

Our Sustainability Commitment

Sustainability Report 2023



STANDARD PROFIL

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.



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① Foreword

Dear Readers,

In 2022 Standard Profil made sustainability become an **integral part of our overall corporate strategy** by adding dedicated sustainability related targets to our set of strategic targets. This among other included the ambitious target to **reduce our carbon emissions by 50% through 2030**.

Since we succeeded in 2023 to **further reduce our scope 1+2 carbon emissions by another 9%** - amid a strong sales increase of more than 25% - we decided to further raise the bar and increased our scope 1+2 carbon emission reduction target **from 50% to even 75%**.


By doing this, sustainability has **gained more importance** at Standard Profil than ever before and we do our utmost to **minimize the impact** our actions have on the environment and future generations.

However, sustainability for us goes beyond reducing carbon emissions only; it encompasses ensuring that our business practices are consistently **ethical and responsible**.

By making sustainability become an integral part of Standard Profil's strategic agenda, we are not only contributing to a healthier planet but also creating **long-term value** for our stakeholders and the communities we serve. We firmly believe that sustainability is not an optional addition, but a **fundamental principle of doing business** in a world with limited resources and serious consequences for inaction.

At SP, we are 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 actions and activities** in the coming years.

Sincerely,



Dr. Klaus Elmer
Chief Executive Officer

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② Standard Profil At a Glance.



OUR COMPANY

SP is the 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



② Standard Profil In Numbers.




 **1977**
Year of establishment.

 **7,599**
No. of employees.

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

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

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

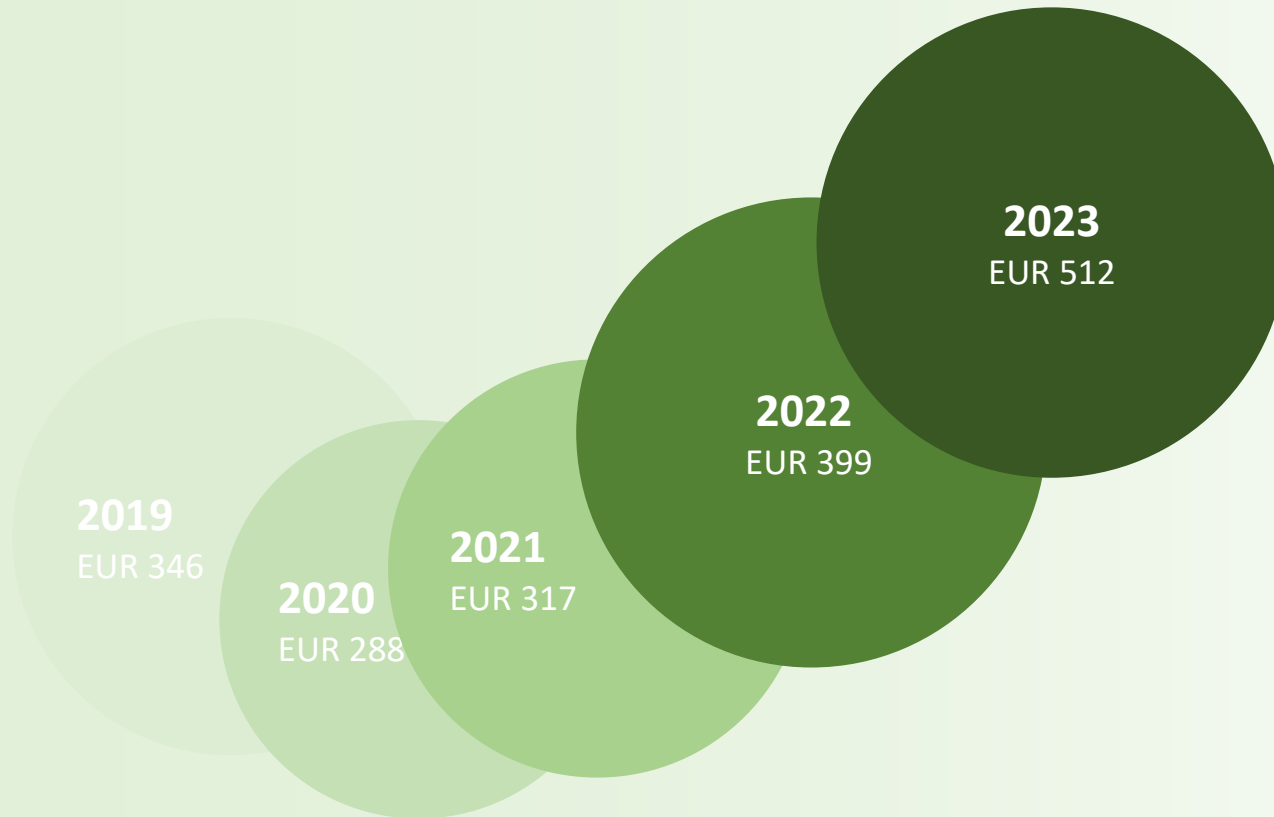
 **510**
Approx. sales in FY 2023 (EUR m).

② Standard Profil

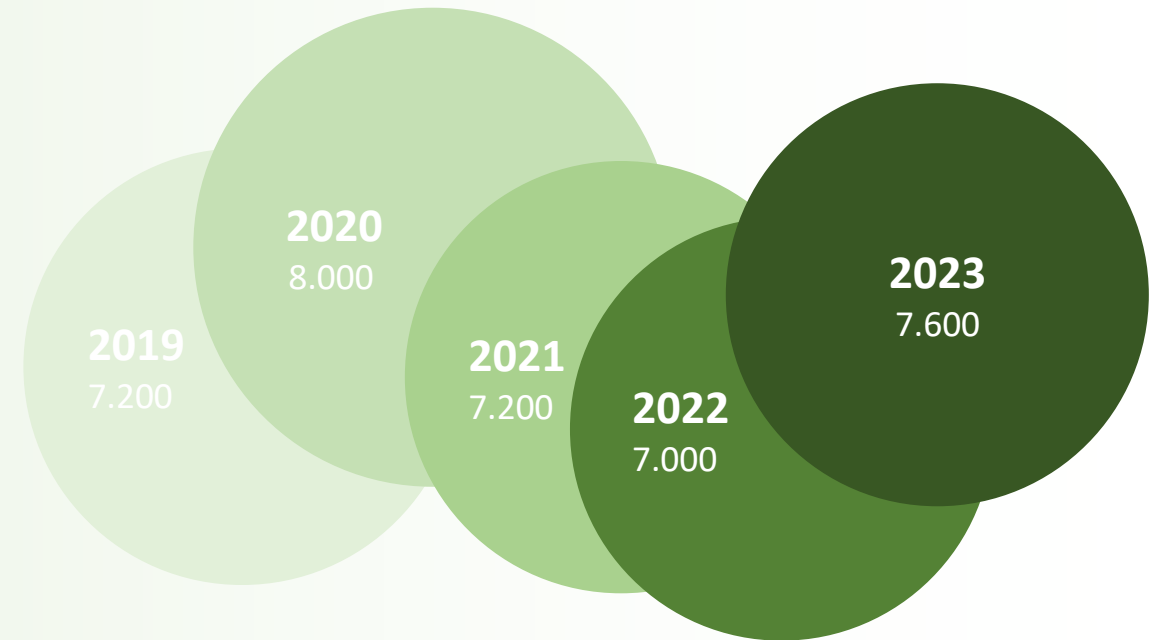
Key Financials.



REVENUE DEVELOPMENT 2018-2023 IN EUR M



NUMBER OF EMPLOYEES 2018-2023



② Standard Profil 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.

② Standard Profil

Our Sustainable Sealing Brands.



NATURLITE

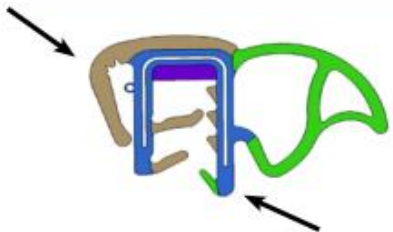
Sustainable Low Dense

General Properties

- 1.10 - 1.15 g/cm³
- With RFF (renewable functional fillers)
- Formula with replaced Carbonblack
- Reduced Carbonfootprint

Target Area

- Answer to a sustainable low dense
- Carrier Compound
- Cosmetic Lip



RELITE

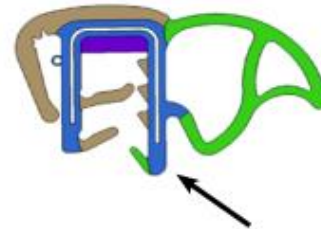
Recycled Low Dense

General Properties

- 1.15 - 1.25 g/cm³
- With micronised EPDM
- Recycled

Target Area

- Answer to a recycled compound
- Carrier Compound



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③ Sustainability Management.



*“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
Director Strategy and Sustainability

③ Sustainability Management. Our Sustainability Strategy at a Glance.

OVERALL STRATEGIC TARGET

CO₂ emissions
-75% by 2030

Scope 1 and 2 CO₂ emissions
by 2030 (reference year 2021), in
accordance with SBTi¹.

FIVE ACTION FIELDS



1. Products & Customers

- Innovative sealing systems
- Product safety & quality
- Circular economy



2. Supply Chain

- Social, ethical and ecological standards along the value chain
- Compliance



3. Operations

- Climate and environmental protection



4. Employees

- Well-being of employees
- Training & education
- Diversity & equality



5. Society

- Community engagement

OPERATIONALIZATION

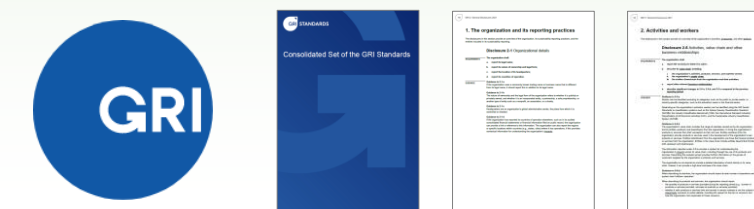
Governance structure



Local action plans

1. Sustainability Action Plan	2. Action Plan	3. Action Plan	4. Action Plan	5. Action Plan	6. Action Plan	7. Action Plan	8. Action Plan	9. Action Plan	10. Action Plan	11. Action Plan	12. Action Plan	13. Action Plan	14. Action Plan	15. Action Plan	16. Action Plan	17. Action Plan	18. Action Plan	19. Action Plan	20. Action Plan
1. Sustainability Action Plan	2. Action Plan	3. Action Plan	4. Action Plan	5. Action Plan	6. Action Plan	7. Action Plan	8. Action Plan	9. Action Plan	10. Action Plan	11. Action Plan	12. Action Plan	13. Action Plan	14. Action Plan	15. Action Plan	16. Action Plan	17. Action Plan	18. Action Plan	19. Action Plan	20. Action Plan

KPI framework (in accordance with GRI)



③ Sustainability Management.

KPIs applied by Action Field.

KPIS WITH REFERENCE TO GRI SELECTED FOR EACH ACTION FIELD.



Products & Customers

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



Supply Chain

1. **GRI 308-1/414-1**
Percentage of new suppliers that were screened using social and environmental criteria
2. **GRI 308-2a/414-2a**
Number of suppliers assessed for social and environmental impacts
3. **GRI 308-2b/414-2b**
Number of suppliers identified as having significant actual and potential negative social and environmental impacts



Operations

- | | | |
|--|---|--|
| <ol style="list-style-type: none"> 1. GRI 302-1
Energy and fuel consumption from renewable and non renewable sources (electricity, heating, cooling, steam, in mWh) 2. GRI 302-3
Energy intensity ratio for the organization (in kWh / ton of production) 3. GRI 302-4
Amount of reductions in energy consumption 2022 v. 2021 (in %) 4. GRI 303-3
Water withdrawal 5. GRI 303-4
Water consumption | <ol style="list-style-type: none"> 6. GRI 303-5
Water consumption per ton of production 7. GRI 305-1
Scope 1 emissions (in tons) 8. GRI 305-2
Scope 2 emissions (in tons) 9. GRI 305-3
Scope 3 emissions (in tons) 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) | <ol style="list-style-type: none"> 10. GRI 306-4
Waste diverted from disposal (reuse and recycling) 11. GRI 306-5
Waste directed to disposal (incl. hazardous waste) |
|--|---|--|

③ Sustainability Management. KPIs applied by Action Field (cont'd).

KPIS WITH REFERENCE TO GRI SELECTED FOR EACH ACTION FIELD.



Employees

- | | | |
|---|--|--|
| 1. GRI 2-7
General information about the number of employees by gender and region | 7. GRI 404-1
Average hours of training per year per employee | 12. GRI 408-1
Operations and suppliers at significant risk for incidents of child labor |
| 2. GRI 2-8
Workers who are not employed | 8. GRI 405-1
Gender and age group of governing bodies | 13. GRI 409-1
Operations and suppliers at significant risk for incidents of forced or compulsory labor |
| 3. GRI 2-30
Collective bargaining agreements | 9. GRI 405-2
Salary ratio among men and women | |
| 4. GRI 401-1
New employee hires and turnover rate | 10. GRI 406-1
Incidents of discrimination and corrective actions taken | |
| 5. GRI 403-8
Workers covered by occupational health and safety management system | 11. GRI 407-1
Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | |
| 6. GRI 403-9
Work related injuries | | |



Society

- 1. GRI 413-1**
Operations with local community engagement, impact assessments, and development programs
- 2. GRI 413-2**
Operations with significant actual and potential negative impacts on local communities
- 3. GRI 415-1**
Political contributions

③ Sustainability Management.

General KPIs applied.

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

③ Sustainability Management.

Committment to UN SDGs.

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.

③ Sustainability Management. Latest Ratings.

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.

B-

("Management", was "D" in 2022)



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.

84

(„Green“, was „83“ in 2022)



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

49

(„Committed“, was 47 in 2022)

SP RATING

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④ Sustainability Governance and Compliance.



Mustafa Kemal Tapkan
Director Internal Audit and Compliance

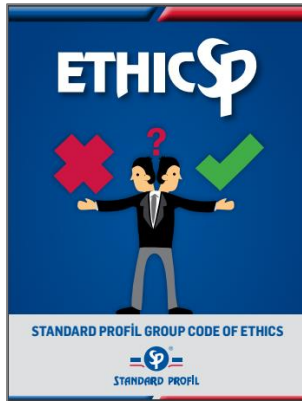
*“Robust compliance activities are integral to achieve our **sustainability goals** and drive **positive impact** across our industry and society. Our role is to ensure that **governance frameworks** and **compliance measures** not only meet regulatory requirements but also foster a culture of **ethical conduct** and **sustainable practices**.”*

④ Sustainability Governance and Compliance.

Key Compliance Policies.



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.



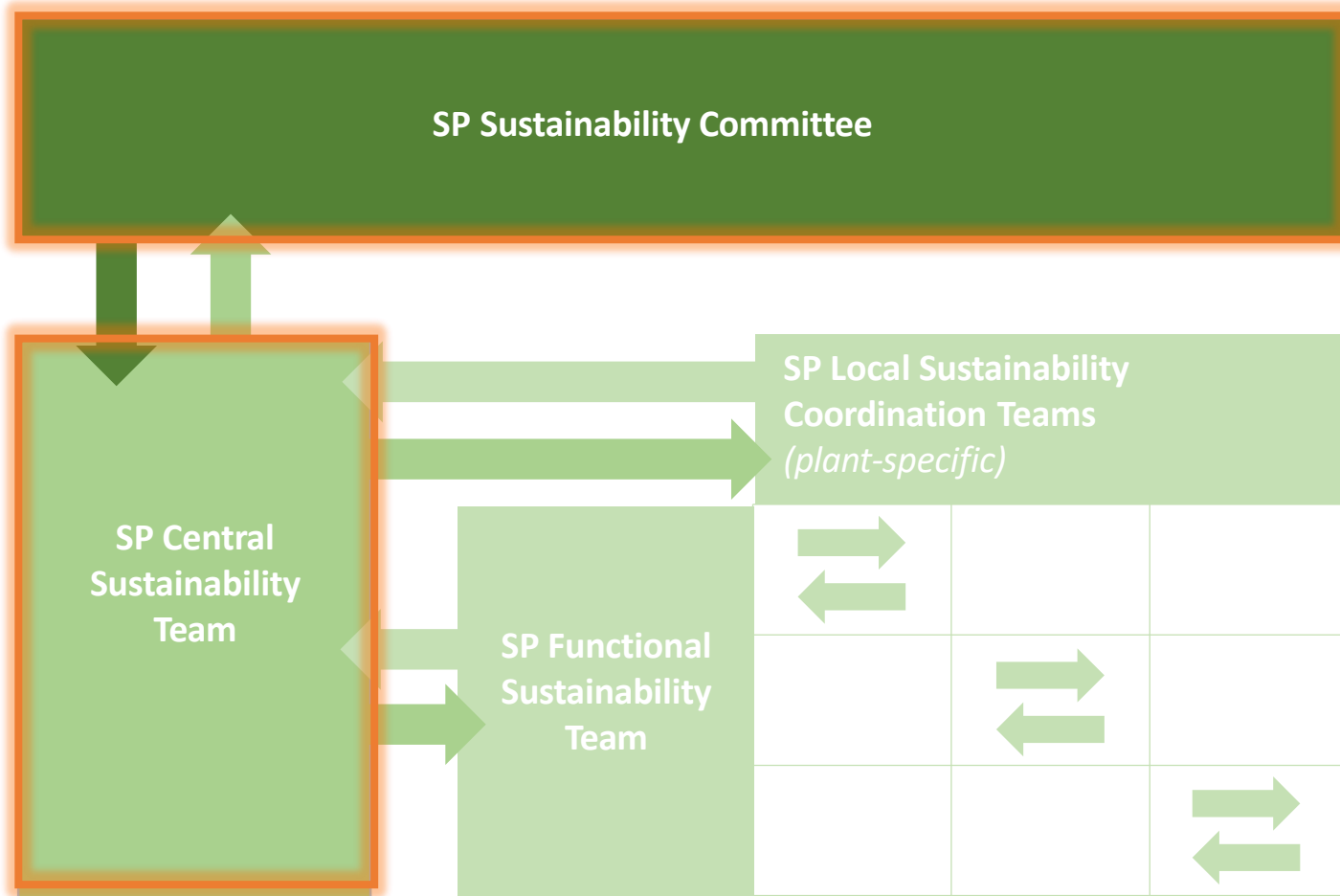
ANTI BRIBERY POLICY

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).

④ Sustainability Governance and Compliance.

Sustainability Governance Structure.

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.
- **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

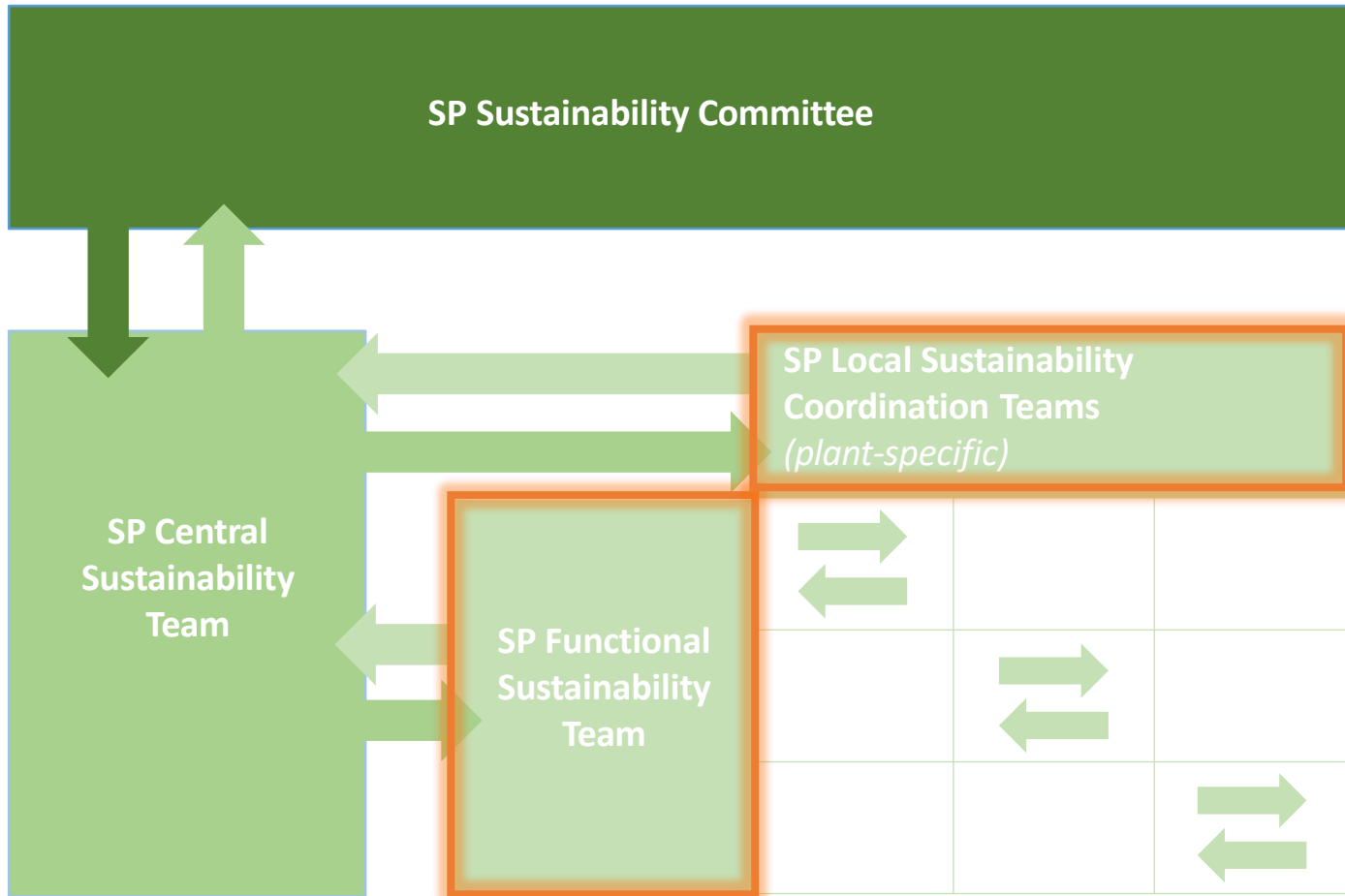
- **Members:** Strategy Director, Global Sustainability Team Members.
- **Main tasks / responsibilities:** Strategy development & deployment incl. suggestions for target ambition, definition of action plans for local plants and group functions, aggregation of group-wide sustainability data, internal 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.

④ Sustainability Governance and Compliance.

Sustainability Governance Structure (cont'd).



SP SUSTAINABILITY GOVERNANCE STRUCTURE



SP FUNCTIONAL SUSTAINABILITY TEAM

- **Members:** Action field responsible person from each affected group function (one responsible per action field)
- **Main tasks / responsibilities:** Ensures implementation of action field 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.

④ Sustainability Governance and Compliance

Anti-corruption and anti-competitive behaviour (1/2).



STANDARD PROFIL

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 action field “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

④ Sustainability Governance and Compliance

Anti-corruption and anti-competitive behaviour (2/2).



STANDARD PROFIL

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 2023, the company had **no legal actions pending or completed** regarding anti-competitive behaviour, violations of anti-trust and monopoly legislation

④ Sustainability Governance and Compliance

Tax management.



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
- 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)

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⑤ Action Field 1: Products & Customers.



*“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 and more important in ensuring a **brighter future** for ourselves and future generations.”*

Werner Gehring
Vice President Sales and Program Management

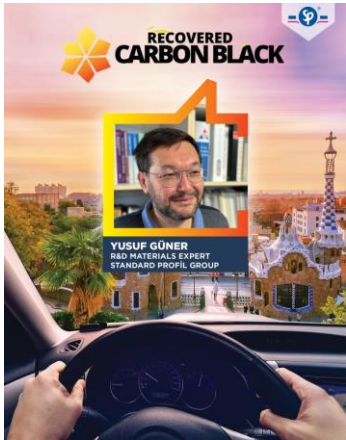
⑤ Action Field 1: Products & Customers. Our Commitment.



**WE AT STANDARD PROFIL ARE COMMITTED TO ADD
VALUE TO CLIMATE-NEUTRAL MOBILITY TO BECOME
THE PARTNER OF CHOICE FOR SUSTAINABLE SEALING
SYSTEMS.**

⑤ Action Field 1: Products & Customers.

Selected 2023 Highlights.



Recovered
Carbon Black
Europe

RECOVERED CARBON BLACK

During the „**Recovered Carbon Black Europe**“ summit held in Barcelona (Spain) on November 6-8, Standard Profil presented the outcome of a performance study of an EPDM sealing system incorporating **sustainable carbonaceous material** provided by the Aditya Birla Group.

The result is a **35% lower carbon footprint emission** when compared to traditional carbon black.



RUBBERCON 2023

Standard Profil attended the International Rubber Conference (IRC) **RubberCon** in Edinburgh on May 9-11 and presented among other the outcome of the joint research study conducted with Birla Carbon re “**Developing EPDM Based Compound by Using Sustainable Carbonaceous Material**”.

The IRC is perceived as the go-to venue when it comes to **sustainable developments** in the rubber industry.



Standard Profil opening doors to more sustainable automotive sealing

13 Jun 2023

Share: [Twitter](#) [Facebook](#) [LinkedIn](#) [Email](#)

SUSTAINABLE CARBONACEOUS MATERIAL

Standard Profil (SP) has been featured in the “**European Rubber Journal**” on the joint research study successfully done with the Aditya Birla Group regarding the development of an EPDM-based compound by using sustainable carbonaceous material.

In addition to a **lower carbon footprint**, the filler is said to feature a **low PAH-content** and **lower electrical conductivity**.

⑤ Action Field 1: Products & Customers.

Our KPIs.

GRI 301-1

Materials used by weight and volume

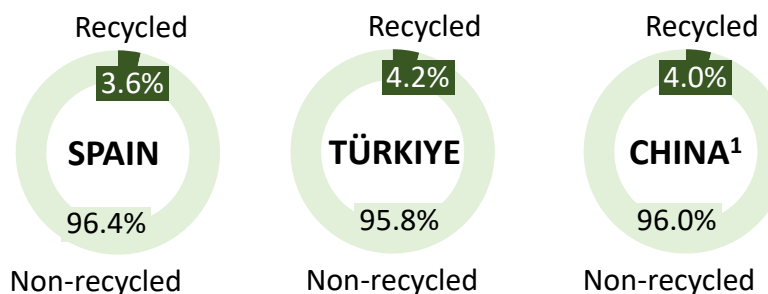
Material	2022 volumes (tons)	2023 volumes (tons)
EPDM	9.598	10.692
Carbon black	11.656	13.806
TPE	5.273	6.293
Outsourced compound	8.362	7.152
Steel	5.015	7.105
Aluminium	1.474	2.047

- 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 (2023, 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

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⑤ Action Field 2: Supply Chain.



Mesut Karakoç
Vice President Purchasing

*“As Standard Profil is dedicated to the reduction of CO₂ emission, we target to work with suppliers who are **committed to the application of sustainability principles themselves.** Thus, we are about to implement **effective tools and processes** in order to monitor our sustainability criteria: From supplier selection to qualification system”.*

⑤ Action Field 2: Supply Chain. Our Commitment.

A large container ship is shown from a low angle, with its white hull and red upper section visible. The ship is loaded with many colorful shipping containers (green, blue, red, yellow) stacked on its deck. The ship is sailing on the water under a hazy, orange-tinted sky, suggesting a sunset or sunrise.

**WE AT STANDARD PROFIL ARE COMMITTED TO CREATE
SUSTAINABLE AND ETHICAL GLOBAL SUPPLY CHAINS BY
DEFINING SOCIAL AND ENVIRONMENTAL RESPONSIBILITY
REQUIREMENTS FOR OUR SUPPLIERS.**

⑤ Action Field 2: Supply Chain. Selected 2023 Highlights.



SUPPLIER SUSTAINABILITY ASSESSMENT QUESTIONNAIRE (SSAQ)

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

To this end, we conduct site assessments of our suppliers to gain a deeper understanding of their **sustainability performance** concerning both environmental and social aspects.



MICRONIZED RUBBER

In 2022, we initiated the utilisation of micronized rubber in our **Duzce** (Turkiye) facilities, in addition to our production site located in **Logroño** (Spain).

Utilising **recycled micronized EPDM granulate** into our manufacturing processes allows us to achieve a **recycling 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 2023, **3.6%** 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**.

⑤ Action Field 2: Supply Chain.

Our KPIs.

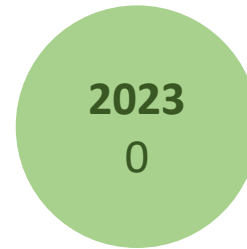
GRI 308-1/414-1

Percentage of new suppliers that were screened using social and environmental criteria



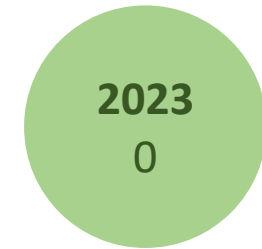
GRI 308-2A/414-2A

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 outcome has been implemented in the Purchasing organization and processes ever since
- Standard Profil applies a structured **“Supplier Sustainability Assessment Questionnaire”** covering the following **six criteria**: 1) Labour and Human Rights, 2) Occupational Safety and Health, 3) Corporate Responsibilities, 4) Climate, 5) Pollution and Waste Management, 6) Sustainable Products and Services
- Hence, we expect to present **progress with regard to the abovementioned GRI Standards** in the next year’s edition of the SP Sustainability Report

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⑤ Action Field 3: Operations.



Marc Imbach
Chief Operating Officer

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

⑤ Action Field 3: Operations. Our Commitment.

A wide-angle photograph of a large industrial factory floor. In the foreground, a white electrical control cabinet with a yellow warning label 'TR3 B3' and a lightning bolt symbol is visible. The background shows a complex network of metal beams, pipes, and machinery, with several workers in blue uniforms and hard hats moving through the aisles. The floor is marked with yellow and blue lines.

**WE AT STANDARD PROFIL ARE COMMITTED
TO ENSURE SUSTAINABLE OPERATIONS AND ALIGN OUR
ACTIONS TO PRESERVE LIMITED RESOURCES AND MINIMIZE
OUR CO₂ FOOTPRINT.**

⑤ Action Field 3: Operations. Selected 2023 Highlights.



RENEWABLE ELECTRICITY

By intensifying the usage of renewable electricity **SP Bulgaria** among others succeeded to reduce its 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 **42.7k tons (2022) to 36.3k tons (2023)**.



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.



INTENSIFIED AWARENESS TRAININGS

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 in selected SP sites in 2023, e.g. Bulgaria.

⑤ Action Field 3: Operations.

Our KPIs (1/6).

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 2023, total energy consumption was 187,573 mWh, of which 31,086 mWh (17% of total energy consumption) was from **renewable electricity**, 74,084 (40% of total energy consumption) was from non-renewable electricity, and 82,582 (44% of total energy consumption) was from non-renewable fuel consumption
- Energy and fuel consumption **increased by 10%** despite an **increase in volumes by 29%** signalling an improvement in our energy efficiency

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 for gasoline, for LPG using DEFRA as source ²Reduction of energy consumption is calculated by multiplying the difference between energy intensity ratios of 2023 and 2021 (base year) with the production volume in 2023

⑤ Action Field 3: Operations.

Our KPIs (2/6).

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 across all SP production facilities decreased by **6%** year-on-year. **SP Jingzhou plant consumed materially less water** in 2023 than in 2022 when it was affected by a construction work with considerable water withdrawal
- Water withdrawal per ton of production decreased by **27%** year-on-year, decreasing from 3.2 m³/ton to 2.3 m³/ton
- GRI 303-4 and GRI 303-5 is introduced in this year's report for the first time

⑤ Action Field 3: Operations.

Our KPIs (3/6).

GRI 305-1

Scope 1 emissions
(in thousand tons of CO₂ equivalent)



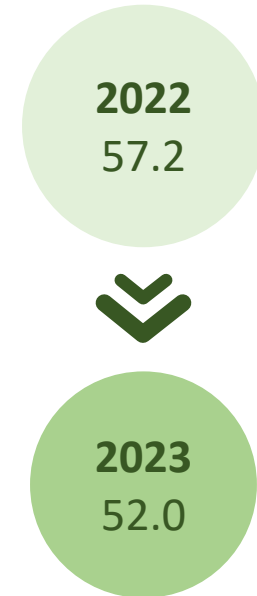
GRI 305-2

Scope 2 emissions
(in thousand tons of CO₂ equivalent)



GRI 305-1 / 2

Scope 1+2 emissions
(in thousand tons of CO₂ equivalent)



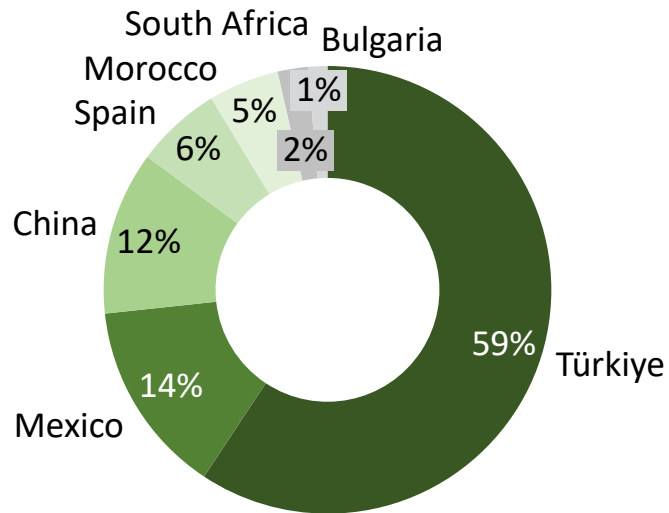
- Scope 1 and 2 CO₂ emission data is collected from all plants with by an **ISO 14064-1 compliant** carbon management system and is **officially certified** by an independent third-party service provider
- Scope 1 and 2 emissions **decreased by 9%** despite an **increase in volumes by 29%** signalling an improvement in our carbon efficiency

⑤ Action Field 3: Operations.

Our KPIs (4/6).

GRI 305-1 / 2

Scope 1+2 emissions by facility, 2023 (%)



- Türkiye accounts for the largest portion of scope 1 and 2 emissions, in line with its weight in production volume (Türkiye accounted for 53% of the production volume in 2023)

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)

⑤ Action Field 3: Operations.

Our KPIs (5/6).

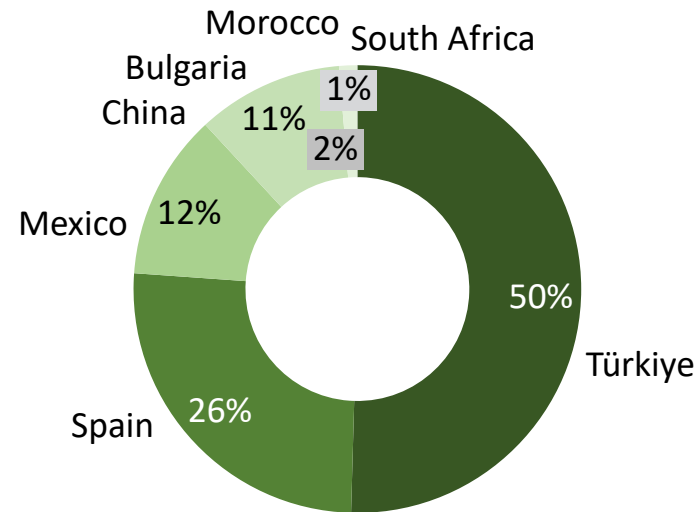
GRI 305-3

Scope 3 emissions
(in thousand tons of CO₂ equivalent)



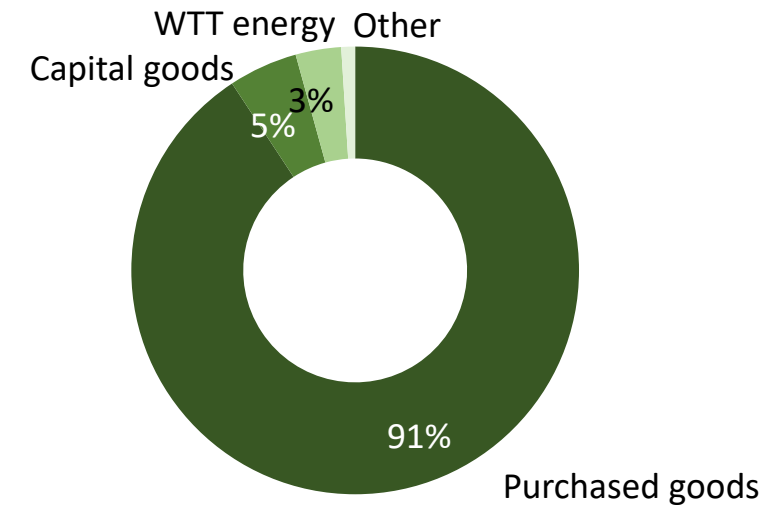
GRI 305-3

Scope 3 emissions by facility
(in %)



GRI 305-3

Scope 3 emissions by subcategory
(in %)



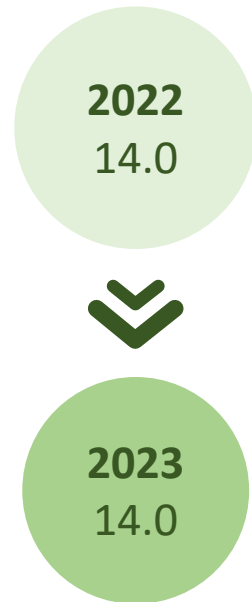
- The company **reports scope 3 emissions for the first time in 2023**
- Sub-categories covered this year in Scope 3 emissions are **purchased good and services, capital goods, fuel and energy related activities, waste generated in operations, and business travel**
- Next year, the company will also add **upstream and downstream transportation** to its reporting

⑤ Action Field 3: Operations.

Our KPIs (6/6).

GRI 306-3

Waste generation
(in thousand tons)



- Total waste generation across all plants **was stable despite a strong volume increase** year-on-year

GRI 306-4

Waste diverted from disposal
(in thousand tons)



- Ratio of reused / recycled waste **decreased by 7%** year-on-year due to usage of landfill in Mexico and combustion in China plants
- Continuing process improvements such as **strict waste separation** on plant-level

GRI 306-5

Hazardous waste per volume of production
(kg/ton of production)



- Total amount of hazardous waste per ton of production **improved by 2%** year-on-year

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⑤ Action Field 4: Employees.



Dr. Michael Ruppel
Vice President Human Resources and Corporate
Communications

*“As a responsible and **forward-looking company**, we are deeply committed to sustainability, prioritizing the well-being of our **employees**, the **community**, and the **preservation of the environment.**”*

⑤ Action Field 4: Employees. Our Commitment.



WE AT STANDARD PROFIL
ARE COMMITTED TO THE
OVERALL WELL-BEING OF
OUR EMPLOYEES BY
PROVIDING SUITABLE
WORKING CONDITIONS,
COMPANY CULTURE AND
DEVELOPMENT
OPPORTUNITIES.



⑤ Action Field 4: Employees. Selected 2023 Highlights.



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

As an attractive employer we encourage and support employees to **continuously learn** and to **develop their strengths and skills**. To enable our employees to learn self-paced and autonomous anytime from everywhere, we introduced a learning platform SPARK.

E-learning offerings are available in **17 languages to 1000 white color employees** and include a huge variety of trainings on **Lead as One and Work as One content**. Over time we will further expand the content, aligning with employee needs and business requirements.



EMPLOYEE DIALOGUE

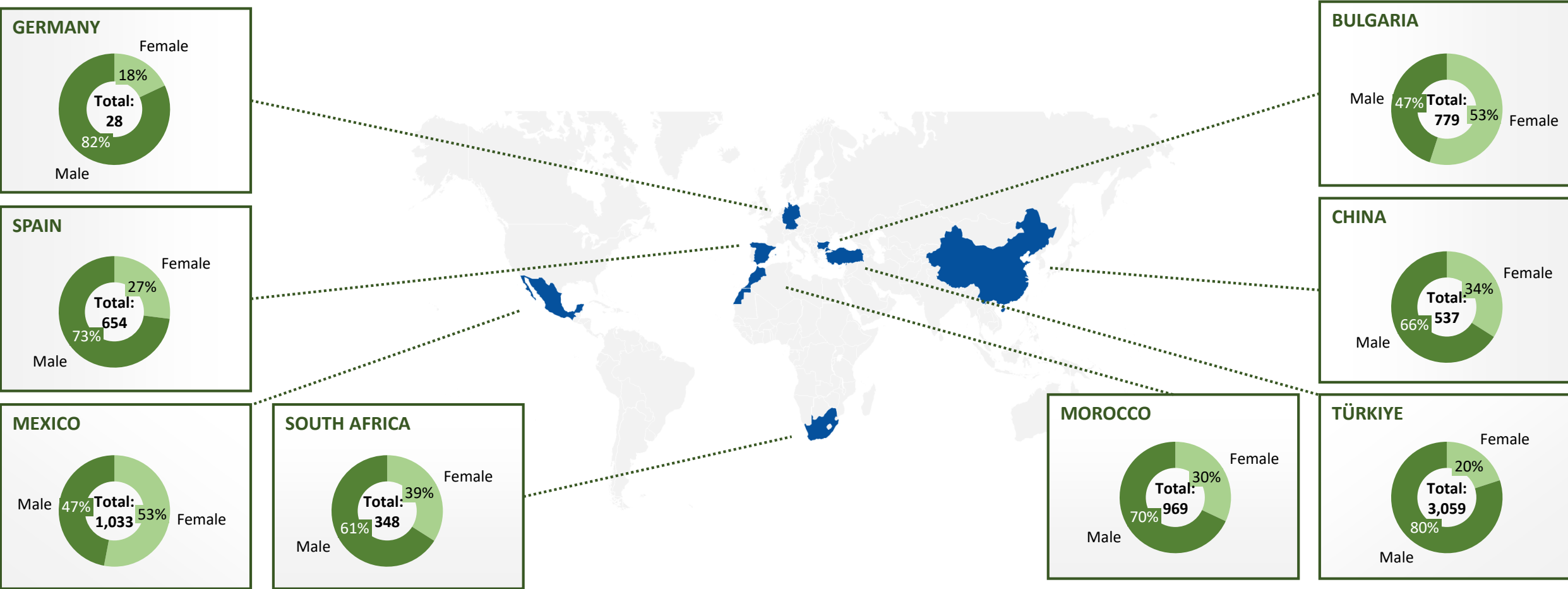
The „**Employee Dialogue**“ tool, launched in January 2023 as part of the performance management process, is designed to facilitate year-end discussions and foster a culture of **exchange between managers and employees**.

It includes sections for **feedback**, reviewing past objectives, planning **development actions**, and strengthening **engagement**. Outcomes from these discussions are followed up to ensure **continuous communication** throughout the year.

⑤ Action Field 4: Employees.

Our KPIs (1/5).

GRI 2-7
General information about the number of employees by gender and region *(as per December 31, 2023)*



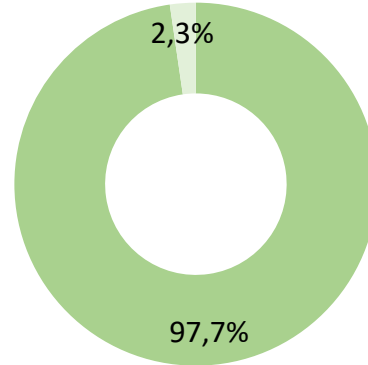
Note: No. of diverse employees is 0 across all locations.

⑤ Action Field 4: Employees. Our KPIs (2/5).

GRI 2-8

Workers who are not employed

Outsourced employees



Employees in payroll

- As of December 31, 2023, approximately **2.3%** of our total headcount was made up of **outsourced employees**, all of which are located in Türkiye
- As of December 31, 2023, approximately **20%** 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*)

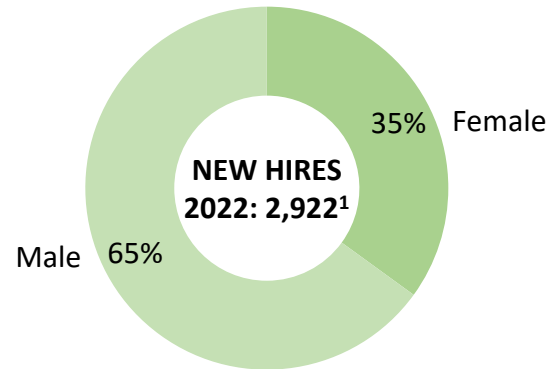
Region	2023
Spain	91%
Türkiye	81%
Mexico	88%
Bulgaria	0%
Morocco	0%
China	0%
South Africa	84%
Germany	0%

- As of December 31, 2023, approximately **58% of our employees** were covered by a collective bargaining agreement.

⑤ Action Field 4: Employees. Our KPIs (3/5).

GRI 401-1

New employee hires and turnover rate



- In 2022, **2,922 new employees¹** were hired (2022: 741). Thereof **870 were female** workers (2022: 293 female)
- Company-wide **turnover rate 2023** was **22%¹** across all locations.

(1) - Excluding Mexico where turnover is extraordinarily high
Note: No. of diverse employees is 0 across all locations.

GRI 403-8

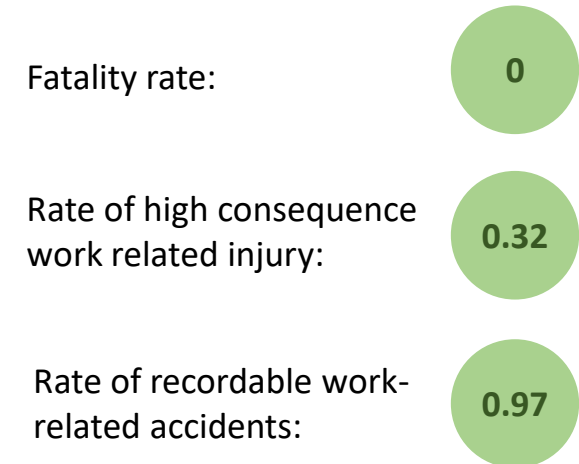
Workers covered by occupational health and safety management system



- 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



- Total number of work-related accidents decreased to **15 in 2023** from **23 in 2022**
- The decrease in the number of work-related accidents by **35%** is due to intensified safety trainings conducted in plants

⑤ Action Field 4: Employees.

Our KPIs (4/5).

GRI 404-1

Average hours of training per year per employee

2022
16.5h



2023
23.9h

- Average hours of trainings **increased to 23.9h** in 2023, 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 (61 years, male), CFO (57 years, male), COO (46 years, male)
- 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), 22% 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 2022 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**

⑤ Action Field 4: Employees.

Our KPIs (5/5).

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 2023 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 2023 there were **no cases forced or compulsory labor revealed**

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⑤ Action Field 5: Society.



Gülbin Dülger
Corporate Communication Manager

*“Sustainability is not only our **responsibility to future generations** but also the key to a **thriving global society**. We add value to lives by **empowering communities** across SP world through sustainable practices and our commitment to **‘Act for Good’**.”*

⑤ Action Field 5: Society. Our Commitment.



WE AT STANDARD PROFIL ARE COMMITTED TO ADD VALUE
TO SOCIETY BY ENGAGING IN **SOCIAL AND COMMUNITY**
INITIATIVES AND EMBRACING DIVERSITY AT ALL OUR
LOCATIONS.

⑤ Action Field 5: Society.

Selected 2023 Highlights.



VISIT TO ELDERS CARE SERVICE

SP Jingzhou China followed SP's act for good and went to Wangbanqiao Community **Elderly Care Service Center** to carry out the voluntary public welfare activities.

A group of SP China employees warmed up the cold winter days of the elderly by **visiting the care center** to show their love and care.

They chatted with the elderly people, presented cold-resistant supplies and also supported the cleaning of the care center.



HONEYBEE GARDEN

We at Standard Profil are aware of the importance of biodiversity and bees for the maintenance of the fragile ecosystem of our planet.

With this commitment, in **Earth Week**, the first **SP garden with honey plants** was developed by SP Bulgaria



RUN FOR DISABLED CHILDREN

Our incredible "Act For Good" volunteers at SP Türkiye had the honor of participating in the **45th Istanbul Marathon** – a journey that spanned from Asia to Europe, all in support of Cerebral Palsy Turkey and **Earthquake Affected Disabled Children**.

This unforgettable experience was not just a marathon; it was a powerful stride towards making a **positive impact** in the lives of those who need it most.

⑤ Action Field 5: Society.

Our KPIs.



GRI 413-1

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

- In 2023, all Standard Profil plants and offices remained committed to corporate social responsibility projects under the umbrella of our **“SP Act for Good”** initiative.
- Our longstanding initiatives continued, including **donations** to global and local non-profit organizations such as UNICEF, celebrating **International Women’s Day** globally, and raising awareness about **breast cancer** in October. Additionally, we united for **“SP Act for Good Week”** across all locations, where employees volunteered in CSR activities such as cleaning city gardens, forming an employee-led Search & Rescue Team, reading books to the visually impaired, and visiting animal shelters to donate food. Together with all our employees, we **reinforced our commitment** to a sustainable world.

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

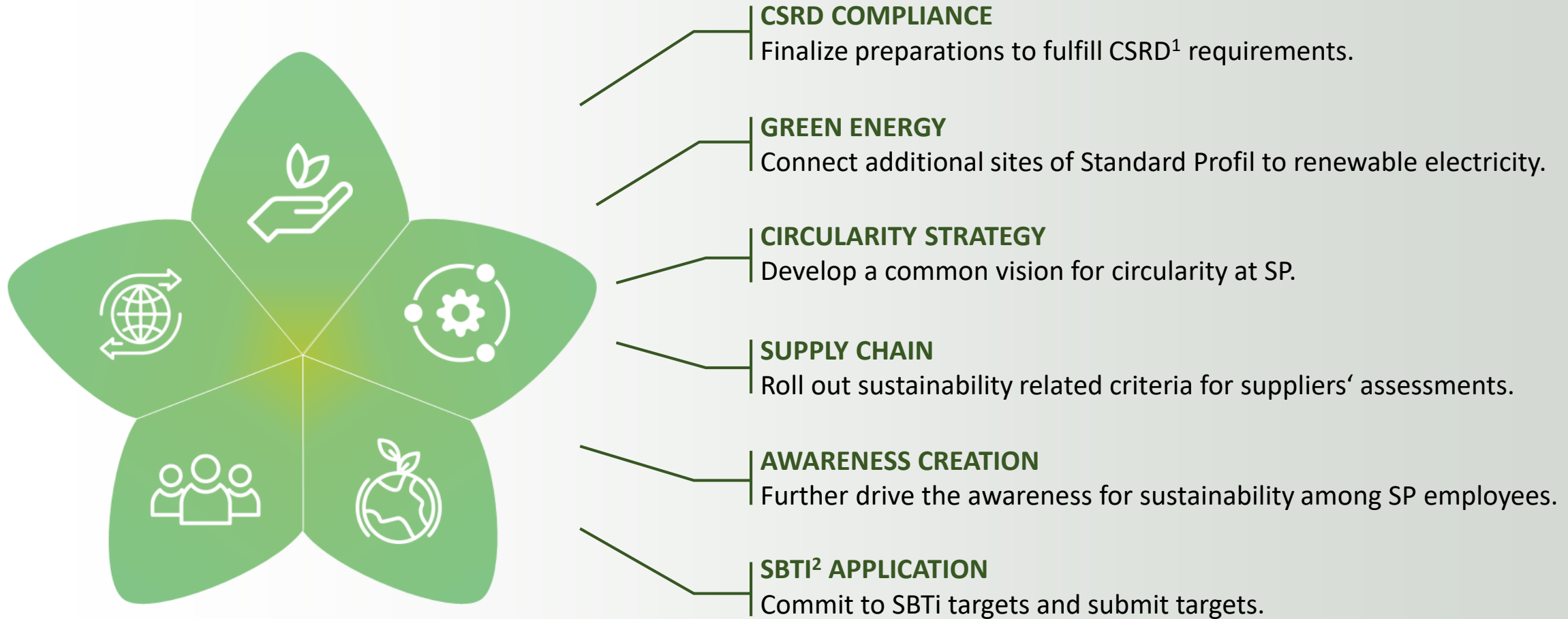
Political contributions

- Our Anti-Bribery and Corruption/Ethical Policy mandates that **no political contributions** are to be made and none have been made in 2023.

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⑥ Outlook: Standard Profil to continue its path towards its 75% CO₂ reduction target.

KEY STRATEGIC ITEMS OF STANDARD PROFIL'S SHORT- TO MID-TERM SUSTAINABILITY AGENDA



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⑦ Links to Standard Profil Policies.

Code of Ethics



Health & Safety Policy



Environmental Policy



Information Security Policy



Quality Policy



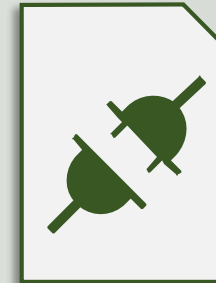
Web Privacy Policy



Sustainability Policy



Energy Management System Policy



General Terms & Conditions



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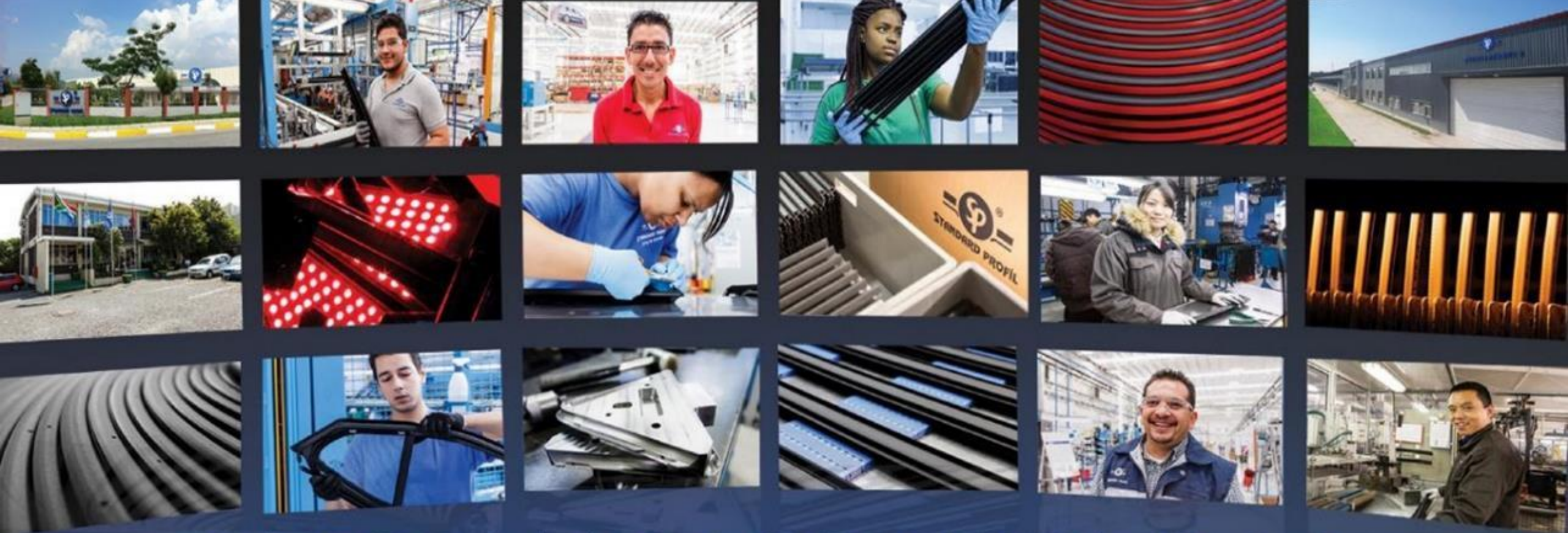
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TAILOR-MADE SOLUTIONS IN **AUTOMOTIVE SEALING SYSTEMS**