sustainable natural resources and to decrease energy consumption
- to use green electric/renewable energy to decrease CO₂ / greenhouse gas emissions in our business activities to combat climate change to reduce the amount of waste and to apply recycling as much as possible to contribute to a circular economy
- to share our Sustainability Vision & Commitment with our employees, suppliers and other stakeholders to increase their Sustainability awareness and sensitivity
- to make our strategic suppliers commit to our social and environmental requirements to create sustainable and ethical global supply chains to integrate Sustainability issues into trainings to ensure high level of awareness among our employees
- to review and evaluate our Sustainability goals and objectives periodically,
- to provide sufficient information, expertise and economic resources to achieve them
- to audit and report our Sustainability performance to provide continuous improvement in our Sustainability culture
- to involve the consultation and participation of our stakeholders to our related Sustainability processes.

HSE & Sustainability Strategy

We Work as One, Lead as One - for a safer & sustainable future

OUR SUSTAINABILITY STRATEGY IS BASED ON FOUR STRATEGIC PILLARS

At Standard Profil, our commitment to sustainability is **embedded in our company's purpose**: To create a sustainable future that positively impacts people, our products and the planet.

We have developed a comprehensive **corporate responsibility strategy** that drives us to achieve this mission.

Work as One, Lead as One - for a safer & sustainable future is our vision for building an extraordinary tomorrow for our company and for humanity across four pillars:

People, Planet, Product & Governance.

WORK AS ONE , LEAD AS ONE

Putting the health & safety at the heart of our operations; fostering global, diverse teams with an inclusive and engaged culture.

DRIVING MORE SUSTAINABLE BUSINESS

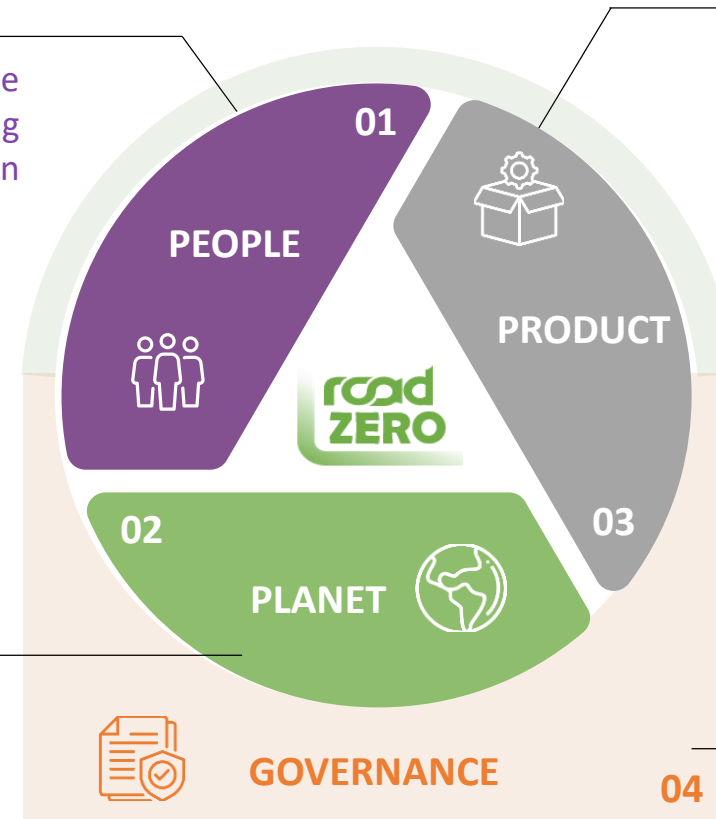
Fostering a culture of continuous improvement around emissions, water and waste & resources.

PRODUCT STEWARDSHIP

Create products that positively impact our customers and society, through partnership with our diverse and responsible supply chain.

GOVERNING RESPONSIBLY

Putting our principles in action to operate ethically and manage our risks across SP — wherever we operate.



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STANDARD PROFIL HAS SUCCEEDED TO CONTINUOUSLY IMPROVE ITS SUSTAINABILITY RATINGS.



INFO

CDP (Carbon Disclosure Project) is an international non-profit organization that helps companies and cities disclose their environmental impact.

SP RATING

B



(“Management”, was “B-” in 2023)



NQC is a sustainability portal that manages sustainability issues and implements control mechanisms to verify compliance in customer's supply chain using the automotive industry's latest SAQ 5.0.

91¹

(„Green“, was „84“ in 2023)



Ecovadis is an environmental sustainability ratings platform to assess corporate social responsibility and sustainable procurement.

52



(„Committed“, was 49 in 2022)

“

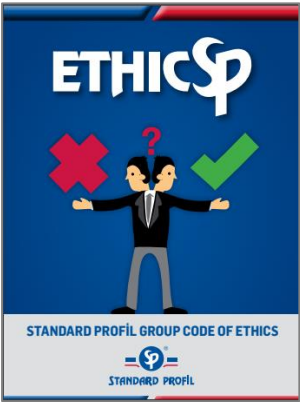
*I am delighted every day to see how much **momentum** we have already achieved at Standard Profil **across all of our plants** in terms of sustainability and the successes we have already achieved in **reducing our CO₂ footprint**.*



Tobias Keil
Group Strategy Director

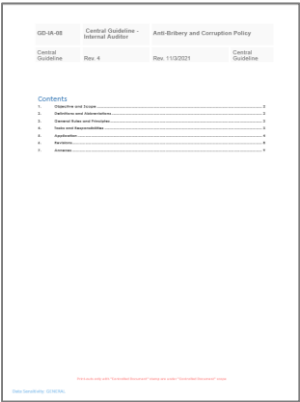
1 – Relating to Düzce facility

OUR COMPLIANCE PROCESSES ENSURE THAT OUR EMPLOYEES AND THIRD PARTIES ADHERE TO BOTH LAWS, REGULATIONS AND SOCIETAL VALUES IN ALL COUNTRIES STANDARD PROFIL OPERATES IN AND TO OUR INTERNAL RULES.



CODE OF ETHICS

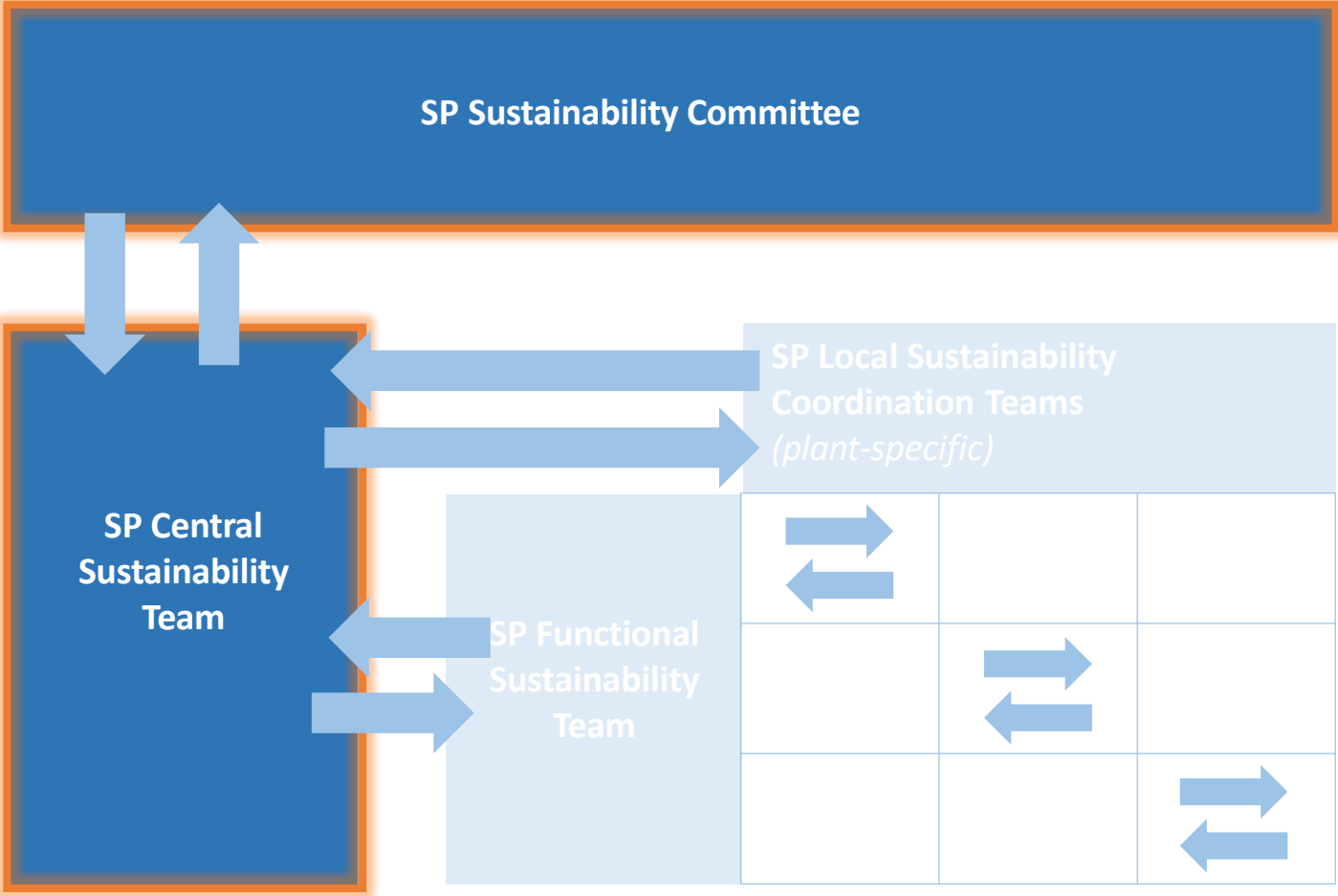
At Standard Profil Group, we are committed to fully comply with the laws of the countries in which we operate, as well as the universal values and principles of ethics, and sets high standards in this regard for all our employees and stakeholders, e.g. suppliers. Specified by SP's Ethics Committee with the involvement of SP employees, these standards and working principles guide us in our daily duties as a basic code of conduct and working principles. Considering the complicated and challenging business environment, we update and improve our codes continuously, staying true to our values.



ANTI BRIBERY POLICY

The purpose of this Policy is to protect Standard Profil Group and Employees from breaches of anti-bribery laws. Standard Profil Group does not tolerate any form of bribery and is committed to complying with applicable anti-bribery laws in all countries in which Standard Profil conducts business. Anti-corruption and anti-bribery policies of Standard Profil are assessed as an integral part of Standard Profil Group Business Ethics Policies (GD-IA-04).

SP SUSTAINABILITY GOVERNANCE STRUCTURE



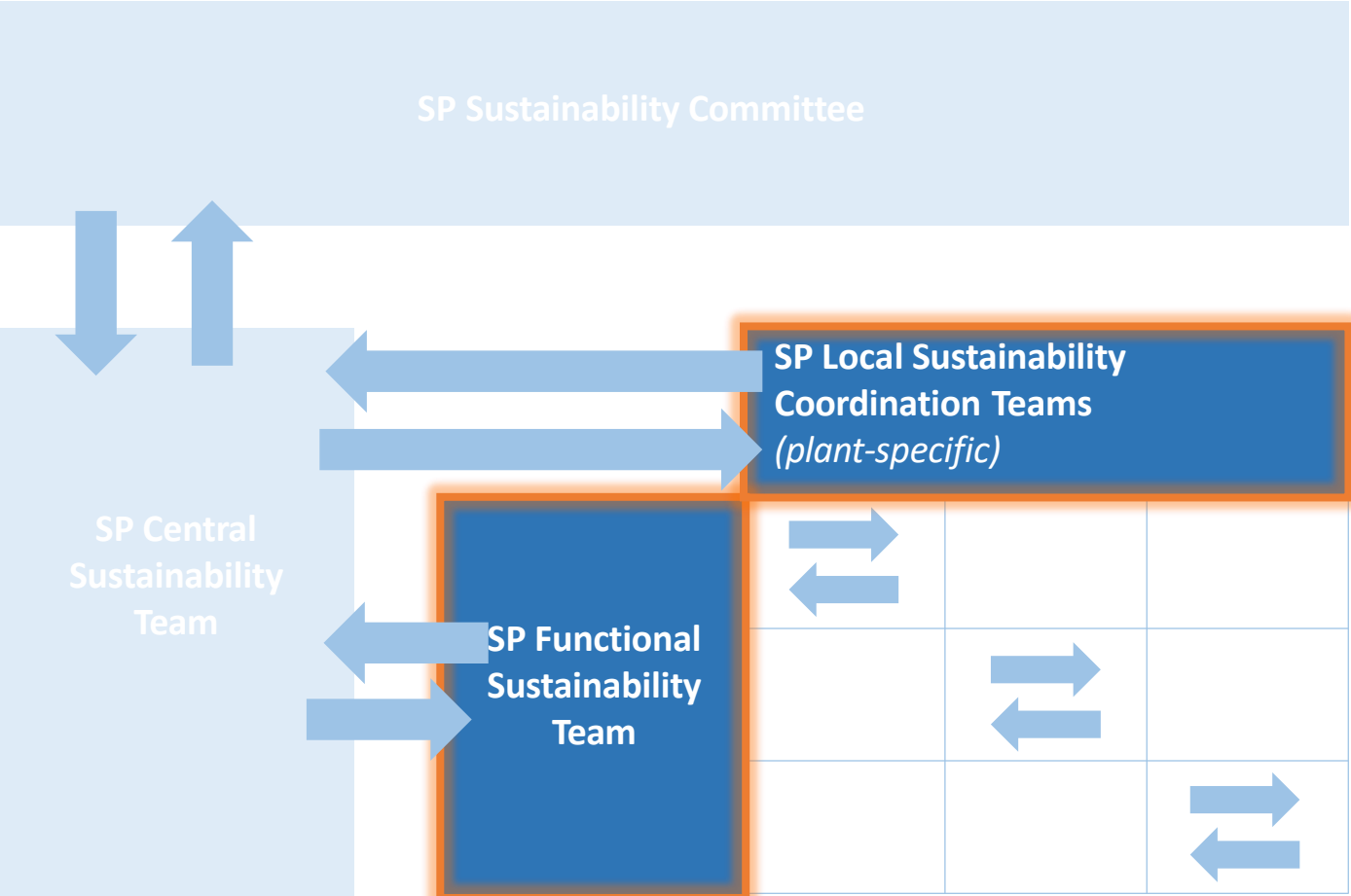
SP SUSTAINABILITY COMMITTEE

- **Members:** CEO (chairman), CFO (deputy chairman), COO, VP Human Resources, VP Sales & Program Management, VP Quality, VP Purchasing, Group Audit and Compliance Director, Strategy Director, Group HSE & Sustainability Director
- **Main tasks / responsibilities:** Central decision-making body, incl. overall strategy, decisions on budget distribution, approval of sustainability reports.
- **Meeting frequency:** Quarterly.

SP CENTRAL SUSTAINABILITY TEAM

- **Members:** Group HSE & Sustainability Director , Strategy Director, Global Sustainability Team Members.
- **Main tasks / responsibilities:** Strategy development & deployment incl. suggestions for target ambition, definition of action plans for local plants and group functions, aggregation of group-wide sustainability data, internal reporting to SP Sustainability Committee and external reporting (“SP Sustainability Report”), coordination of committees, working groups and exchange rounds, internal & external stakeholder communication, organizational enablement.
- **Meeting frequency:** Weekly.

SP SUSTAINABILITY GOVERNANCE STRUCTURE



SP FUNCTIONAL SUSTAINABILITY TEAM

- **Members:** Strategic Pillar responsible person from each affected group function (one responsible per Strategic Pillar)
- **Main tasks / responsibilities:** Ensures implementation of Strategic Pillar specific measures and processes in group functions, collection of budget needs and communication to central sustainability team, collection and provision of sustainability data.
- **Meeting frequency:** Upon request.

SP LOCAL SUSTAINABILITY COORDINATION TEAMS

- **Members:** General Manager, Local Sustainability Coordinator, representatives from all relevant plant functions (R&D + Quality, Procurement, GM, HR)
- **Main tasks / responsibilities:** Deployment of sustainability action plan on plant level, collection of budget needs and communication to central sustainability team, collection and provision of sustainability data.
- **Meeting frequency:** Monthly / upon request.

KPIS WITH REFERENCE TO GRI SELECTED FOR STRATEGIC PILLAR “PEOPLE”.



- | | | |
|--|--|--|
| <p>1. GRI 2-7
General information about the number of employees by gender and region</p> <p>2. GRI 2-8
Workers who are not employed</p> <p>3. GRI 2-30
Collective bargaining agreements</p> <p>4. GRI 401-1
New employee hires and turnover rate</p> <p>5. GRI 403-8
Workers covered by occupational health and safety management system</p> <p>6. GRI 403-9
Work related injuries</p> | <p>7. GRI 404-1
Average hours of training per year per employee</p> <p>8. GRI 405-1
Gender and age group of governing bodies</p> <p>9. GRI 405-2
Salary ratio among men and women</p> <p>10. GRI 406-1
Incidents of discrimination and corrective actions taken</p> <p>11. GRI 407-1
Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk</p> | <p>12. GRI 408-1
Operations and suppliers at significant risk for incidents of child labor</p> <p>13. GRI 409-1
Operations and suppliers at significant risk for incidents of forced or compulsory labor</p> <p>14. GRI 413-1
Operations with local community engagement, impact assessments, and development programs</p> <p>15. GRI 413-2
Operations with significant actual and potential negative impacts on local communities</p> <p>16. GRI 415-1
Political contributions</p> |
|--|--|--|

KPIS WITH REFERENCE TO GRI SELECTED FOR STRATEGIC PILLAR "PRODUCTS".



1. GRI 301-1 Materials used by weight and volume 2. GRI 301-2 Recycled input materials used 3. GRI 416-1 Assessment of the health and safety impacts of product and service categories 4. GRI 308-1/414-1 Percentage of new suppliers that were screened using social and environmental criteria 5. GRI 308-2a/414-2a Number of suppliers assessed for social and environmental impacts	6. GRI 308-2b/414-2b Number of suppliers identified as having significant actual and potential negative social and environmental impacts
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KPIS WITH REFERENCE TO GRI SELECTED FOR STRATEGIC PILLAR "PLANET".



1. GRI 302-1 Energy and fuel consumption from renewable and non renewable sources (electricity, heating, cooling, steam, in mWh)	6. GRI 303-5 Water consumption per ton of production	13. GRI 306-4 Waste diverted from disposal (reuse and recycling)
2. GRI 302-3 Energy intensity ratio for the organization (in kWh / ton of production)	7. GRI 305-1 Scope 1 emissions (in tons)	14. GRI 306-5 Waste directed to disposal (incl. hazardous waste)
3. GRI 302-4 Amount of reductions in energy consumption 2022 v. 2021 (in %)	8. GRI 305-2 Scope 2 emissions (in tons)	
4. GRI 303-3 Water withdrawal	9. GRI 305-3 Scope 3 emissions (in tons)	
5. GRI 303-4 Water consumption	10. GRI 305-4 GHG intensity ratio (in tons of scope 1&2 emissions by ton of production)	
	11. GRI 305-5 GHG reduction ratio	
	12. GRI 306-3 Waste generation (in tons)	

GENERAL KPIS WITH REFERENCE TO GRI.

Anti-corruption and anti-competitive behavior

- 1. **GRI 205-1**
Operations assessed for risks related to corruption
- 2. **GRI 205-2**
Communication and training about anti-corruption policies and procedures
- 3. **GRI 205-3**
Confirmed incidents of corruption and actions taken
- 4. **GRI 206-1**
Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

Tax

- 1. **GRI 207-1**
Approach to tax
- 2. **GRI 207-2**
Tax governance, control, and risk management
- 3. **GRI 207-3**
Stakeholder engagement and management of concerns related to tax
- 4. **GRI 207-4**
Country-by-country reporting

WE ARE PARTICULARLY FOCUSED ON 9 OF THE 17 UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGs).

3 GOOD HEALTH AND WELL-BEING



SP contributes to ensure healthy lives and promote well-being for all at all ages, by conducting dedicated initiatives relating to health, safety and environment (HSE) in our plants, by promoting health related initiatives and by offering medical rooms and dedicated health personnel in our plants.

4 QUALITY EDUCATION



SP contributes to ensure inclusive and equitable quality education and promote life-long learning opportunities for all, committing to the overall well-being of our employees by providing suitable working conditions, company culture and development opportunities.

5 GENDER EQUALITY



SP contributes to achieve gender equality and empower all women and girls, by raising awareness on gender equality with recurring trainings, by supporting female employees of low income and by promoting SP Gender Equality Codes.

6 CLEAN WATER AND SANITATION



SP contributes to ensure availability and sustainable management of water and sanitation for all, by reducing and reusing water consumption in production and preventing hazardous wastes from entering the nature.

7 AFFORDABLE AND CLEAN ENERGY



SP contributes to ensure access to affordable, sustainable, and reliable modern energy for all, by consequently increasing the usage of green electricity in our eight production facilities where possible.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



SP contributes to build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation, by working on Research & Development initiatives aiming to replace fossil-based raw materials by sustainable ones".

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



SP contributes to ensure sustainable consumption and production patterns, e.g. by continuously developing process innovations to improve the recycling rate related to our production processes.

13 CLIMATE ACTION



SP contributes to take urgent action to combat climate change and its impacts, by following and reducing carbon emissions in all our production facilities around the world.

15 LIFE ON LAND

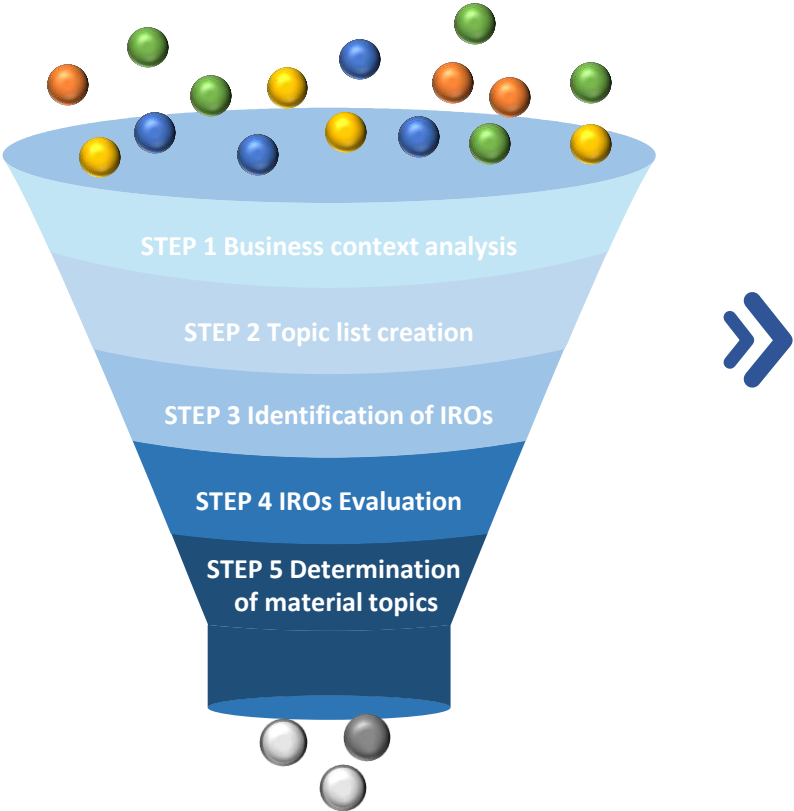


SP contributes to protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss, e.g. by planting new trees as part of our Act For Good initiative to bring nature back to life.

IN 2024 STANDARD PROFIL ELABORATED ON THE PRIORITIZATION OF FUTURE SUSTAINABILITY TOPICS.

Procedure: Double Materiality Analysis (DMA)
Illustrative

Sustainability stakes from the DMA



Impact Materiality	Material	- E5 - Waste - E4 - Direct impact drivers of biodiversity loss - S1 - Health & safety - S1 - Gender equality + equal pay for work of equal value - S1 - Secure employment - S1 - Diversity - E3 - Water withdrawals	- E1 - Climate change mitigation (Scope 1, 2 & 3) - G1 - Mgmt. of relationships with suppliers, including payment practices
	Non-material		- S1 - Adequate wages - E1 - Climate change adaptation
		Non-material	Material
		Financial Materiality	

- Environmental
- Social
- Governance

➤ **Final outcome of DMA: 11 subtopics identified as prioritized sustainability topics for future CSRD compliant reporting.**

PROPORTION OF TURNOVER FROM PRODUCTS OR SERVICES ASSOCIATED WITH TAXONOMY-ELIGIBLE AND TAXONOMY-ALIGNED ECONOMIC ACTIVITIES

Economic activities	Code	Sales revenue	Proportion of sales revenue 2024	CRITERIA FOR A SIGNIFICANT CONTRIBUTION						DNSH CRITERIA (DO NO SIGNIFICANT HARM)										Taxonomy-aligned (A.1) or taxonomy-eligible (A.2) proportion of sales revenue 2023	Enabling activities category	Transition activities category
				Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Minimum safeguards						
				Y; N; N/EL ²	Y; N; N/EL ²	Y; N; N/EL ²	Y; N; N/EL ²	Y; N; N/EL ²	Y; N; N/EL ²	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N						
		€ mn	% ¹														% ¹	E	T			
A. Taxonomy-eligible activities																						
A.1 Environmentally sustainable activities (taxonomy-aligned)																						
Sales revenue from environmentally sustainable activities (taxonomy-aligned) (A.1)		–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–					
		0	0%	–	–	–	–	–	–	–	–	–	–	–	–	–	–					
A.2 Taxonomy-eligible but not environmentally sustainable activities (activities that are not taxonomy-aligned)				EL; N/EL ³	EL; N/EL ³	EL; N/EL ³	EL; N/EL ³	EL; N/EL ³	EL; N/EL ³													
Manufacture of automotive and mobility components		CCM 3.18	112	26%	EL	N/EL	N/EL	N/EL	N/EL	N/EL							–	E				
Sale of spare parts		CEY 5.2	<1	<0.1%	N/EL	N/EL	N/EL	EL	N/EL	N/EL							–					
Sales revenue from taxonomy-eligible but not environmentally sustainable activities (activities that are not taxonomy-aligned) (A.2)		112	26%	26%	–	–	<0.1%	–	–													
Total (A.1 + A.2)		112	26%	26%	–	–	<0.1%	–	–													
B. Taxonomy-non-eligible activities																						
Sales revenue from activities that are not taxonomy-eligible (B)		323	74%																			
Total (A + B)		435	100,0																			

¹ All percentages relate to the Group's total sales revenue.

² Y: Yes, taxonomy-eligible activity and taxonomy-aligned with the relevant environmental objective; N: No, taxonomy-eligible activity but not taxonomy-aligned with the relevant environmental objective; N/EL: 'Not eligible', activity not taxonomy-eligible for the relevant environmental objective.

³ EL: Taxonomy-eligible activity for the relevant objective; N/EL: Activity that is not taxonomy-eligible for the relevant objective.

Comments

- SP has evaluated **compliance of its taxonomy-eligible activities** under categories 3.18 with the **qualification characteristics** and the **fulfillment of additional criteria** set out with regard to substantial **contribution to climate change mitigation**.
- From SP's perspective, the qualification characteristic (criterion) in the description of the activity 3.18 in the existing **regulation leaves room for interpretation** and therefore bears **relevant uncertainty regarding suitable methodology needed** to assess whether a product is essential for delivering and improving the environmental performance of the vehicle.
- In view of this fact, SP considers its products listed in the European Commission Delegated Regulation (EU) 2023/2485 in Recital 9 **to be in line with the description of activity 3.18**. and the qualification characteristic included in it.

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PLANET Highlights
Our sustainability journey
Climate change
Water
Waste

At SP, we are committed to ensure **sustainable operations** and align our actions to **preserve limited resources** and **minimize our CO₂ footprint**, **decreasing water consumption** and **minimizing waste generation**. By focusing on these areas, we aim to **lessen our environmental impact** and assist our customers and suppliers in their own sustainability transformations.



PROGRESS IN 2024

RENEWABLE ELECTRICITY

74%

Renewable electricity achieved in 2024

SCOPE 1 AND 2

49%

Reduction in Scope 1 & 2 emissions from 2021 to 2024

ENERGY INTENSITY

3%

Reduction in energy use intensity from 2023 to 2024

WATER WITHDRAWAL

2%

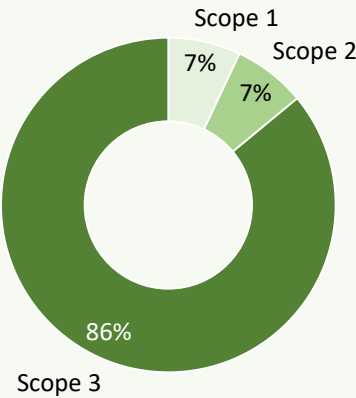
Reduction in water withdrawal from 2023 to 2024

ENERGY MANAGEMENT SYSTEM

62%

Of our facilities are ISO 50001 certified

GHG PROFILE CO₂e 2024



“

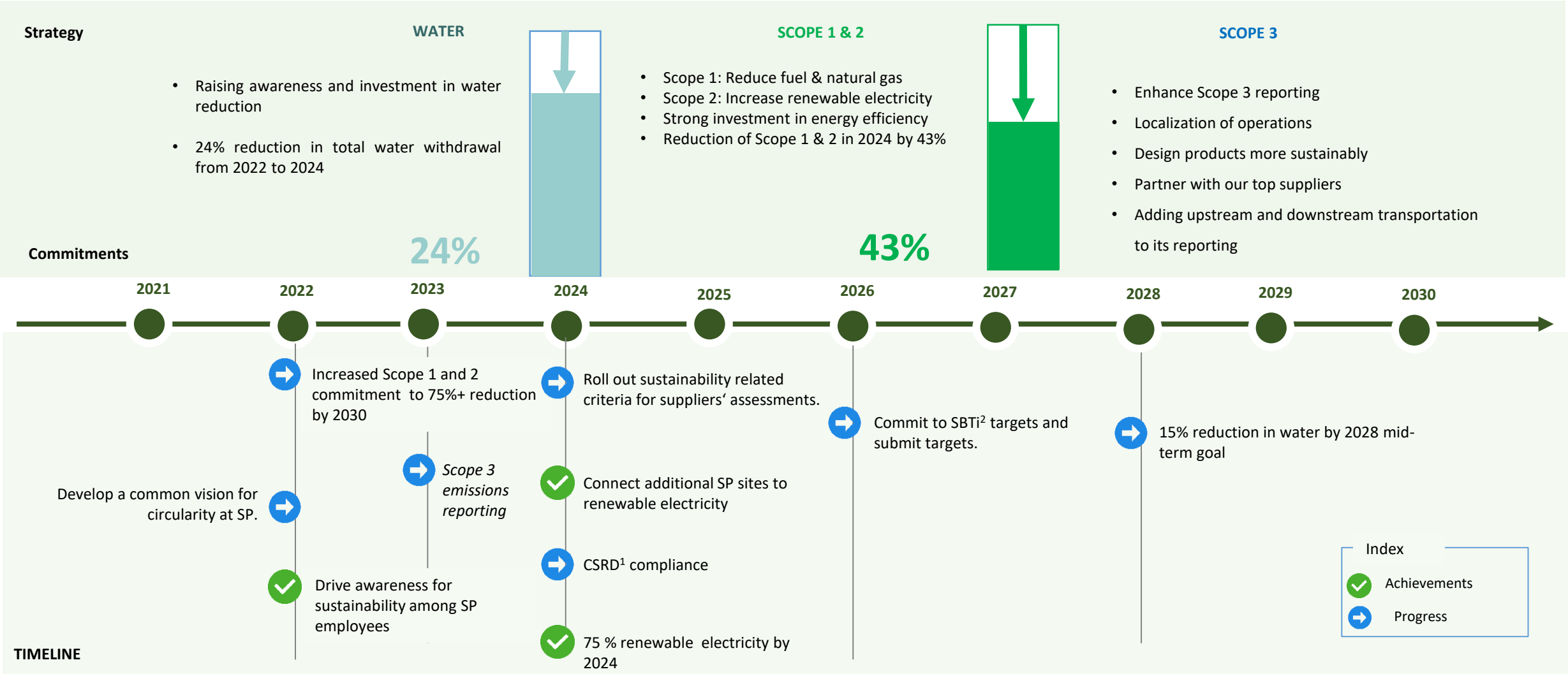
*Focusing on sustainability is crucial for us from an Operations viewpoint because it helps us **reduce waste, save costs, and minimize our environmental impact** while ensuring the **long-term viability** of our business.*

Marc Imbach
Chief Operating Officer



Strategic Pillar „PLANET“

Our sustainability journey



(1 - Corporate Sustainability Reporting Directive 2 - Science Based Targets-Initiative

OUR COMMITMENT

Committed to a 75 % absolute reduction for Scope 1 and 2 by 2030 in accordance with SBTi

Our 2024 impact

Optimizing our energy use

We monitor site energy use to identify impactful investments, focusing on operational standards, infrastructure, process improvements and renewable electricity procurement. Employees are encouraged to avoid idling equipment and maintain HVAC temperature ranges.

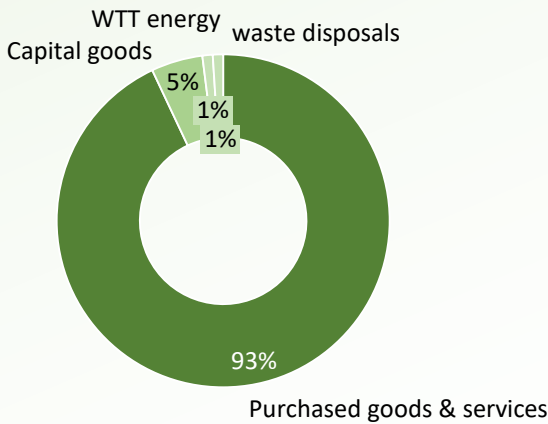
Scope 1 and 2 emissions

At SP we reduced our Scope 1 and 2 emissions through improved energy efficiency, process optimization, new technologies and increased use of renewable electricity. In 2024, we achieved a 49 percent reduction in Scope 1 and 2 emissions compared to the 2021 baseline. Looking ahead, we remain focused on renewable energy and energy-efficient solutions as part of our strategy to further reduce our carbon footprint and achieve our sustainability goals

Scope 3 emissions

To reduce emissions across our supply chain, we started tracking scope 3 emissions in 2023 in order to set up our internal targets for various functions and facilities.

Scope 3 emissions structure:



Our next steps

We are now setting new targets for year 2025. Our focus for the year ahead will be on reducing our Scope 3 emissions, while continuing our progress across Scope 1 and 2 by using improved data visualization tools in our digital platforms to drive greater reductions and including upstream & downstream transport

OUR COMMITMENT

Continuous reduction of water used in our operations and enhancing water management practices

Safeguarding water, a finite and invaluable resource, is essential for securing a sustainable future for people and the planet. We strive to reduce water consumption by implementing measures such as water meters and conducting detailed use mapping across our facilities

Our 2024 impact

Identifying opportunities for water reduction

Our commitment to enhancing water management practices has led to significant operational improvements. These advancements are largely attributed to progress at targeted water-stressed sites, guided by a thorough understanding of location-specific water demands.

This in-depth knowledge, rooted in kaizen events, regular water use assessments, employee trainings and the installation of water meters on critical equipment, is essential for driving continuous improvement

Focus on water-stressed areas

SP recognizes the importance of water to our operations and local communities, especially those that are in water-stressed areas. SP monitors the water stress level of all ISO 14001 sites.

Water reduction in out SP MEXICO PLANT:

The plant has significantly cut its water usage by 65% in 2024, conserving over 500 m³ each moth of water. The initiatives include the installation of a new chiller to sustain operations and being more sustainable.



Our next steps

We are now setting new targets for year 2025. Our focus for the year ahead will be on reducing our water consumption in all our plants.

OUR COMMITMENT

We are focused on reducing waste by maximizing efficiency and conserving finite resources

Efficient waste management

The environmental relevance of waste depends on the type of waste and the method used for its disposal. At SP we work on increasing our material recycling rate and reducing our landfill waste. To enhance material efficiency in our production processes, we implement practices like micronizing rubber process.

To support resource efficiency in production, our sites track waste data using a standard process that undergoes regular audits that aim to ensure accuracy and compliance.

We then go beyond the monitoring of our own activities to analyze the waste generated throughout our upstream supply chain.



Advancing circular manufacturing

Our employees have a shared responsibility to achieve carbon neutrality, a more circular economy. Our SP Spain plant is a success story in turning waste into a valuable resource: In 2024 the factory did increase the amount of rubber sent to recycling by over 900 tons and thereby avoiding landfill.

At out SP Düzce plant, we started in 2024 the “Micronizing Reuse Project” where approximately 400 tons of production waste would be reused as raw materials every year, which amounts to a reduction of 2% of the total waste coming from production.



Our next steps

To ensure that more of our facilities reach zero waste-to-landfill status, we continue to implement a variety of waste reduction initiatives. Ongoing initiatives include implementing new technologies and programs that minimize waste and standardizing the tracking and sorting of waste to increase recycling and reuse.

Strategic Pillar „PLANET“

Selected achievements on plant level



RENEWABLE ELECTRICITY

By intensifying the usage of renewable electricity at **SP Düzce** and **SP Manisa** among others, we succeeded to reduce our local scope 2 emissions from imported energy by almost **75%** compared to the previous period.

This local reduction contributed to the overall **company-wide reduction of scope 2 emissions** from **36,3 k tons (2023) to 15,6k tons (2024)**.



ENERGY-EFFICIENT EQUIPMENT

Across the entire network of production facilities Standard Profil continuously invests into **state-of-the-art production equipment** aiming to lower energy consumption in manufacturing processes.

This among other included the replacement of **air compressors** by more modern devices with lower energy consumption.



GREEN UPSKILLING INITIATIVES

SP trainings program aim to give our employees the knowledge and skills needed to support environmental sustainability in their roles and for their organizations.

Dedicated trainings aiming to **raise the awareness for various sustainability related topics** among the SP employees such as energy consumption, waste reduction, recycling and water consumption have been held across all SP sites in 2024, e.g. Düzce plant.

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IN THIS SECTION

Product stewardship & innovation

Sustainability in our Products

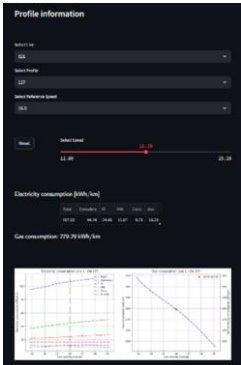
Sustainability in Cooperations

Sustainable Supply chain

We at Standard Profil are committed to **add value to climate-neutral mobility** to become the partner of choice for **sustainable sealing systems**. We are also committed to **reducing the impact of our products**. As our customers are creating solutions for their end markets, they can be sure they have a **safe, compliant and sustainable partner** in SP.



SELECTED INITIATIVES



“As consumers become increasingly aware of the impact their purchasing decisions have on the environment, the consideration of the full value chain incl. **Utilization of sustainable materials** becomes more important in ensuring a brighter future for ourselves and future generations.”

ECO-FOCUSED MATERIAL BRANDS

In 2024, Standard Profil Group strengthened its **commitment to sustainable innovation** by officially registering its eco-focused material brands **Relite®** and **Naturlite®** across Europe.

These proprietary elastomer compound families are designed to reduce environmental impact through the use of recycled and bio-based content, supporting circularity and low-carbon manufacturing goals in automotive sealing systems

DIGITAL-DRIVEN SUSTAINABILITY

In 2024, Standard Profil Group advanced its sustainability goals through targeted **Process Excellence initiatives**. These include the deployment of **Digital Twin & Energy Vector systems** to monitor energy consumption per meter and simulate “what-if” scenarios for process optimization. The introduction of **Mini-factories and Quick Changeover strategies** helps reduce changeover losses and stabilize takt times across modular machine architectures. Additionally, **Smart Material Handling** enables predictable flow and energy-aware scheduling, minimizing idle time and energy drift. Together, these innovations support more efficient, responsive, and low-impact manufacturing operations

Werner Gehring
Vice President Sales and
Program Management



SELECTED INITIATIVES



Horizon Europe Project
FLEX4FACT – Industrial
flexibility platform for
sustainable factories



GERMAN RUBBER CONFERENCE
NETWORKING FOR A SUSTAINABLE FUTURE

SUSTAINABLE FACTORIES

FLEX4FACT Project, where SP is one of the five European Pilot Companies addresses the two challenges by creating end to end smart tools that will allow to manage fluctuations in renewable energy generation and storage while you are smartly scheduling your production plan.

ASPIRE salutes the correspondence between the FLEX4FACT Project's objectives and the **Processes4Planet 2050 Strategic Research and Innovation Agenda**. The success of the project is based on multidisciplinary and cross-disciplinary approach of a dedicated, solution oriented collaborative group that is passionate to make a difference

SUSTAINABLE INNOVATIONS

At **DKT 2024 in Nuremberg**, Standard Profil Group demonstrated its **commitment to sustainable innovation** and **open collaboration** in rubber technology. The Group R&D team contributed with three impactful studies: Sustainability Impact on Automotive Weather Sealing Systems by Miguel Angel Romero Barrios, Utilizing Recycled Oils in EPDM Rubber Products by Yusuf Güner, and a poster on UV Stability of EPDM Compounds by Kemal Cellat. These contributions reflect not only the Group's technical leadership in **circular material strategies** and durable elastomer solutions, but also its **open innovation approach**—engaging with cross-disciplinary partners and sharing knowledge to accelerate sustainable transformation across the industry.

SELECTED INITIATIVES (CONT'D)



RECYCLED PLASTICS IN EPDM COMPOUNDS

At the 5th Fall Rubber Colloquium of KHK German Institute of Rubber Technology in Hanover, Standard Profil Group presented its latest research titled **“Using Recycled Plastic in EPDM Rubber Compounds: Exploring Sustainable Alternatives to Carbon Black”**.

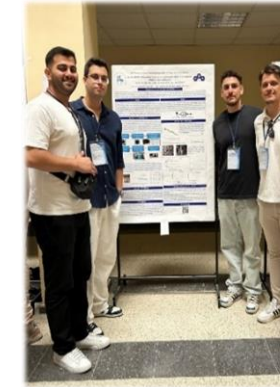
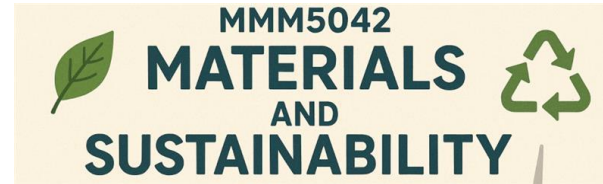
This initiative reflects the company’s **commitment to circularity and innovation in elastomer technology**. By integrating recycled plastics into EPDM formulations, the project aims to reduce reliance on fossil-based fillers and enhance environmental performance without compromising product quality.



RECYCLED CARBON BLACK

At the **International Rubber Conference 2024**, held in Istanbul from October 9–11, Standard Profil Group reinforced its **commitment to sustainable innovation and open collaboration** in rubber technology. Group R&D Materials Senior Expert Yusuf Güner presented “Utilization of Tire Pyrolysis Oil-Derived Carbon Black for Automotive Sealing Applications”, showcasing how recycled carbon black from end-of-life tires can be repurposed for high-performance sealing systems. Meanwhile, Group R&D Materials Expert Erdem Aydın contributed a poster on “The Effect of Extrusion Process Parameters on Sponge Profile Cross-Section and Mechanical Properties”, offering insights into process optimization for material efficiency. These contributions reflect Standard Profil’s **focus on sustainable materials and process efficiency** through applied research.

SELECTED INITIATIVES



RECYCLING

Reintegrating waste EPDM rubber into the **circular economy** through recycling is a critical step for sustainability. Devulcanization is a recovery process that breaks the chemical cross-links in cured rubber, converting the material back into a reusable, processable raw material.

Our R&D researcher and TUBITAK-2244 scholar, Begüm Uzunbayır, is conducting her thesis in the field of **devulcanization and sustainability**. She has presented her work on this topic at national congress titled **"Recycling of EPDM Scraps by Microwave Devulcanization: Parameter Optimization and Application Potential"**.

SUSTAINABILITY ECOSYSTEM

Dr. Orçun Saf has been appointed as a **visiting lecturer** at Dokuz Eylül University.

As part of this appointment, he is teaching the course "MMM 4052 – Materials and Sustainability" to final-year undergraduate students.

Additionally, Dr.Orçun SAF is the industrial advisor for the **PhD theses** of the TUBITAK 2244 program funded R&D researchers on the following topics:

- Development of Production Methods of Thermoplastic Based Sealing Profiles
- Development of Thermoplastic Vulcanizates for Automotive Applications by Using Advanced Conversion Techniques from Polypropylene Wastes

UNIVERSITY COOPERATIONS

During the fall-spring semesters of 2024, an undergraduate project on the **"Effect and Optimization of Microwave Devulcanization Method on Structural Properties of EPDM Scraps"**, conducted under the mentorship of Dr. Orçun Saf, received support from the TUBITAK 2209-B program.

Through this industry-supported project, students completed their thesis while gaining both academic laboratory experience and an industrial perspective.

SELECTED INITIATIVES



SUPPLIER ASSESSMENT

Standard Profil is committed to fostering sustainable and ethical operations throughout the entire supply chain. In line with this commitment, SP started a **screening and ESG assessment of our suppliers** to ensure the collective practices meet the high standards expected by our stakeholders.

In 2024 we started conducting and tracking the **site assessments of our suppliers** to gain a deeper understanding of their sustainability performance concerning both environmental and social aspects in addition to a training for our purchasing team.

MICRONIZED RUBBER

In 2022, we initiated the **utilization of micronized rubber** in our Düzce (Türkiye) facilities, in addition to our production site located in Logroño (Spain).

Utilizing recycled micronized EPDM granulate into our manufacturing processes allows us to achieve a **reuse quota of up to 10%** in our EPDM compound, reducing waste and promoting sustainable practices.

RECYCLED TPE

Standard Profil is continuously working on **increasing the amount of recycled TPE** (thermoplastic elastomer) in the production process.

In 2024, **2% of all TPE input materials** in our Spanish facilities stemmed from recycled or remanufactured content while it was 4.2% in our Turkish facilities.

TPE recycling allows Standard Profil to **reduce waste** and develop towards **circularity**.

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IN THIS SECTION

PEOPLE Highlights
Leadership & Talent Initiatives
Wellbeing
Workplace Health & Safety
Community Engagement

We at Standard Profil are committed to the overall **well-being of our employees** by providing **suitable working conditions, company culture** and **development opportunities**. By prioritizing safety and teamwork, we empower our employees to build skills and meaningful connections to grow their career and inspire the next generations



PROGRESS IN 2024

EMBRACING DIVERSITY

7,000

employees

4

generations

1st

workplace for mentally disabled
in Türkiye

21

nationalities

COMMUNITY IMPACT

>20

initiatives across 8
countries

>3,500

hours contributed
globally

>40%

employees engaged in
at least one activity

COMMUNICATION CULTURE

Regular

global C-level
webcasts

18

local townhall
meetings held by GMs

>70%

participation rate in
employee survey

“

*In 2024, our HR strategy continued to center on people—empowering **Talent**, driving performance, and fostering **Purpose**. Through development, recognition, and **Community** engagement, we’ve strengthened our commitment to **Sustainable growth**.*



Dr. Michael Ruppel
Chief Human
Resources Officer

OUR 2024 IMPACT

We are committed to fostering a **fair and future-ready workplace** by applying consistent and objective criteria to identify the strengths, potential, and development needs of our employees.

Through structured **Talent Reviews**, we assess individual potential and generate actionable insights that inform succession planning and targeted development initiatives. We actively support the **growth of top talents** through personalized career planning and continuous follow-up on their development journey.

>200

employees
evaluated

37

talent reviews
conducted

121

key positions
identified

288

successors assigned

“

*We believe that investing in **talent** is investing in the future of our business. By fostering a **culture of learning, inclusion, and growth** we empower our employees to drive innovation that supports long-term sustainability”.*

TALENT MANAGEMENT

At SP, we enable ongoing professional development to **help our employees grow and succeed**. Our comprehensive **talent strategy** is designed to meet the needs of our employees no matter where they are in their journeys.

- In 2024 we established a **Talent Review & Succession planning process** to tackle the challenges we face driven by rapidly changing technologies, evolving business models, and new competitors.
- Our target was to build nimble workforces prepared to address the challenges of the day with the **right skills and expertise at the right place in the right time**. In addition to the performance management process, talent review is a crucial tool to be able to answer these challenges through many benefits.

Tetiana Kryzhanovska
Group Learning & HR
Development Senior
Manager



Strategic Pillar „PEOPLE“

Building Leadership & Talent initiatives

SELECTED INITIATIVES



WORK AS ONE

Working **internationally** and coming from different backgrounds, SP supports and values its **diverse workforce** across the globe.

Still, it is essential to have a common understanding of how we will can work together.

In this regard, „**Work as One**“ defines five essential principles that outline the **organizational behaviors** and how we can contribute to achieving the goals of SP to the benefit of all of us.

SPARK – E LEARNING PLATFORM

Offering **continuous learning opportunities** we ensure our people – and our business – are resilient, responsible, and ready to contribute to a more sustainable future.

- In 2024 we extended the offering of SPark reaching 300 courses and numerous videos in a High-Performance Academy.
- For Leaders we established an academy “Leading in uncertainty” to navigate in uncertain times.
- To enable employees to have dedicated time for learning, we globally introduced a Spark Learning Hour.

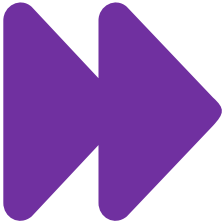
PERFORMANCE MANAGEMENT

In 2024 we started a project to advance our **performance management approach** to assess not only what our employees achieve, but also how they achieve it.

By emphasizing **competencies, behaviors, and continuous development** we ensure our people grow in a way that supports both individual potential and sustainable business outcomes. Overall target is to foster a **culture of continuous growth and responsible performance**.

SP is committed to nurturing **employee wellbeing** to ensure people can reach their fullest potential. Beyond creating an environment where everyone feels **safe and comfortable**, we provide the tools they need to take wellbeing into their own hands.

SELECTED INITIATIVES



EVENTS AND PUBLICATIONS

We continue to publish our **quarterly newsletters** including articles related to the wellbeing and work life balance.

We host global webinars to raise **awareness related to the mental health** during our HSE Week.

The event attracted 11% of our white collar employees, and the recording has been made available online.

MINDFULNESS WORKSHOP

In May 2024 a **mindfulness workshop** was launched at SP Spain for our employees to teach **practical techniques** for present-moment awareness aiming to reduce stress, improve focus, and enhance emotional regulation through exercises like mindful breathing, body scanning, and guided meditation that can improve focus and productivity, better emotional regulation, greater compassion for ourselves and others, and increased self-awareness and mental clarity.

OUR NEXT STEPS

Our next steps center on supporting growth by enabling our **female talents** to broaden their network, sharing experience and creating a learning & networking series to raise awareness on personal development & empowerment within our female SP communities.

SELECTED INITIATIVES



INTERNATIONAL WOMEN'S DAY

International Women's Day (IWD) was an opportunity to **celebrate women's health and achievements** while highlighting the need for policies that promote **gender equality** and support **women's physical and mental health**.

AWARENESS FOR BREAST CANCER

Breast Cancer Awareness was an opportunity in our SP Spain plant to **raise awareness** of specific groups within the breast cancer community and promote screening and reduce the risk of the disease.

PROMOTING HEALTHY FOOD

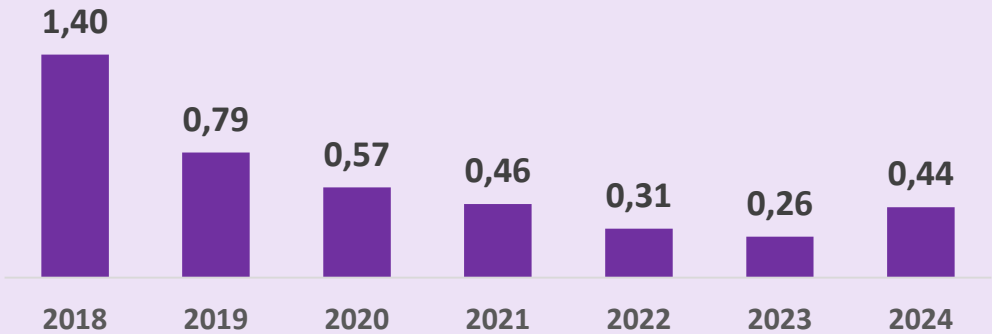
In SP Spain and during the HSE Week, the plant provided **healthy food alternatives** in the workplace to foster employee wellbeing by boosting energy, concentration, and food while reducing stress and the risk of chronic diseases

OUR COMMITMENT

Safe workplaces are a top priority at SP, we are committed to have zero incidents by 2030.

At SP, **sustainable and safe manufacturing practices** are essential to our operations. We are committed to integrating **health and safety considerations** into all aspects of our business protecting our employees, contractors and visitors with dedication.

SP total recordable incident rate



50%

of facilities with one recordable incident or fewer in 2024

“ *HSE & sustainability are more than operational pillars — they are strategic imperatives. In SP this is the way of doing business by protecting **people**, preserving the **planet**, and driving responsible performance* ”

75%

of our facilities ISO 45001 certified

100%

of SP sites audited in HSE

2

of our plants achieved zero incidents for two consecutive years

Dr. Mouna Salhi
Group HSE & Sustainability Director



We deeply care about **employees' safety and wellbeing**, knowing their health is essential to both their personal happiness and their ability to do their best work. That is why we have made safety a **top priority** in all our operations. We are dedicated to creating an environment where our employees feel cared for, supported and safe, so they can thrive both personally and professionally.

Through a series of comprehensive programs, we have **continually strengthened our safety culture**, consistently achieving top-tier performance compared to our peers

OUR 2024 IMPACT

Key highlights from 2024 include:

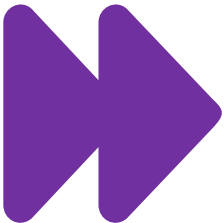
- Launching a new H&S Strategy: **“DESTINATION ZERO”**
- SP South Africa plant **2 years without accident**, SP China plant **1 year without accident**
- Launching **HSE Learning**: Learning today is Leading tomorrow to foster HSE & S community skills & capabilities
- HSE & S reset to raise **AWARENESS, engagement & commitment**

HEALTH & SAFETY STRATEGY

We regularly evaluate our HS strategy to ensure it remains relevant and effective. In fiscal year 2024, we completed our safety reset and introduced a new HS strategy – **DESTINATION ZERO**, which is built around four key pillars designed to support our goal of zero injuries.

SAFETY CULTURE	RISK PREVENTION	ASSURANCE	TALENT
Safety is deeply embedded in our operations and culture	Proactively identify hazards & implement controls to mitigate risks	Ensure strong safety protocols & compliance	Focus on awareness, knowledge and core HS competencies

SELECTED INITIATIVES



HEALTH & SAFETY AWARENESS

Developing a workforce with strong H&S competencies is crucial to our safety success.

In 2024, we launched our **HSE Week** with several activities like daily HSE “Grow on” sessions, stands, gaming, & recognition and launched the **HSE Learning & training initiatives**, ensuring employees meet annual safety training requirements specific to their roles. These efforts reinforce our **commitment to a safety culture and compliance**.

HAZARD AND RISK MITIGATION

At SP, we focus on **proactive hazard identification and risk mitigation** through training, tools and processes.

In 2024, we conducted several **risk hunting initiatives** globally, which all SP sites began using to report incidents and identified more than 800 corrective actions.

NEXT STEPS

Our next steps center on advancing the effectiveness of our **safety management system** (SMS) by maintaining alignment with SMS standards, legal requirements and SP HSE LMA objectives. We will focus on refining **training initiatives** to support HS goals and foster safety excellence. **Key priorities** include 0 recordable incident rate, proactive safety pyramid implementation, enhance HSE leadership & ownership, HSE awareness, training & communication, behavior based safety & ergonomics programs and HSE audit & excellence.

Strategic Pillar „PEOPLE“

Community engagement

At Standard Profil, we believe that **sustainability starts with strong communities**. Through our global **SP Act for Good initiative**, we transform this belief into action by engaging employees in meaningful projects that create lasting social and environmental benefits.



In 2024, we expanded our community programs to deepen local impact and foster inclusion. Across all SP locations, **employees volunteered in various activities** such as city garden clean-ups, food donations to animal shelters, and inclusive reading sessions for the visually impaired. We continued our partnerships with global and local non-profit organizations, including **UNICEF**, and amplified awareness campaigns on critical issues like breast cancer and gender equality.

“

*Every action counts in shaping a sustainable future. By **empowering communities and fostering inclusion**, we transform shared values into lasting impact—strengthening bonds, inspiring progress, and building hope for generations to come.*

Gülbin Dülger
Corporate
Communication
Manager



SELECTED INITIATIVES



ANCIENT CITY EXCAVATION

SP Düzce embraced the **“Act for Good”** spirit by supporting the excavation of the ancient city of **Konuralp Prusias ad Hypium**, a site of great historical significance.

Through this initiative, SP contributed to **preserving cultural heritage** and **promoting local history**. Our efforts helped advance archaeological work, reinforcing our commitment to sustainability not only in business but also in protecting the legacy of communities we serve.



ASPACE WALK

SP Spain proudly joined the **40th Aspace Walk** to support individuals living with cerebral palsy. Aspace is a network of 12 non-profit organizations dedicated to **caring for people with cerebral palsy** and their families.

This year’s 19-kilometer route brought together more than 3,000 participants, including city authorities and a strong team of 66 SP Spain employees. It was a meaningful day where those affected and their families were at the heart of the event, reinforcing SP’s commitment to community and inclusion.



VISIT TO ORPHANAGE

SP China brought smiles and warmth to a local orphanage as part of the **“Act for Good”** initiative.

Employees spent the day sharing stories, playing games, and creating joyful moments with the children.

Alongside these heartfelt interactions, essential living materials were donated—turning a simple visit into a day of care, laughter and hope.

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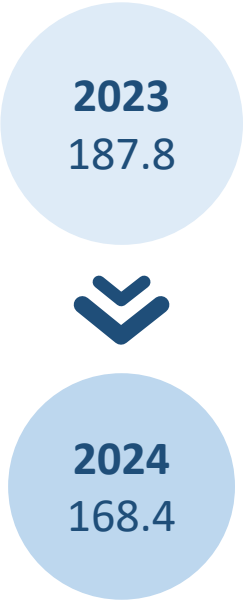
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GRI 302-1
Total energy consumption within organisation
(in thousand mWh)¹



GRI 302-3
Energy intensity ratio for the organization
(in kWh / ton of production)



GRI 302-4
Amount of reductions in energy consumption
2023 v. 2021²
(in thousand mWh)



- In 2024, total energy consumption was 168,367 mWh, of which 71,701 mWh (43% of total energy consumption) was either from **renewable or partially renewable electricity**, 29,388 (17% of total energy consumption) was from **non-renewable electricity**, and 67,278 (40% of total energy consumption) was from **non-renewable fuel consumption** such as natural gas, diesel and gasoline.
- Energy and fuel consumption **decreased by 10%** due to **lower production volumes** and **several energy saving initiatives** implemented across the production network.

¹Assuming 10.55 kWh/m³ for natural gas, 6.76 kWh/liter and 12.76 kWh/kg for LPG, 9.89 kWh/liter for diesel, 8.97 kWh/liter fir gasoline, for LPG using DEFRA as source ²Reduction of energy consumption is calculated by multiplying the difference between energy intensity ratios of 2024 and 2021 (base year) with the production volume in 2024

GRI 303-3

Water withdrawal
(in thousand m³)



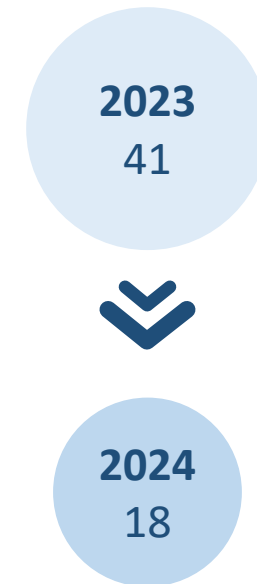
GRI 303-4

Water discharged
(in thousand m³)



GRI 303-5

Water consumption
(in thousand m³)



- Total water withdrawal acrosss all SP production facilities decreased by **2%** year-on-year. SP China plant have a significant decrease of water consumption about **20%** reduction from 2023 to 2024
- Water withdrawal per ton of production decreased by **26 %** year-on-year, decreasing from 3,9 m³/ton in 2022 to 2.9 m³/ton in 2024

GRI 305-1
Scope 1 emissions
(in thousand tons of CO₂ equivalent)



GRI 305-2
Scope 2 emissions
(in thousand tons of CO₂ equivalent)

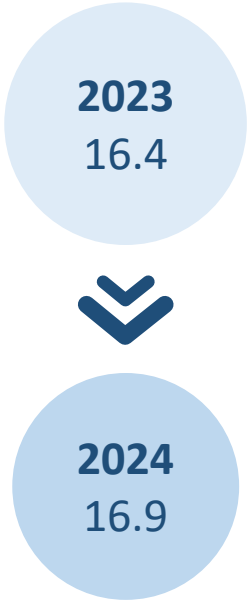


GRI 305-1 / 2
Scope 1+2 emissions
(in thousand tons of CO₂ equivalent)



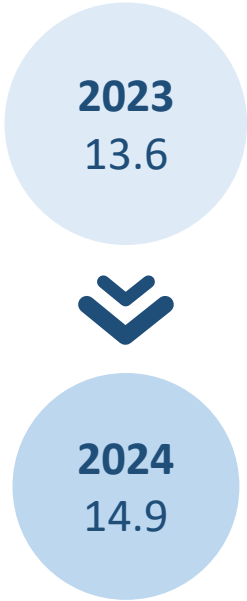
- Scope 1 and 2 CO₂ emission data is collected from all plants with by an **ISO 14064-1 compliant** carbon management system and is **officially certified** by an independent third-party service provider
- Scope 1 and 2 emissions **decreased by substantial 42%** primarily driven by switching the production sites of **Düzce (TR)** and **Manisa (TR)** to **100% renewable electricity**.

GRI 306-3
Waste generation
(in thousand tons)



- The slight increase in total waste generation (+3%) was mainly driven by planned maintenance and modernization activities, reflecting the company’s proactive approach to improving operational efficiency and long-term sustainability.

GRI 306-4
Waste diverted from disposal
(in thousand tons)



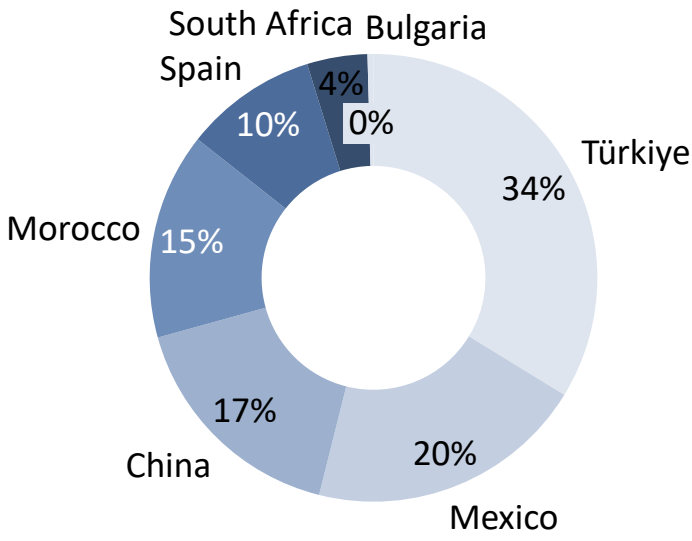
- The share of waste diverted from disposal increased from 83% in 2023 to 88% in 2024, reflecting improved recycling performance across several plants.

GRI 306-5
Waste directed to disposal
(kg/ton of production)



- The share of waste directed to disposal decreased from 17% in 2023 to 12% in 2024, mainly driven by higher recycling rates.

GRI 305-1 / 2
Scope 1+2 emissions by facility, 2024 (%)



- **Türkiye** accounts for the largest portion of scope 1 and 2 emissions, in line with its weight in production volume.

GRI 305-4
GHG intensity ratio (in tons of scope 1&2 emissions by ton of production)



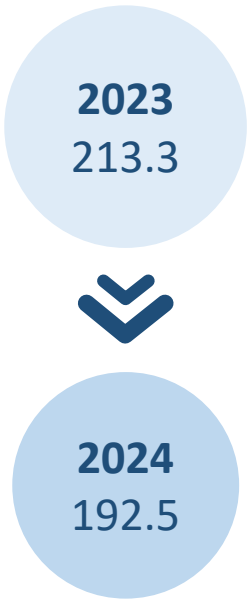
- GHG (Greenhouse Gas) intensity ratio is calculated by dividing the **absolute GHG emissions** (see GRI 305-1/2) by **total ton of production**

GRI 305-5
Reduction of GHG emissions (in thousand tons of CO₂ equivalent)

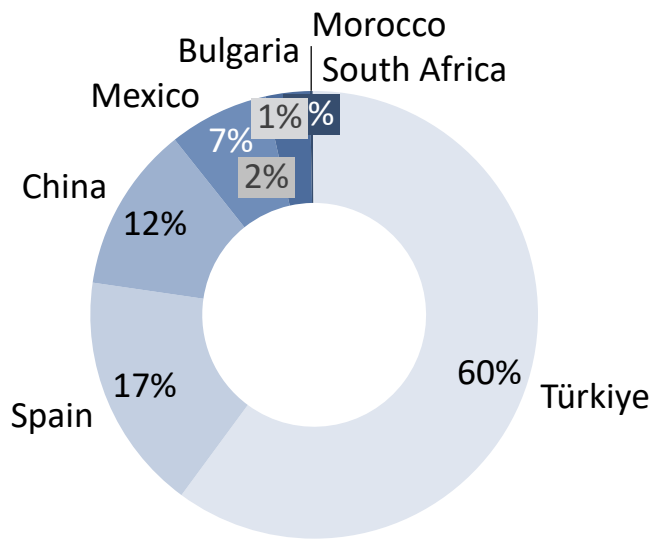


- Reduction of GHG emissions is calculated by multiplying the difference between GHG intensity ratios of 2023 and 2021 (base year) with the production volume in 2023
- It is our target to **reduce CO₂ emissions** (scope 1 & 2) by **75%** until 2030 (base year: 2021)

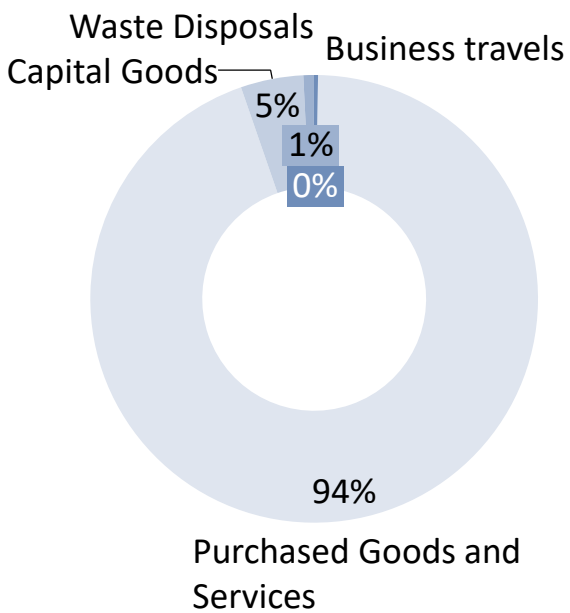
GRI 305-3
Scope 3 emissions
(in thousand tons of CO₂ equivalent)



GRI 305-3
Scope 3 emissions by facility
(in %)



GRI 305-3
Scope 3 emissions by subcategory
(in %)



- Sub-categories covered this year in Scope 3 emissions are **purchased good and services, capital goods, waste generated in operations, and business travel**
- Next year, the company will also add **upstream and downstream transportation** to its reporting

GRI 205-1

Operations assessed for risks related to corruption

- Corruption and bribery risks are integral parts of the **Standard Profil risk universe**, and the internal audit function monitors all risks and prepares the risk basis according to internal audit plans. In every internal audit engagement, these risks are taken into consideration and audited for compliance
- Due to **confidentiality reasons** (protection of business secrets), neither the total number and percentage of the SP locations audited for corruption risks, nor the corruption risks identified, are reported

GRI 205-2

Communication and training about anti-corruption policies and procedures

- The Standard Profil **“Anti-Bribery and Corruption Policy”** is available in all relevant languages and is communicated to employees on different channels, e.g. as printout
- Due to confidentiality reasons **no further information is published** beyond the training figures reported as part of GRI 404 in Strategic Pillar “Employees”
- The Standard Profil **“Supplier Code of Conduct”** includes a reference to corruption prevention activities. A quantification of **the informed business partners** is not possible for reasons of confidentiality

GRI 205-3

Confirmed incidents of corruption and actions taken

- In the event of confirmed cases of corruption - as in the case of other compliance violations - **sanctions will be imposed on responsible employees** if violations can be individually attributed. Sanctions are determined in accordance with defined processes and cover, for example, the avoidance of a risk of repetition and the individual misconduct
- They cover the **entire range of possible measures**, including personnel measures, such as admonishment, warning, bonus reduction, transfer and (immediate) termination
- Due to confidentiality reasons (competition considerations and protection of business secrets), we **do not make any statements** about the outcome and details of internal investigations

GRI 206-1

Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

- In 2024, the company had **no legal actions pending or completed** regarding anti-competitive behaviour, violations of anti-trust and monopoly legislation

GRI 207-1 + 207-2

Approach to tax + tax governance, control, and risk management

- The responsibility for taxes rests with the **Group Chief Financial Officer (CFO)**.
- SP does not pursue **any inappropriate tax avoidance strategies** in any of our jurisdictions
- Our tax management is integrated into the overall operations of the company to optimally handle tax-related processes, measures and structures

GRI 207-3

Stakeholder engagement and management of concerns related to tax

- We are committed to an open and transparent exchange of information with all relevant tax authorities and support the work of industrial associations ensuring transparent and responsible taxation

GRI 207-4

Country-by-country reporting

- We do not report our country-by-country reporting because we are not obliged to do so (SP does not fulfill the EUR 750m of sales threshold)

GRI 301-1

Materials used by weight and volume

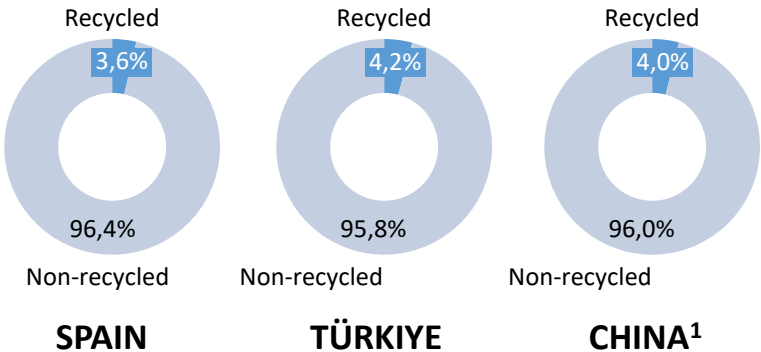
Material	2023 volumes (tons)	2024 volumes (tons)
EPDM	10.692	10.441
Carbon black	13.806	14.256
TPE	6.293	5.209
Outsourced compound	7.152	6.459
Steel	7.105	6.561
Aluminium	2.047	1.694

- The most important materials for production processes are **EPDM, TPE and carbon black**
- **Steel and aluminum** are used as carriers for sealings while **glass** is used for encapsulated parts and components
- It is our target to **reduce the amount of used materials** by leveraging our R&D capabilities to optimize our product designs

GRI 301-2

Percentage of recycled input materials used (2024, by volume)

- **TPE/V, PVC and PP production**
% of input materials from recycled or remanufactured content



- **EPDM compound production:** In early 2023 Standard Profil has initiated trials to increase the recycling quota in EPDM compound production to up to 10% by using **micronized rubber** (see chapter “Supply Chain” for details).

GRI 416-1

Assessment of the health and safety impacts of product and service categories

- At Standard Profil, **standard processes for product safety (PEP)** ensure that our product design is compliant with global requirements and legal regulations as well as product safety
- This process is **applied in all our production facilities** around the globe
- Standard processes for **Quality management** and a close contact with our customers allow to detect field damages at an early stage
- Our products are designed with environmental conscious materials and components so that **no negative health and safety impacts** are given to end users

¹Last six months of 2023

GRI 308-1/414-1
Percentage of new suppliers that were screened using social and environmental criteria



GRI 308-2A/414-2A
Number of suppliers assessed for social and environmental impacts



GRI 308-2B/414-2B
Number of suppliers identified as having significant actual and potential negative social and environmental impacts

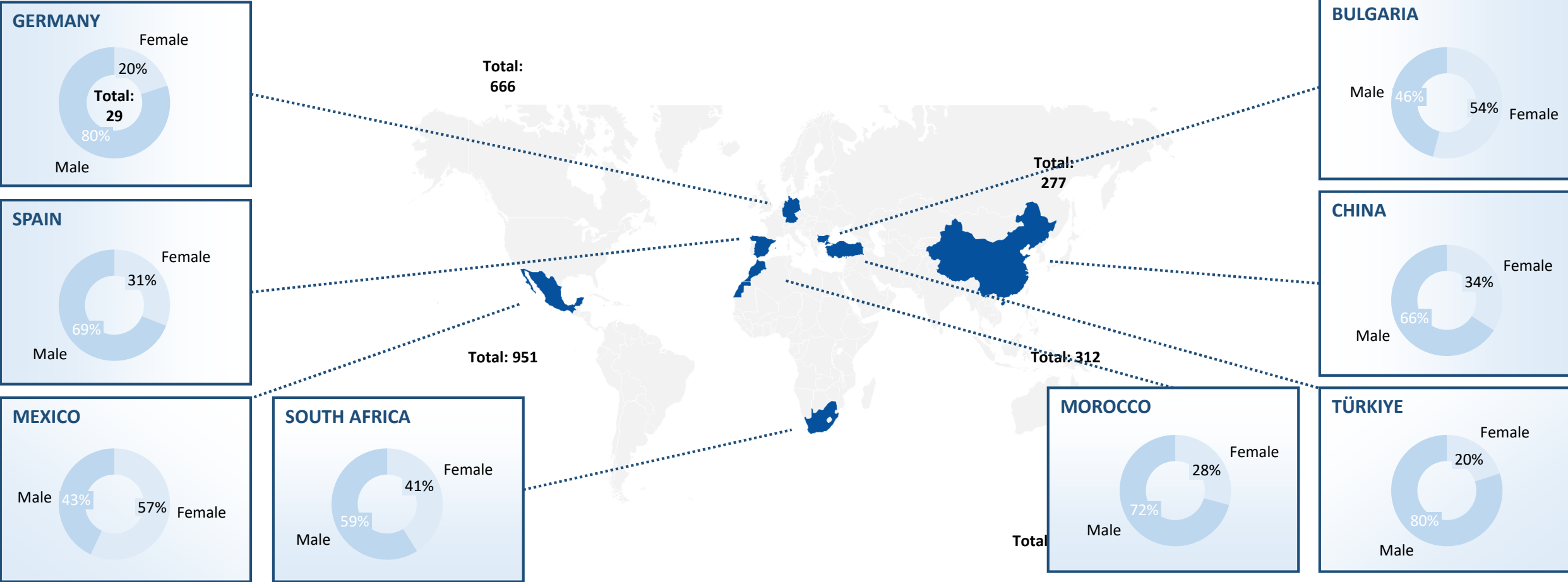


Explanatory Note: Implementation of Sustainability criteria in the Supply Chain

- In alignment with our commitment to responsible business operations, Standard Profil has elaborated on the **integration of sustainability-related criteria** into Purchasing processes starting in 2023
- The objective of this initiative was to **establish robust guidelines** that will govern our **supplier selection and evaluation processes**, specifically targeting concerns such as the prevention of child labor, slavery and forced labor in our supply chain
- By setting stringent sustainability criteria, we aim to ensure that our procurement activities align with **ethical standards** and **promote social and environmental responsibility**
- This initiative was finalized in **H1/2024** and the supplier sustainability assessment has been implemented in the Purchasing organization and processes ever since with **first assessments been conducted in 2024**
- Standard Profil applies a structured **“Supplier Sustainability Assessment Questionnaire”** covering the following **six criteria**: 1) Labor and Human Rights, 2) Occupational Safety and Health, 3) Corporate Responsibilities, 4) Climate, 5) Pollution and Waste Management, 6) Sustainable Products and Services

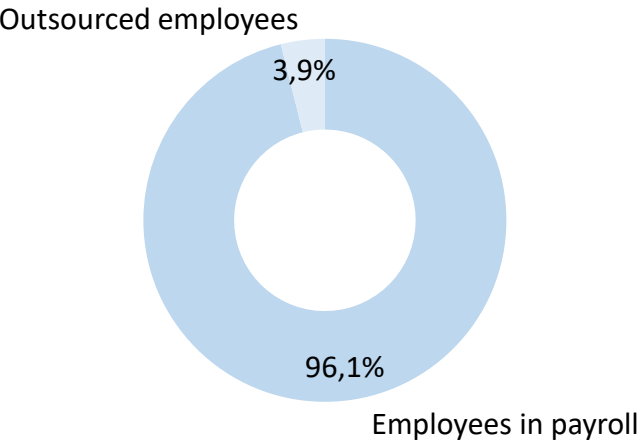
GRI 2-7
General information about the number of employees by gender and region *(as per December 31, 2024)*

Total:
699



Note: No. of diverse employees is 0 across all locations.

GRI 2-8
Workers who are not employed



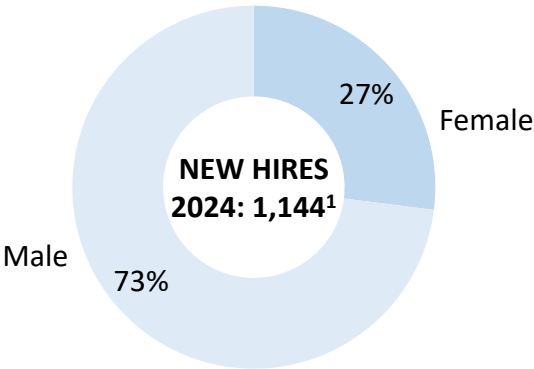
- As of December 31, 2024, approximately **3.9%** of our total headcount was made up of **outsourced employees**, mainly located in China, Türkiye and Morocco.
- As of December 31, 2024, approximately **14%** of our direct labor base was made up of employees with temporary contracts which gives the company flexibility in adjusting its workforce with respect to market demand

GRI 2-30
Collective bargaining agreements *(percentage of workers being covered by a collective bargaining agreement)*

Region	2024
Spain	93%
Türkiye	82%
Mexico	74%
Bulgaria	0%
Morocco	0%
China	0%
South Africa	72%
Germany	0%

- As of December 31, 2024, approximately **56% of our employees** were covered by a collective bargaining agreement.

GRI 401-1
New employee hires and turnover rate



- In 2024, **1,144 new employees¹** were hired (2023: 2,922). Thereof **311 were female** workers (2023: 870 female)
- Company-wide **turnover rate** 2024 was **16%¹** across all locations.

GRI 403-8
Workers covered by occupational health and safety management system



- Health & safety of our workers has **highest priority** at Standard Profil
- SP adheres to all **local health and safety regulations** and applies **uniform standards** worldwide

GRI 403-9
Work-related injuries

Fatality rate:

0,07

Rate of high consequence work related injury:

0.32

Rate of recordable work-related accidents:

1.92

- Total number of work-related accidents increased to **27 in 2023** from **20 in 2023**
- In 2024, Standard Profil recorded a **Total Recordable Incident Rate (TRIR)** of 0.44, it's the lowest in 9 years.

(1) - Excluding Mexico where turnover is extraordinarily high

GRI 404-1

Average hours of training per year per employee

2023
23.9h



2024
24,3 h

- Average hours of trainings **increased to 24,3 h** in 2024, from a low-base of 16.5h in 2022 due to COVID-related restrictions

GRI 405-1

Gender and age group of governing bodies

- Standard Profil has a **dual management structure** consisting of a Management Board and a Board of Directors
- The **Management Board** consists of **three members**: CEO (63 years, male), CFO (56 years, male), COO (48 years, male)
- In 2024, the **Board of Directors** consists of **five members**: All of them are **male** and **between 40 and 70 years** old
- Of the company's 200+ managers (levels above CEO-4), **21% are female**

GRI 405-2

Salary ratio among men and women

- Within Standard Profil, the **same principles apply to remuneration and fringe benefits**, irrespective of gender, religion, origin, age, disability, sexual orientation or country-specific characteristics
- Standard Profil regularly reviews the **remuneration and variable compensation** of all genders employed
- In 2024 there were **no significant differences** in the overall compensation package between genders

GRI 406-1

Incidents of discrimination and corrective actions taken

- The Standard Profil Code of Conduct stipulates the **fair and equal treatment** of all employees. SP **does not tolerate any form of discrimination or harassment** because of race, gender, ethnic or national origin, religion, or belief, disability, age, sexual orientation, or other characteristics protected by law
- Incidents of discrimination can be addressed with HR or directly with the **Group Whistle Blowing Hotline**
- **Internal Auditing** is responsible for objective and independent assessment of each case reported
- To date, violations of our principles are **neither known** to SP **nor otherwise apparent or obvious**

GRI 407-1

Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

- Beyond our own processes, we are also committed to protecting **the right to freedom of association and collective bargaining** among our supplier base
- Corresponding **requirements for suppliers** are set out in the Standard Profil “Supplier Code of Conduct”

GRI 408-1

Operations and suppliers at significant risk for incidents of child labor

- Standard Profil’s exposure with respect to **child labor** is **considered very low** because of its industry, business model and the countries in which business activities are carried out, its high level of vertical integration as well as its high quality requirements in the supply chain
- Standard Profil commits itself to the **protection of human rights** in its **Code of Conduct**. Child labor is categorically rejected
- The basic principles set out in the **Code of Conduct** for Suppliers explicitly include standards for the exclusion of child labor
- As in the previous years in 2024 there were **no cases of child labor revealed**

GRI 409-1

Operations and suppliers at significant risk for incidents of forced or compulsory labor

- Standard Profil’s exposure with respect to **forced or compulsory labor** is **considered very low** because of its industry, business model and the countries in which business activities are carried out, its high level of vertical integration as well as its high quality requirements in the supply chain
- Standard Profil commits itself to the **protection of human rights** in its **Code of Conduct**. Forced and compulsory labor are **categorically rejected**
- The basic principles set out in the **Code of Conduct for Suppliers** explicitly include standards for the exclusion of forced or compulsory labor
- As in the previous years in 2024 there were **no cases forced or compulsory labor revealed**

GRI 413-1

Operations with local community engagement, impact assessments, and development programs

- In 2024, Standard Profil continued to strengthen its commitment to local communities through the “**SP Act for Good**” initiative. Across all plants and offices, employees actively participated in meaningful CSR efforts, reinforcing our shared values of empathy, responsibility, and sustainability.
- This year’s highlights included expanded partnerships with global and local non-profit organizations, renewed support for UNICEF, and enhanced awareness campaigns around key social issues such as breast cancer and gender equality.
- The “SP Act for Good Week” evolved into a broader platform for employee-led volunteering, featuring new activities. These efforts reflect our ongoing dedication to creating positive social impact and fostering a culture of care and engagement throughout our global footprint.

GRI 413-2

Operations with significant actual and potential negative impacts on local communities

- There are **no negative impacts** on local communities caused by Standard Profil's business activities.

GRI 415-1

Political contributions

- Our Anti-Bribery and Corruption/Ethical Policy mandates that **no political contributions** are to be made and none have been made in 2024.

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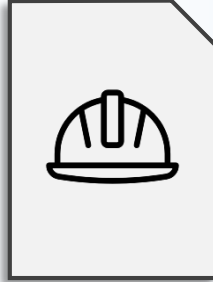
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Links to Standard Profil Policies.

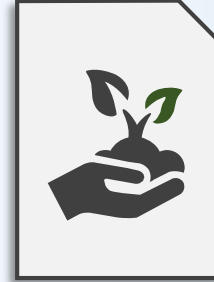
Code of Ethics



Health & Safety Policy



Environmental Policy



Information Security Policy



Quality Policy



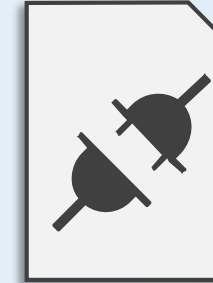
Web Privacy Policy



Sustainability Policy



Energy Management System Policy



General Terms & Conditions



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Standard Profil Automotive GmbH
Ludwig-Erhard-Str. 12-14
65760 Eschborn
Germany

Contact

Standard Profil Automotive GmbH
Tobias Keil
Group Director Strategy and Sustainability
E-Mail: tkeil@standardprofil.com

