

We empower clean & smart mobility



Global Sustainability Report BMTS Technology 2024

Europe, Asia, North America



GHSE Peter Eckbauer

V3.01, 251205

Introduction, Validity, Exclusions

This report includes the sustainability¹⁾ performance on the part of the global company BMTS Technology from a detailed analysis of business processes, environmental²⁾ interactions and impacts, social responsibility and economic performance over the past year 2024 (orientated on GRI contents³⁾).

¹⁾ Focus is on Environment (Energy-, Water-, Material-, Waste-, Carbon Management, Nature/Biodiversity) as well as on Ethics, Labor & Human Rights, for BMTS and the regarding Supply Chain (Sustainable Procurement).

²⁾ In the integrated BMTS management system, the aspects of occupational health and safety (including fire safety and health prevention) as well as environmental protection, are combined via the overall term “HSE” (Health, Safety, Environment).

³⁾ See GRI Index chapter 12.

All information has been compiled to the best of our knowledge and belief, based on available and internal verified data. Errors excepted. Statements of intent represent the current state of knowledge; future changes in the general conditions may lead to necessary adjustments.

Chapters

- 0. About this Sustainability Report*
- 1. BMTS Approach to Sustainability*
- 2. Company Introduction of BMTS Technology*
- 3. Policy / Strategy (3.1 HSE, 3.2 Labor & Human Rights)*
- 4. Governance*
- 5. Internal Stakeholder, Workforce Empowerment*
- 6. External Stakeholder (6.1 OEM & OES, 6.2 Suppliers & Service Providers)*
- 7. Management of Sustainability Aspects*
- 8. Performance*
- 9. Prospects*
- 10. Conclusion*
- 11. FAQs*
- 12. Appendix, Literature, GRI Content Index, History*

Content by keyword

Chapter/Subchapter

Chapter 0: Introductory Pages

Title/Version

Introduction, Validity, Exclusions

Introduction of term HSE

Company responsibility

History first Issue

+ see additionally Chapter 12 - History

Management of Report, General process

Chapters, Content, Keywords

Chapter 1: BMTS Approach to Sustainability

We empower clean and smart mobility, Tons of CO₂ saved

BMTS Awards, good examples of being honored

General Information

Certification

Innovation

Commitment, Mind Set

We are proud ...

Sustainability of Environment, Contributions

Product portfolio, CO₂ Reduction,

Recycling rate, Recyclability

+ see additionally Chapter 3 - Strategy

Reduction of CO₂, Energy and Water consumption

Reduction of Waste

Improved Material Management

Supply Chain Due Diligence Act

Avoidance of Child Labor, Forced Labor

Avoidance of Discrimination

Statutory Minimum Wages

UN Sustainability development goals #3, #9, #12, #13, #17

Risks- and Hazards Analysis

Health Initiatives, Work Safety, Organization

Resilient Infrastructure, High Technology

Responsible Consumption and Production, Reduction of Waste

Climate Improvement Contribution

Partnerships, Memberships, Connections

Chapter 2: Company Introduction

Milestones of the Company

Corporate Values

BMTS Locations Global Presence (EU, Asia, NA)

Locations and Tasks

Products TC portfolio

Parts of TC

Product portfolio (new products)

Chapter 3.1: HSE Policy / Strategy

Policy of global HSE, Sustainability, Responsibility,

Products, Processes, Continuous Improvement,

Occupational Health & Safety

Certification Roadmap

+ see additionally Chapter 4 - Governance

Hazardous Materials, Avoidance

Environmental Friendly Design, Recyclability, Reuse of Packaging

Carbon Management

Chapter 3.2: Labor and Human Rights Policy / Strategy

Living Wages in the global company

Compliance, Code of Conduct, Whistle Blowing, Trainings

Ethics & Labor Protection Rights, Sustainability in Compliance

KPI-Targets and -Status

Chapter 4: Governance

Governance, Instruments/Mechanisms

Compliance Organization

Training of Compliance

CoC - Code of Conduct

Whistleblowing

Guidelines Compliance

Compliance, Integrity and Helpline

Compliance of Products, Examples of Legal Requirements

Standards, Responsibilities, Management Reviews

Key Performance Indicators, Objective Controls by ICS

HSE Organization and Tasks

Content by keyword

Chapter/Subchapter

Chapter 5: Internal Stakeholder - Workforce Empowerment

Diversity, knowledge & Communication

Multicultural Workforce,

Number of employees

Share of female employees, increase

Share of engineers, experts

Cooperation of Experts

Information interchange, examples

Qualification and skills management, processes

Special programs

Multidisciplinary empowerment

Empowerment of managers, operationals, general employees

Training documents examples

Chapter 6.1: External Stakeholders - OEM & OES

Prevention analysis on health and safety at Customer (OEM) / Service (OES)

FMEA, development phase, production processes

Use of products in automotive production chain and service, responsibility

Chapter 6.2: External Stakeholders – Supply Chain

Suppliers, Supply Chain, Importance to health and safety

Conflict Minerals, CSR Report

Suppliers Compliance, Anticorruption, Antitrust

Fair Wages, Occupational Health & Safety at Suppliers

Development of ISO Standards at Suppliers

Participation in UN Global Compact Initiative

Human Rights, Abolition of Forced Labor, Child Labor, Discrimination at Suppliers

Responsibility for Environment at Suppliers

Terms & Conditions of BMTS for Suppliers, Supplier Panel

Self Assessments of Suppliers, Supplier Audits, Supplier certification

Sourcing Decision at BMTS

Violations at the Supplier, Supplier Penalties, Risk Management at BMTS

Responsible Sourcing: Supplier Selection via Panel Gates

Potential Analysis via Sustainability Questionnaire (incl. CSR), Sustainability Audits

Framework Agreement, Quality Assurance Guideline (QAG)

Corporate Social Responsibility

Terms & Conditions (Commercial, Environmental and Compliance/Legal Issues)

CMRT - Conflict Minerals Report at BMTS, KPIs and Targets, RMI - Responsible Minerals Initiative

CMRT - Process Instruction, Authorized Survey Service Partner at BMTS

Supplier Risk Assessment Process at BMTS

Development of Sustainability at the Supply Chain

Chapter 7: Management of Sustainability Aspects

Sustainability Aspects Management Process

Exemplary Context Analysis BMTS

Evaluation of Environmental Aspects, Prioritization

Chapter 8: Performance

Global EMS key performance indicators

Energy, CO₂, Water consumption,

Wastewater, waste of paper, plastics, hazardous materials (liquid/solid)

Comparison of energy consumption in different areas, explanation

Consumption of Renewable (green) energy

Consumption of Coolants

Evaluation of Energy consumption and CO₂ per Turbocharger

Comparison of global areas in regard to Energy, CO₂

Water management, water consumption

Waste generated

Air pollution, Noise emission

Labor and Human Rights: KPI on Turnover, Survey/Frequency and Evaluation

Ongoing Initiatives and Intents at different BMTS sites 2023 (qualitatively)

Work Accidents Globally, Days Lost, Fatalities, Data, Evaluation, Vision, Comparison

Global training performance on compliance, Average effectiveness

Examples for social activities, helps, donations, sports, special events, safety education

Continuous EMS Improvements at the sites

Ongoing Initiatives and new Ideas at BMTS global

Chapter 9: Prospects

Solutions for Autonomous Driving

Paradigm Shift, Sustainable Products

Existing and new Competencies, Transformation

Future Product Portfolio and Customers

Chapter 10: Conclusion

Products for Better Environment

Product Efficiency

We Empower Clean and Smart Mobility

Chapter 11: FAQs

Environmental

Social

Governance/Leadership

Chapter 12: Appendix, Literature, GRI Index, History

Customers

Supplier Sustainability Questionnaire

Hyperlinks

GRI Content Index Reference

History

1

BMTS Approach to Sustainability

Global Sustainability BMTS Technology

Our products make an important contribution to reducing greenhouse gases



COMPANY SOLUTIONS SERVICES AFTERMARKET CAREER PURCHASE CONTACT



We empower clean and smart mobility

TONS OF CO₂ SAVED BY
BMTS TECHNOLOGY*

* Calculated assumption for total sum of tons CO₂ savings worldwide from usage of 11 Mio BMTS Technology turbochargers

55.900.688,131

Dez. 31st, 2024
12:00 PM

[Solutions - BMTS Technology \(bmts-technology.com\)](https://www.bmts-technology.com)

Assumption



BMTS Technology: We empower clean and smart mobility

- *BMTS St. Michael plant receives prestigious award from Carinthian Chamber of Commerce*
- *Successful visit to several Asian Aftermarket Distributors*
- *Doubling the 3D bearing production capacity in Europe*
- *Several major turbocharger programs won worldwide*
- *Novi Sad facility celebrated the production of its one-millionth turbocharger on Smart Lines*





BMTS Certification

- *We are certified to IATF 16949 and ISO 9001, partially ISO 14001 and ISO 45001 with a global plan to progress quick.*

BMTS Innovation

- *We hold approx. 150 active patents and 210 valid property rights at BMTS Technology.*

BMTS Commitment:

BMTS is committed to strictly complying with the laws for ...

- *Environmental Protection (among others: GHG reduction, waste reduction, water saving, biodiversity)*
- *Labor & Human Rights (among others: occupational health and safety, fair wages, no children work, no slavery)*
- *Ethics (among others: anti corruption, antitrust, anti discrimination, code of conduct) and*
- *Sustainable Procurement (among others: environmental care, labor & work safety, ethic principles).*

We are proud to make an important contribution to sustainable environmental protection with our products:

Tons of CO₂ saved worldwide by BMTS Technology:

See official website BMTS Technology (<https://www.bmts-technology.com>)

Sustainability of Environment

With all our products, we make an important contribution to sustainability in the sense of environmentally and socially compatible economic cycles. Our portfolio of exhaust gas turbochargers reduces CO₂ emissions from combustion engines by approx. 10-15% compared to combustion engines without turbocharging. In the further development to electrically driven turbochargers for hybrid drives, CO₂ reductions of 20% and more are possible, depending on the specific application. We are also developing compressors for fuel cells for drives without CO₂ emissions. We make an indirect contribution to CO₂ reduction through the development of heat pump compressors for purely electrically driven vehicles and through technical solutions for sensor technology for autonomous driving. All our products are designed for the service life of the respective application and the components of our products consist of well over 95% materials that can be recycled. In the manufacturing of our products, we are continuously working on improvements, especially on the reduction of energy and water consumption and an optimized material management. While we already achieved the IATF 16949 and ISO 9001 certification at our company, currently we are working on the ISO14001 certification of all our production sites. We have already achieved this goal for 3 out of 4 production sites. In the next step, we will then broaden certification to ISO 45001 accordingly (see Roadmap chapter 3).

Supply chain due diligence act:

Even though the Supply Chain Due Diligence Act does not apply to BMTS due to the current size of our company, the requirements of our purchasing conditions to our suppliers already include the essential aspects regarding occupational health and safety, environmental protection and social standards, such as the avoidance of child labor, forced labor and discrimination, and compliance with statutory minimum wages. In the monitoring of supply chains, the focus is currently on avoiding raw materials from crisis regions, which we can prove with the "Conflict Minerals Reporting" for our products. We are currently reviewing future amendments to the German Supply Chain Sourcing Obligations Act regarding necessary expansion of our requirements and monitoring.

Global Sustainability BMTS Technology

BMTS Endorsements & Contributions to International Goals (directly and indirectly)



United Nations Sustainability Development Goals Portfolio:



- Direct or strong influence
- Indirect or weak influence

United Nations Sustainability Development Goals

Focus on Goal 3: Good Health



1.1. BMTS cares for its associates. Various activities serve for the preservation of health:

- Risk- & hazards analysis of each working space with elimination and largely reduction of dangers by process improvements
- Reduction and prevention of accidents by definition and implementation of personal safety equipment (if still necessary)
- Repeated training of associates on a regular base
- Safety amplification by implemented safety engineers, safety officers and safety representatives/supporters on site
- Specific preventive health checks on a regular base for associates (mandatory and optional)
- Local health initiatives. Examples: Offer of vaccinations and annual health checks, health days, introduction of electric company bicycles, participation in the company run and city marathon, health tips advices by person or by newsletter, supply of fruits, offer of massage service, fit2work initiative ... and many more ...

1.2. BMTS cares indirect for worldwide health by care for climate action (see UN goal 13).

United Nations Sustainability Development Goals

Focus on Goal 9: Industry, Innovation and Infrastructure



1.1. BMTS seeks to build resilient infrastructure, promote sustainable industrialization and foster innovation of the company

- by implementation of production locations near to BMTS customers in different regions & countries in EU, Asia and North America
- by development of suppliers worldwide
- by reaction on the needs of the market with regard on environmental care

1.2. BMTS focuses on high technology to support required components in the automotive industry to promote “clean mobility”

- turbochargers
- new components in eMobility

=> See also chapter 2 and 9

United Nations Sustainability Development Goals

Focus on Goal 12: Responsible Consumption and Production



1.1. BMTS seeks to reduce the consumption of

- Energy
- Water
- Raw materials

1.2 BMTS seeks to reduce waste and wastewater

- Liquid: Wastewater, oily suspensions, chemicals
- Solid: Plastics, paper, commercial waste

1.3 BMTS seeks to reduce and substitute hazardous materials

1.4 BMTS seeks to achieve a goal of 100% recyclability of materials and components parts.

=> See also chapter 3.1, 6.2 and 8

United Nations Sustainability Development Goals

Focus on Goal 13: Climate Action



1.1. A key product of BMTS is the turbocharger which has a direct impact on

- improvement of the climate by reduction of CO₂
- Reduction of fuel consumption while improving performance

1.2 Further products to promote eMobility are

- fuel cell booster
- heat pump compressor

=> See also chapter 1, 2, 3.1, 8 and 9

United Nations Sustainability Development Goals

Focus on Goal 17: Partnerships for the goals



1.1. BMTS is connected in the international network of automotive industry

- ECOVADIS, Carbon Disclosure Project (CDP), NQC and others

1.2 BMTS fosters goals in the supply chain

- Fostering goals via partnership, policy and contracts at suppliers/service providers and subcontractors
- Provides communication hotline for whistleblowing

=> See also chapter 3.1, 4, 6.2

2

Company Introduction of BMTS Technology

About Us - BMTS Technology (bmts-technology.com)

Global Sustainability BMTS Technology

Milestones



2008

Robert Bosch GmbH and MAHLE GmbH establish the joint venture of Bosch Mahle Turbo Systems GmbH (BMTS)

2012

First start of production (SOP) of large-scale series projects are successfully managed at plant St. Michael.

2018

FountainVest becomes the new owner of BMTS. The company changes its name to BMTS Technology.



2020

St. Michael plant produces its 10 millionth turbo, while the Shanghai plant produces its 3 millionth turbo. SOP at the Novi Sad plant.

2022

Foundation of new site in Taicang (CN), including new China Sourcing Center (CSC). Successful SOPs of new engine generations in St. Michael, Novi Sad and Ramos Arizpe.

BMTS enters turbocharger market for passenger cars and commercial vehicles. Ground breaking ceremony at plant St. Michael (AT).

2010

BMTS China is founded. At the new site in Shanghai, turbochargers are developed and produced for the local market.

2015

The one millionth turbocharger rolls off the production line in St. Michael

2014

BMTS expands its global footprint with the opening of new plants in Jinan (CN), Dongying (CN) and Ramos Arizpe (MX); new plant announced for Novi Sad (RS)

2019

BMTS doubles capacity at Jinan (CN) component plant as part of realigned global production network; BMTS strengthens activities in the aftermarket.

2021

Recent history see: **2023 ...**

<https://bmts-technology.com/about/>

Simplicity, target-orientation, speed and risk-taking apply to all initiatives. We take the lead in being responsive and proactive by orienting towards the future.



WE TURBO AHEAD



WE ALL ARE BMTS

Acting as one BMTS team across borders, we are committed to drive change. We foster an open-minded approach in appreciating diversity.



BMTS Corporate Values



Quality, integrity, compliance and transparency allow us to build mutual trust and responsibility – with our colleagues, customers and suppliers.



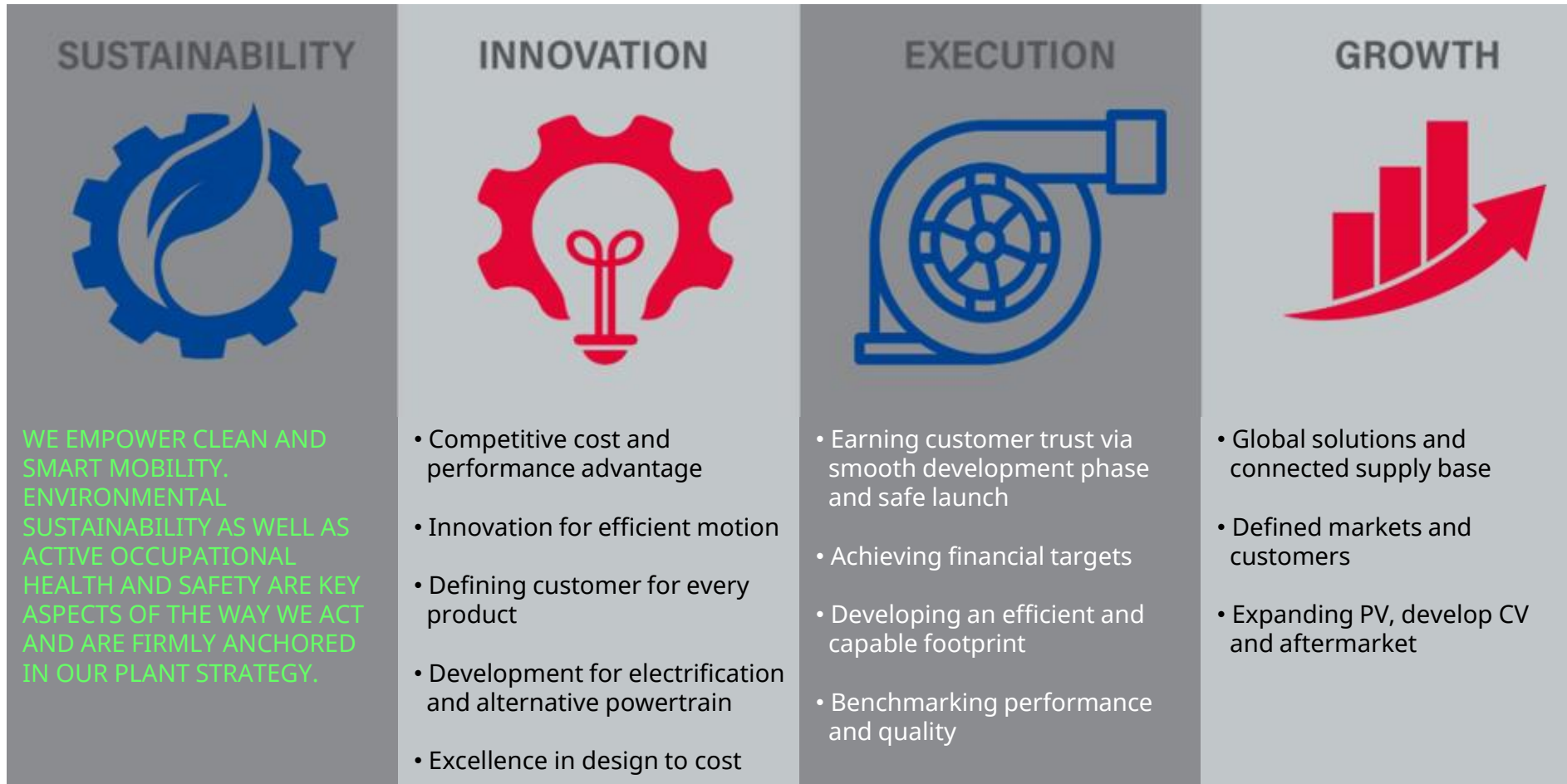
WE TAKE RESPONSIBILITY



WE ENABLE INNOVATION

We drive innovation with collaboration and creativity, while proving candor, curiosity and passion. We hold a strong and confident engineering footprint.

[Hyperlink to values & strategy at BMTS Technology](#)



[Hyperlink to values & strategy at BMTS Technology](#)

Global Sustainability BMTS Technology

BMTS Locations Global presence



Plymouth (US)
Regional R&D Center



Stuttgart (DE)
Global Innovation Center



Jinan (CN)
Plant



Taicang (CN)
Plant & Sourcing Center
Technology, Power and
New Electric Vehicle



Ramos Arizpe (MX)
Plant



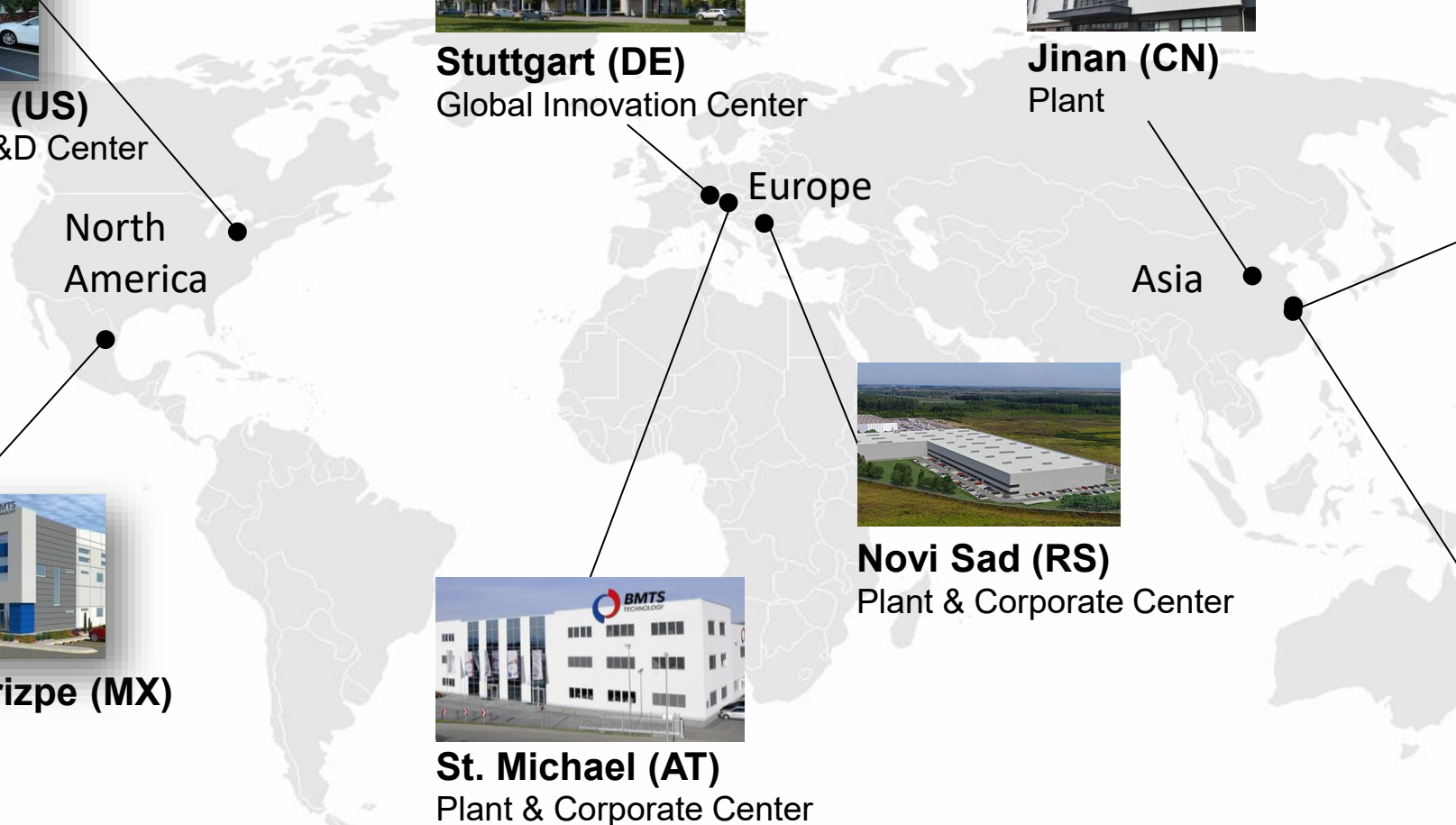
St. Michael (AT)
Plant & Corporate Center



Novi Sad (RS)
Plant & Corporate Center



Shanghai (CN)
Plant & Corporate Center



STUTTGART GERMANY



The BMTS Global Innovation Center Stuttgart (GIC) includes technical development, advance development and a prototype shop. Central sales and management functions are also located here.

ST. MICHAEL AUSTRIA



St. Michael is BMTS' lead plant for series production of turbochargers in Europe. It includes the machining, final assembly and testing of turbochargers for passenger cars and commercial vehicles.

NOVI SAD SERBIA



The BMTS location in Novi Sad started production in November 2020. The site includes the final assembly and end-of-line testing of turbochargers as well as technical and administrative functions.

SHANGHAI CHINA



The BMTS location in Shanghai was opened in 2015. It develops and produces exhaust gas turbochargers for the Asian market. The location includes all the necessary technical and administrative functions (movement to Taicang plant ongoing).

TAICANG CHINA

2024
under Construction

BMTS Taicang location is currently under construction. It will be divided into

- **Technology Co., Ltd**
- **Power Technology Co. Ltd.**
- **New Energy Technology Co., Ltd.**

to serve in the future high-tech manufacturing and R&D facilities for the growing New Energy Vehicle market in China. It also will house the China Sourcing Center (CSC).

JINAN CHINA



BMTS plant Jinan is part of the BMTS production network with focus on exhaust gas turbocharger components such as rotors

PLYMOUTH USA



BMTS Regional R&D Center Plymouth hosts all necessary functions to serve the local customers: application development, design & simulation, quality assurance, and validation of turbocharger components, as well as sales.

RAMOS ARIZPE MEXICO



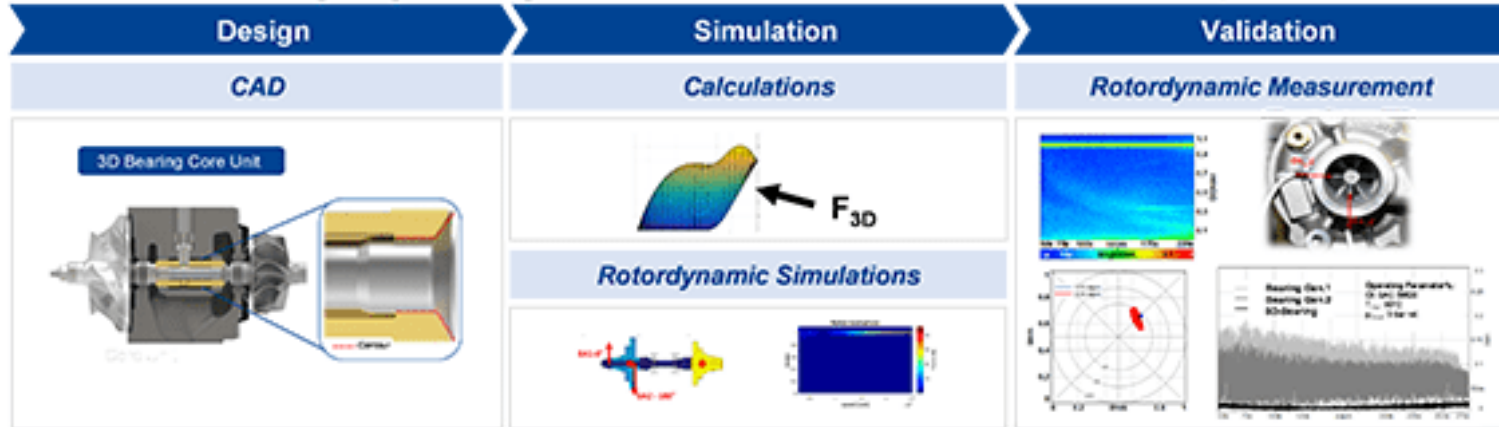
The Ramos Arizpe Plant started operations in 2019. It produces turbochargers for passenger cars for the North American market.

Global Sustainability BMTS Technology

The BMTS Turbocharger - Exhaust gas turbocharger building



Leading Engineering Processes Have Enabled BMTS to Develop...



...Superior Products From an Engineering and Commercial Perspective

3D Bearing Turbo



High Performance & High Quality Products

The foundation of BMTS' success is the high performance and quality of our products. Our product development process ensures that besides the performance, stringent design for manufacturing and design to cost are implemented already at the A-Sample state. Our highly educated and experienced engineers ensure that all requirements for automotive process and quality are fulfilled. With complex products like our turbocharger that is produced more than 2 million times per year and for over a decade, our field quality is class leading and confirms our development process.

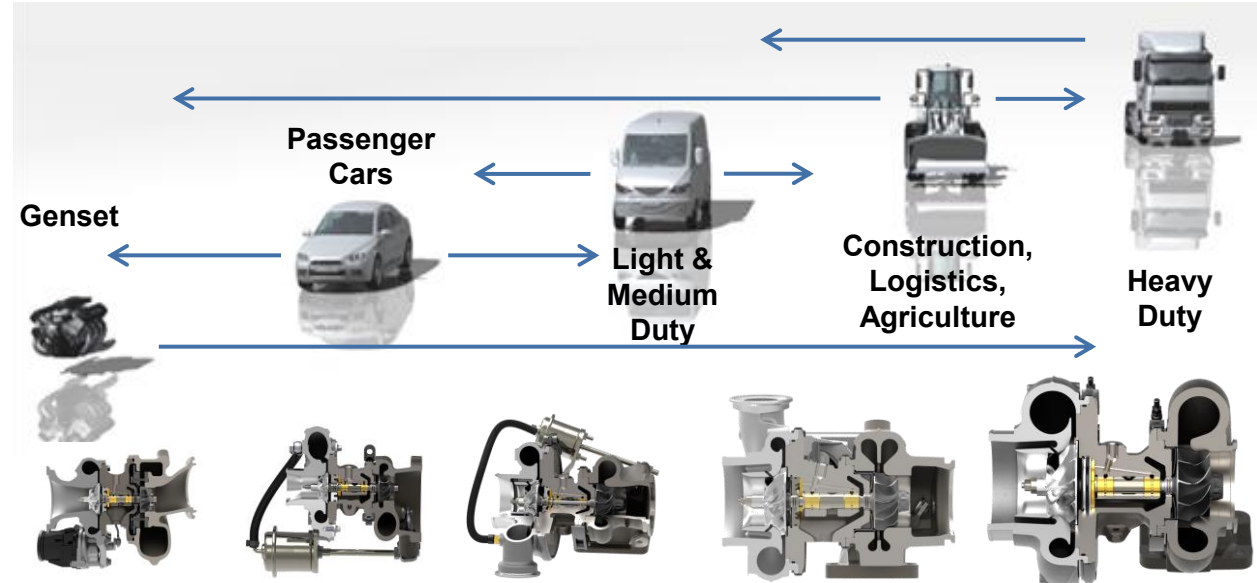
Global Sustainability BMTS Technology

BMTS Products Turbocharger Portfolio



Applications

Charger sizes



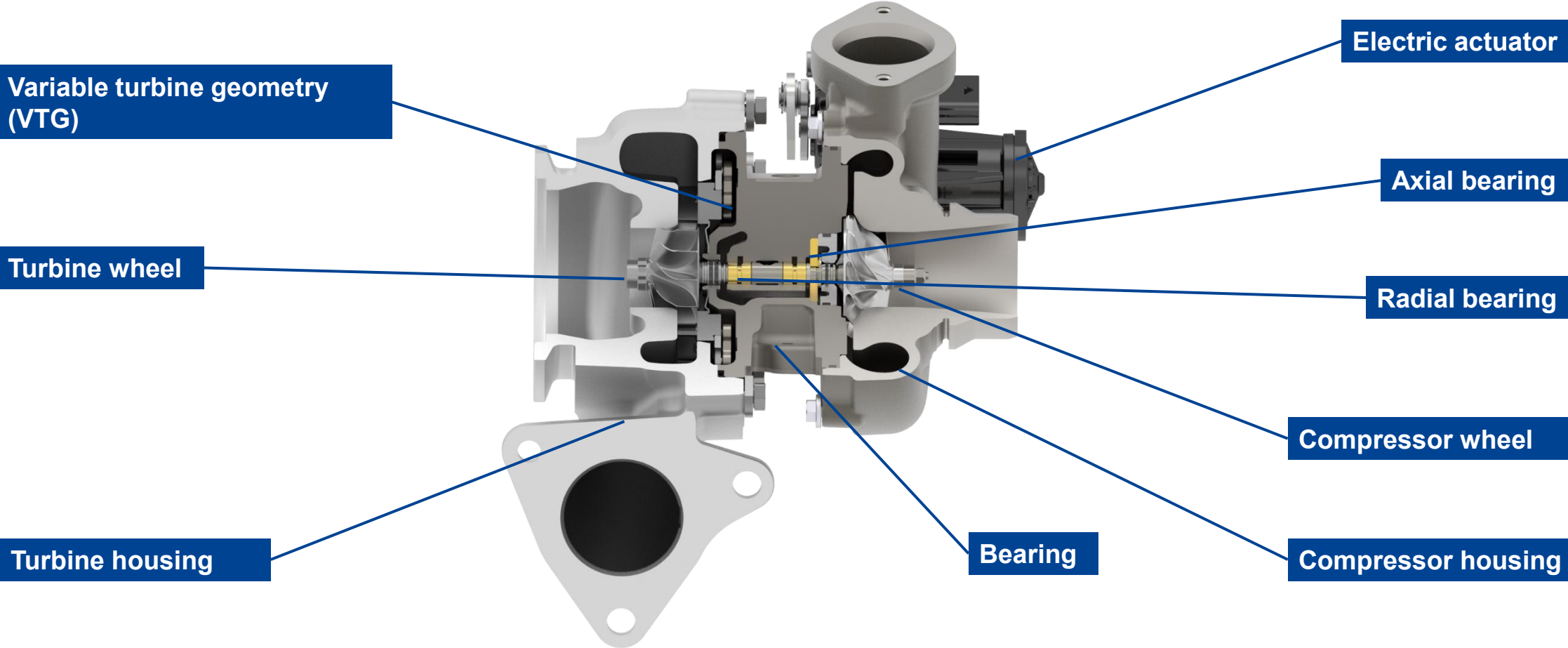
Turbocharger		BM 52	BM 60	BM 65	BM 70	BM 79	BM 90	BM 105	BM 125
Shaft diameter	mm	5.2	6.0	6.5	7.0	7.9	9.0	10.5	12.5
Engine power (Diesel CV)	kW	-	110	130	150	190	250	400	550
Engine power (Gasoline PC)	kW	105	160	180	220	310	>310		
Engine power (Diesel PC)	kW	90	135	150	210	260	>260		

V2.7

BMTS turbocharger portfolio provides the technical base for all customer applications shown above

Global Sustainability BMTS Technology

The BMTS Exhaust Gas Turbocharger





Turbochargers for passenger car and commercial vehicles

Our turbocharger technologies enables global automobile, truck and equipment manufacturers to meet the strict standards for low emissions and high fuel economy. Their application for combustion engines reduces CO₂ emission in the range of 10-15%.

BMTS electrical FNT Turbocharger

The massive trend in new energy vehicles in China and around the world is one reason for BMTS' success. We provide products to improve the efficiency of powertrains and thereby contribute to a better environment. Our products are specifically developed for the latest high efficiency power trains like Dedicated Hybrid and Range Extended vehicles. Our turbochargers, electrical turbochargers and electric compressors enable our customers to reach the highest efficiencies. This is a major contributor to a sustainable future. The proven reliability, quality and performance of our products is part of this goal, as only a reliable product is supporting sustainability. These applications allow for even higher reduction of CO₂ emissions in the range of 20-90% depending on the kind of application in mild hybrid or high voltage hybrid powertrains.



Fuel Cell Booster for Light Commercial Vehicles and Heavy Duty Trucks:



Hydrogen Fuel Cell Electric Vehicles are a major competitor in next generation powertrains. They combine the following advantages: Local zero emissions, long range capability, fast refill and electric driving. BMTS has a proven track record of developing and producing highly efficient, high rotational speed, tight tolerance products. Our deep knowledge of compressor, turbine and bearing design enables us to offer high performance fuel cell products. Our portfolio supports a large range of vehicle classes from passenger cars over light commercial vehicles to heavy duty trucks.

Heat Pump Compressor for Battery Electric Vehicles (BEV):



BEV's are the fastest growing segment of all vehicles. They combine excellent acceleration with zero local emissions and a quiet, relaxing ride. Our Heat Pump Systems for BEV's are designed to improve the efficiency of the vehicle, increase the range, and reduce the charging time. Our proven excellence in rotating fluid systems with high quality and performance enables us to custom design Heat Pump Compressors and systems specific for your application.

[More at website BMTS Technology](#)

3.1

HSE

Health, Safety Environmental care

Policy / Strategy

A background image of vibrant green leaves, some in sharp focus and others blurred, creating a natural and fresh atmosphere.

*THINK GLOBALLY,
ACT LOCALLY.*

[CERTIFIED MANAGEMENT SYSTEMS - BMTS Technology \(bmts-technology.com\)](https://www.bmts-technology.com)

SUSTAINABILITY AS WELL AS ACTIVE OCCUPATIONAL HEALTH AND SAFETY ARE KEY ASPECTS OF THE WAY WE ACT AND ARE FIRMLY ANCHORED IN OUR PLANT STRATEGY.

THESE ASPECTS ARE PRIORITISED BASED ON THE PRINCIPLE OF "SAFETY, QUALITY, DELIVERY, COSTS". THIS RESULTS IN OUR GUIDING PRINCIPLE "SAFETY FIRST".

1

SUSTAINABILITY

We are aware that our actions must be in line with legal, economic, customer, environmental, ethical, labor and human rights requirements, as well as the need to take responsibility in the supply chain, the community and society. With a view to our responsibility for future generations, we ensure efficient and economical use of resources and energy, support renewable energies, reduce greenhouse gas emissions and improve air quality, save fresh water and reduce wastewater, ban conflict minerals, avoid waste, promote recycling and avoid hazardous substances by handling chemicals responsibly. Keeping the environment clean and maintaining a high level of human health and safety are therefore corporate principles.

2

RESPONSIBILITY

The task of all employees in the company is to identify and prevent hazards to people and the environment. There is strict compliance with legally binding requirements and regulations, and obligations regarding occupational safety, health and environmental protection. Managers are responsible for identifying, assessing and eliminating hazards and for providing necessary resources.

3

PRODUCTS

We develop and produce our products according to the motto "Safe-Clean-Economical". Our products increase human safety and decrease environmental impacts, even during their subsequent recycling and disposal.

4

PROCESSES

Taking economic efficiency into consideration, we design our processes with the target that human health and safety are assured and the impact on the environment is kept as low as possible. We are prepared for incidents. We challenge our suppliers and service providers on this basis.

5

CONTINUOUS IMPROVEMENT

We regularly review our processes and results. We measure the impacts on occupational safety and the environment. This enables us to identify weak spots and opportunities for improvement and to design effective actions for occupational safety, fire prevention, health and environmental protection.

6

OCCUPATIONAL HEALTH AND SAFETY

We see our employees as the company's greatest asset. Our commitment includes aspects for active and passive human protection. In a closed loop, managers and employees systematically analyse, assess and improve working conditions in the workplace. We regularly carry out preventive medical check-ups and run health campaigns.

Certification summary

Global alignment in accordance with ISO 14001 and ISO 45001 is being pursued for all production sites.

Currently, the production sites St. Michael (Austria), Shanghai (China; (Taicang)), Novi Sad (Serbia) and Ramoz (Mexico) are certified according to ISO 14001.

St. Michael and Novi Sad are also certified according to ISO 45001.

Further certifications are currently planned for the years from 2025.

Initial-, surveillance- and re-certification audits are basically carried out by external independent certification companies.

Dealing with hazardous materials and waste at BMTS global

- At the earliest possible stage - already during the design phase - hazardous materials for human or environment are avoided or reduced (quite particularly SVHC according to REACH regulations, CMR substances containing materials, etc.). This applies to both the product and the production process. In addition, substitution checks are regularly carried out for materials of concern.
- BMTS uses latest state-of-the-art processes and procedures. The avoidance and reduction of waste is a high priority. Unavoidable waste is reprocessed/recycled internally or - if this is not possible - disposed of by specialist companies in accordance with the law, to prevent damage to environment as far as possible.
- Legal regulations (environmental protection, occupational health and safety) and specifications in the automotive sector regarding permitted and prohibited substances are strictly adhered to.

Environmentally friendly design of BMTS products

- **Recyclability of products:**

As components for automotive applications all our products comply to the automobile high standards for recyclability at end of life. BMTS products subcomponents material composition currently allow for a recycling rate of higher than 95%.

- **Reuse of packaging:**

As Tiers 1 for automotive OEM, our products are shipped to our customers by use of returnable and reusable packaging in accordance with our OEM customers requirements.

Carbon Management

- BMTS Technology does not produce any CO₂ or other greenhouse gases through its own production processes* (scope 1).
 - Greenhouse gases (equivalents) are mainly generated by energy suppliers (electricity, scope 2). The quantities of CO₂ equivalent generated are calculated using country-specific conversion factors and have been included in the BMTS global HSE KPI Book since Q3/2021 (see chapter 8 “Performance”).
 - Monitoring the generation of greenhouse gases in the supply chain and by service providers has been addressed but still requires development time (scope 3).
- **BMTS Technology is a registered company in the Carbon Disclosure Project ([CDP](#)) since 2021.**

* Indirect release of ozone-depleting greenhouse gases occur through loss of refrigerants in air conditioning systems, refrigerators and machine cooling systems used. For a global survey of harmful coolant losses, including the introduction of a corresponding management system to determine the CO₂ equivalent, see chapter “performance”.

3.2

***Labor & Human Rights
Policy / Strategy / Key Characteristics***

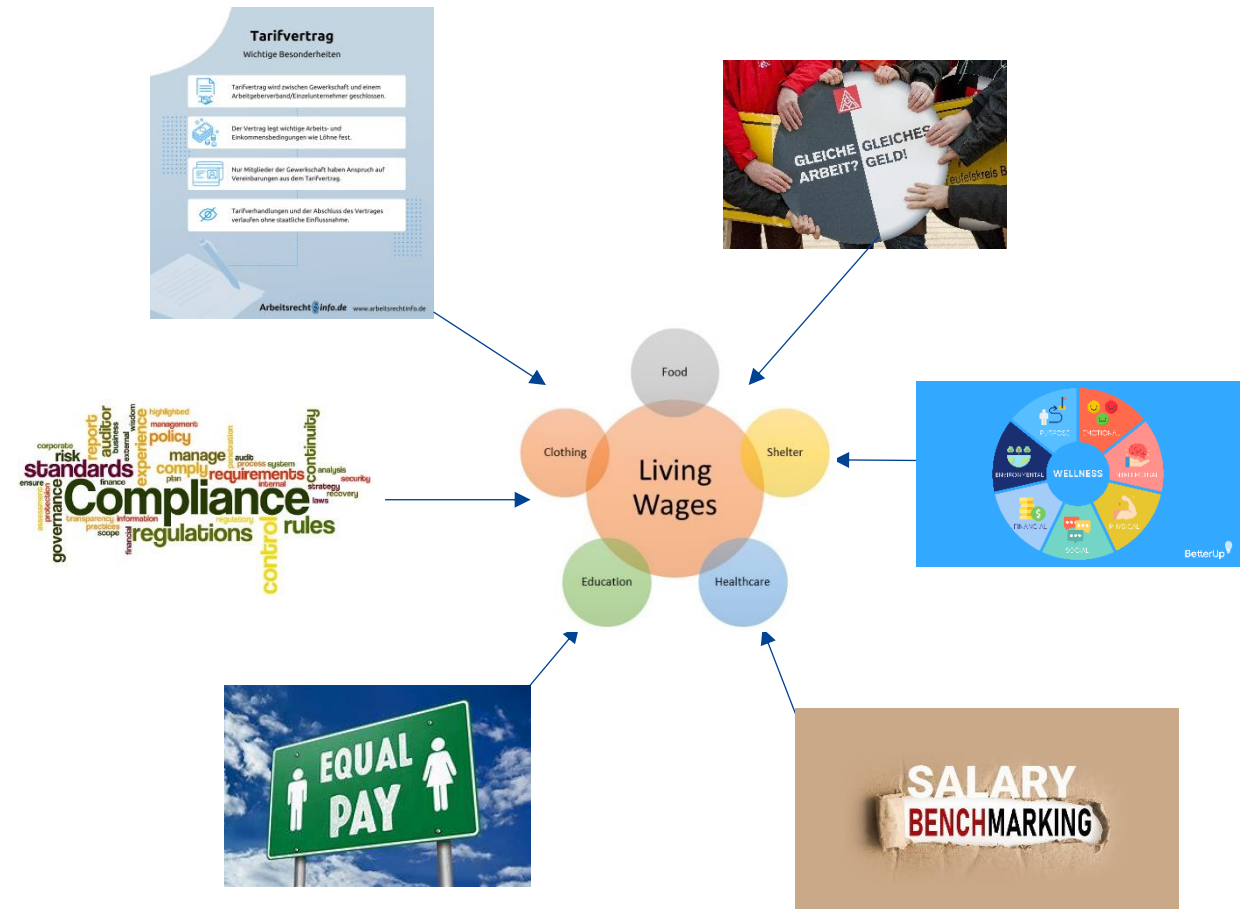
Labor & Human Rights policy / strategy (1/2)

How we ensure fair and livable wages

We guarantee equality of payment and living wages in Germany by being part of the “IG-Metall Tarif-Systematik”. World-wide we take part in region specific benchmark studies (Serbia China and Mexico with Mercer) on a regular basis – including also our temporary labor.

Living wages also mean for us, supplying a variety of healthcare measure for our employees in the different regions and locations. Therefore, we offer various internal sports activities (BMTS employees for BMTS employees) in the different locations. In addition to that, BMTS HSE offers health days for all interested employees on a regular basis (e.g. diabetics prevention, skin cancer prevention, etc.) individually adapted to the needs of the locations and regions.

To control and ensure the alignment of our measures with the regional/ local legal requirements we have a BMTS world-wide compliance systematic in place.



KPI-Tracking 2024:

- ✓ Average participation rate in key trainings (Compliance, Cyber security, etc.): 95% [Target > 80%]
(Previous year 2023: >=87% [Target > 80%])
- ✓ Annual percentage of FTE turnover: 7,2% [Target < 15%]
(Previous year 2023: 13%* [Target < 15%])
- ✓ Rate days due to injuries: 0,024% [Target: < 0,1%]
(Previous year 2023: 0,027% [Target < 0,1%])
- ✓ Cumulated fatalities: 0 [Target: 0]
(Previous year 2023: 0 [Target: 0])
- ✓ Cumulated accidents: 8,0/1000 [Target < 20/1000]
(Previous Year 2023: 6,6/1000 [Target < 30/1000])
- ✓ Living wages: 100% [Target: 100%]
(Previous Year 2023: 100% [Target: 100%])



See also chapter 8 “Performance”

All data subject to reservation

4

Governance

Target

Globally compliant and conforming behavior and processes by managers and employees

BMTS Technology Compliance Committee

- Regular and periodical review of the Compliance Management System ✓
- Investigations into (potential) compliance issues as well as determination of follow-up actions on detected breaches ✓

Instruments & Mechanisms

Compliance Training Initiative

- Introduction of annual web-based Compliance trainings ✓
- Mandatory training modules on Compliance topics such as Code of Conduct, Anti-bribery, Competition Law, etc. but also on Information Security, Data Protection and HSE ✓

Whistleblowing Initiative

- Introduction of group-wide Whistleblowing mechanism ✓
- Reporting method of detected infringements of rules ✓

Compliance Guidelines Initiative

- Continuous modernization of the Code of Conduct ✓
- Implementation of Compliance related policies, procedures and standards to mitigate Compliance risks ✓

Compliance Organization

- Compliance advisory by Compliance Officer ✓
- Establishment of BMTS Technology Compliance Committee ✓
- Regular compliance reporting to the Advisory Board ✓

BMTS Code of Conduct

BMTS' Code of Conduct ensures that the organization adheres to Compliance with legal regulations which is of the utmost priority for our company and part of our company values. Proper conduct is regulated in numerous guidelines and instructions. Main points are summarized in the Code of Conduct and do reflect current regulations which are implemented as they need to be considered in daily business activities to make it easier for employees to comply with the rules stipulated in laws & regulations.

Compliance, Integrity and Helpline

BMTS Technology's Compliance Management System is composed of initiatives as customary within the automotive supply industry with a Compliance organization including Compliance guidelines like an employee Code of Conduct, web-based trainings, a whistleblower system, etc.

Employees and managers of the BMTS Technology Group are trained in mandatory, web-based training courses on compliance-related topics such as the principles of lawful behavior (Code of Conduct), data protection and information security. In addition, employees in the areas of Sales, Purchasing and Finance/Controlling must complete additional modules on antitrust law and anti-corruption, money laundering prevention and the rules to be observed when dealing with gifts and invitations. The training portfolio for members of the top three management levels and team leaders includes not only all of the aforementioned but also additional web-based training courses both on anti-discrimination and on occupational safety.

Employees and third parties can report anonymously or by name to the multilingual BMTS Integrity Line in case serious or illegal misconduct or other potential wrongdoing is suspected or has been taking place. The reports are automatically sent to the Compliance department who are the only ones who have access. All reports are investigated promptly, objectively and independently. If a reporter expresses a genuine suspicion, he/she will not be at risk of losing their job or suffer any form of sanctions or personal disadvantages as a result. BMTS does not tolerate retaliation or retributions against people who submit reports. This also includes if the reporter is mistaken, providing he/she is acting in good faith.

Compliance of our products:

- Strict legal requirements apply to the selection and use of parts, raw materials and processes for BMTS products, which are incorporated into the design process at BMTS Technology. Compliance with these requirements is therefore strictly monitored by the management and implemented in a disciplined manner by the specialist departments via the specifications. Thus, strict environmental legislation is inherited by all manufacturing sites at BMTS Technology globally via BMTS Design.
- Violations of applicable law can be reported to the global Compliance Officer via an [Integrity Line \(Whistleblowing\)](#).

Examples of legal requirements related to environmental protection and labor & work safety:

- End-of-life Vehicle Ordinance (Federal Ministry)
- Directive on end-of-life vehicles (EU)
- REACH regulation (EU)
- Hazardous Substances Ordinance (Federal Ministry)
- Radiation Protection Act and Radiation Protection Ordinance (Federal Ministry)
- Environmental laws (WHG, BImSchG, KrWG, ...)
- Conflict minerals regulations (Federal Ministry)
- Occupational Safety and Health Act (Federal Office)
- ... and many more ...

- Global alignment in accordance with ISO 14001 and ISO 45001 is being pursued for all production sites. Currently, the production sites St. Michael (Austria), Shanghai (China) and Novi Sad (Serbia) are certified according to ISO 14001 - St. Michael and Novi Sad are also certified according to ISO 45001. Further certifications are currently planned for the next years. Initial-, surveillance- and re-certification audits are basically carried out by external, independent certification companies.
- At all BMTS sites, the organizational structures shown on the following pages are used in an appropriate form to clearly regulate the responsibilities in occupational safety, environmental protection, fire protection and health protection with the associated interfaces and communication requirements, and to implement the tasks safely by defined and competent role holders.
- Regular management reviews take place between 1 and 4 times per year, as required. All aspects of the HSE environment (including environmental management) are discussed and evaluated in depth with the management, and decisions are made on the progress of ongoing, planned or new activities, including the allocation of necessary resources.
- Target achievement is monitored by tracking of defined and appropriate key performance indicators and key characteristics. If necessary, corrective measures and the removal of barriers are determined in the relevant committee together with the management.
- Objective controls take place as part of the annual ICS audit by independent external auditors (BDO).

5

***Internal Stakeholder
Workforce Empowerment***

Diversity, Knowledge & Communication

BMTS leverages the international experience, knowledge and ideas of its multicultural workforce, which is comprised of 8 locations in 6 countries with a wide-ranging diversity of different cultures among its associates.

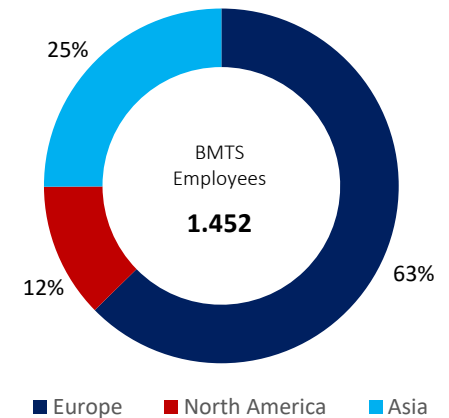
Workforce global: 1452 associates by end of 2024

Share of female employees: 12% ... 38% depending on location

Relative increase in comparison to 2021: Up to 23%

Share of engineers: 16% ... > 20% depending on location

Share of R&D engineers/experts: 10% globally



International experts do work hand-in-hand close together to provide next generation solutions for our customers.

International leadership board promotes and encourages an effective information interchange and community spirit. Examples: Participation and lecturing in trade shows and exhibitions; contacts with universities and institutes; travel of experts between locations; internal/external trainings; international newsletters, interactive town hall meetings at the sites, celebrations of success, sport groups activities, health and safety campaigns & events, special events / invitations of the workforce to meet at the sites, and many more ...

Qualification & skills management

At BMTS, a separate process governs the management of employee qualification and development:

1. Identification and detailed description of work tasks and responsibilities
2. Assignment to required competencies based on a competence matrix
3. Identification of training and qualification needs
4. Implementation of training and closing of competence gaps
5. Effectiveness monitoring by the supervisor
6. Repeated loop once a year



Student @ BMTS Stg 09/2024
Training unit at HSE (work safety)

Jump-starting:

Depending on specific opportunities at each location, BMTS offers on the job programs for young professionals.

Special programs for internal degree completion:

BMTS offers its employees to support them with practice-relevant topics as part of their master's studies.

Promotion of talent:

A high quota of qualified top performers has been used to fill higher-level positions in recent years.

The multidisciplinary empowerment as contribution to HSE covers the following categories:

Managers / Experts:

They contribute to the multiplication of knowledge in the company and are trained by external renowned specialist companies via recurring seminars. High level knowledge caused by networking.

Role holders for operational activities:

Are trained internally or externally according to the required competence profile.

General employees:

Are empowered via internal training upon starting work and then regularly (at least 1x/year) via internal refresher training as well as sensitized via newsletters several times a year. The respective personnel supervisors track the required competence development of the employees, motivate and take up optimization suggestions.

Planning and tracking of the required activities is carried out via HR department and by the HSE annual roadmap which is integrated into the regularly recurring HSE management review.

General internal training documents are provided by the HSE expert.

Operational execution is supported by an automated deadline tracking system plus corresponding supervisors.

6.1

OEM & OES
Engagement / Involvement

- **Impact on customer with associated environment**

As components for automotive applications all our products are developed to comply with the high automobile standards for prevention on health and safety relevant failure modes.

In particular, the automotive standard method of failure mode and effect analysis (FMEA) is applied to all our products during the development phase of the products and the production processes to minimize systematically any potential impact on health or safety for the end user and his/her environment.

This process is performed in strong cooperation with our OEM customers in order to take into account all potential failure effects within the application of our products.

- **Use of products in automotive production and service**

By use of the same cooperation and methods health and environmental safety risks of our products for their installation within the automotive production chain and in service are being minimized. The process development for installation and service of our products is within the responsibility of our OEM and OES customers.

6.2

Supply Chain

*Suppliers & Service Providers
Engagement / Involvement*

Sustainable Procurement

=> see more on the official website [BMTS Technology](#)

- **Suppliers & Supply Chain**

Suppliers of parts or materials have an extraordinary importance at BMTS in ensuring environmental and occupational health and safety conditions. Suppliers with Conflict Minerals are excluded (BMTS is supported by an external company for the whole supply chain; CSR reports are available by request). The decision to give preference to a supplier for supply to BMTS depends on the supplier's willingness and ability to act in compliance with the law (anti corruption, antitrust, fair wages, global environmental protection, occupational health & safety / workplace safety) and to set up and develop management systems in accordance with international standards (ISO 14001, ISO 45001, ...).

An additionally requirement is to observe the principles of the UN Global Compact Initiative which primarily relate to the protection of international human rights, the abolition of forced labor and child labor, the elimination of discrimination in employment and occupation, and responsibility for the environment (www.unglobalcompact.org).

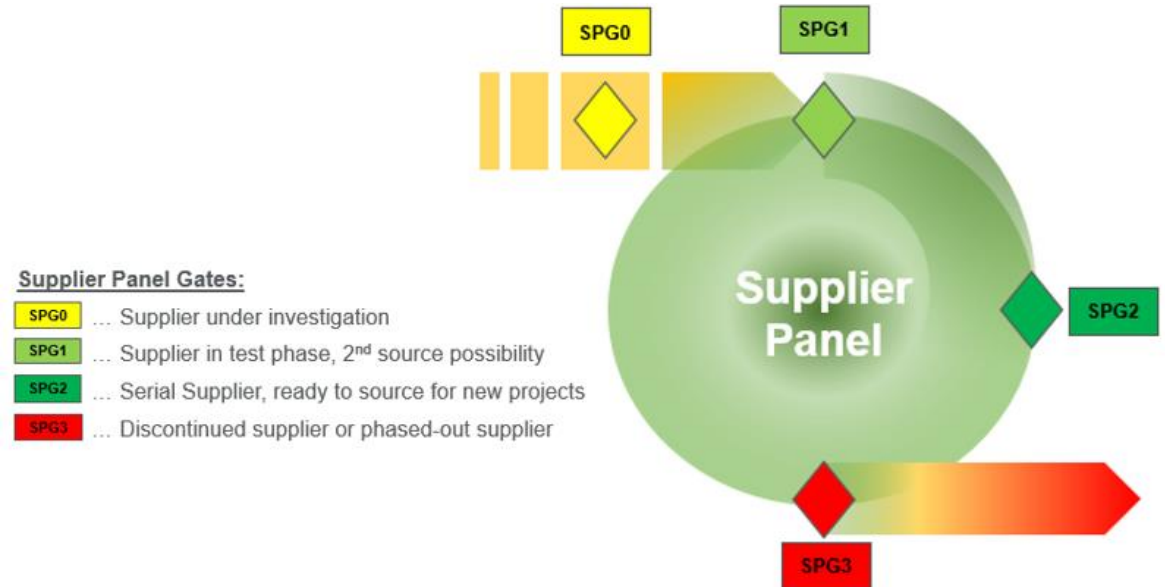
BMTS supplier agreements ("Terms and Conditions of Purchase" + Requirements on our internet-based Supplier Panel) regulate the contractual framework conditions. Evidence is provided in the form of self-disclosures, self & external assessments (sustainability questionnaire, labor safety), certificates and 1st, 2nd or 3rd party audits. Decisions undergo a strict BMTS process "Sourcing decision". Violations of the agreements are punished by reduction of orders or withdrawal of the supply contract, depending on their severity. Additional hedging is provided by supplier risk management at BMTS.

Sustainability at BMTS Supply Chain

Supplier Selection and responsible sourcing

Suppliers are only included into the BMTS portfolio using a defined SPG (Supplier Panel Gate) systematic.

The approval of suppliers and thus delivery to BMTS is associated with agreed minimum requirements. Approval is given in "supplier panel gates" (SPG), which are stages based on defined criteria with a direct impact on the permitted degree of collaboration with the supplier.



The minimum requirements for suppliers involved in new projects (SPG2) include obtaining ISO 14001 and ISO 45001 certifications, as well as receiving a positive Potential analysis from BMTS. Additionally, during the P1 Audit, suppliers are required to submit a completed "BMTS Sustainability Questionnaire." This submission is a critical criterion for a positive audit outcome (please refer to the next slide for more details).

The Sustainability Questionnaire is an assessment for our suppliers which is mandatory before sourcing a supplier. This assessment is focusing on Corporate Social Responsibility (CSR) and requests the supplier to explain their CSR process and give us evidence to each point.

We check the availability of this document during our Potential analysis (P1 Audit acc. to VDA 6.3). If the document is not filled by the supplier, the Audit will be automatically RED.

Framework Agreement

The Framework Agreement governs the contractual terms and conditions with respect to the delivery of products ("contract products") by the supplier or its group companies.

Quality Assurance Guideline (QAG)

We recognize and obey the individual requirements by our Customers (OEMs). The Quality Assurance Guideline aims to contractually agree with our suppliers to take customer specific requirements into account. This document is a mandatory contract between BMTS and the supplier. In the contractual documents, we regulate with our suppliers the requirements to comply with customer-specific requirements and also to make our contribution to corporate social responsibility.

In the contractual documents, we regulate with our suppliers the requirements to comply with customer-specific requirements and to guarantee our sustainable contribution to corporate social responsibility.

Applicable documents are checked by BMTS during audits on-site.

Global Supplier code of conduct

In 2024 we have updated our general Terms and Conditions of Purchase in regard to our Global Supplier code of conduct (which we have implemented as well by 2024) and our newly achieved TISAX label. Our Global Supplier Code of conduct aims to foster our commitment to integrity, sustainability and respect for human rights throughout our supply chain. Our terms and conditions of purchase are available for all suppliers and potential suppliers on our webpage. Those T&Cs consider commercial, environmental, compliance/legal and more general topics.

Full document available on our Website www.bmts-technology.com

→https://bmts-technology.com/wp-content/uploads/2024/11/M3_DO03_BMTS-Supplier-Code-of-Conduct.pdf

Our dedicated service partner ValueStream Europe GmbH is assigned and authorized by us to request material compliance surveys at our suppliers.

We are covering different topics such as:

- EU Conflict Minerals Reporting
- US Conflict Minerals Reporting
- Extended Minerals Reporting (EMRT)
- ...

By continuously updating our scope of material compliance surveys and frequently requesting our suppliers to report on their status, we ensure proper sourcing of materials.

Sustainability at BMTS Supply Chain

Conflict Minerals Report Template (CMRT)



We use the official Conflict Minerals Report Template of the Responsible Minerals Initiative (RMI). Once a year we send out the request to our suppliers to fulfill the CMRT on Company Level and submit this to us. We combine all of our suppliers feedbacks in one Company CMRT of BMTS and evaluate the feedback on management level. In the case of suppliers which have not given a feedback yet, we follow our Due-Diligence and request them to set measures to fulfill our requirements. **We achieved our target for 2024 and increased our feedback rate to 90%.** Our target is to increase our feedback rate to over 90% in 2025 and continuously work towards having a 100% feedback rate.

Conflict Minerals Reporting Template (CMRT)

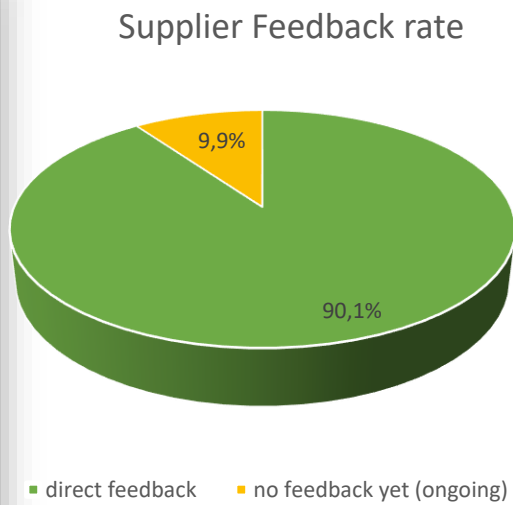
Select Language: Preference Here: English

Company Information

Company Name (*)	BMTS Technology GmbH & Co. KG
Declaration Scope or Class (*)	A. Company
Description of Scope:	This report covers the complete product range and is based on the supplier feedback we received until the "Effective Date" below.
Company Unique ID:	34-090-5348
Company Unique ID Authority:	D-U-S-S: Number
Address:	Löwentorstr. 78, 70376 Stuttgart, Germany
Contact Name (*):	Conflict Minerals Service Team
Email - Contact (*):	CM.Service@ValueStreamEurope.eu
Phone - Contact (*):	+49-7145-222-000
Authorizer (*):	Xing Gao
Title - Authorizer:	Chief Procurement Officer
Email - Authorizer (*):	Xing.Gao@bmts-technology.com
Phone - Authorizer:	+86-21-675-89389
Effective Date (*):	28-Oct-2024

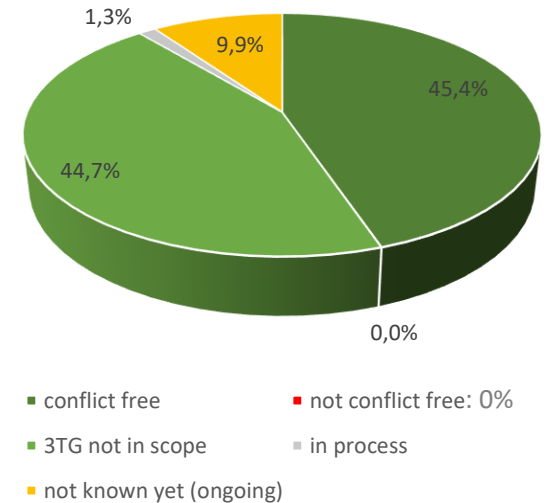
Answer the following questions 1 - 8 based on the declaration scope indicated above

Question	Answer	Comments
1) Is any 3TG intentionally added or used in the product(s) or in the production process? (*)		
Tantalum (*)	Yes	Based on company level CMRTs from our supplier it is included in some supplier products.
Tin (*)	Yes	Based on company level CMRTs from our supplier it is included in some supplier products.
Gold (*)	Yes	Based on company level CMRTs from our supplier it is included in some supplier products.
Tungsten (*)	Yes	Based on company level CMRTs from our supplier it is included in some supplier products.
2) Does any 3TG remain in the product(s)? (*)		
Tantalum (*)	Yes	Your answer is based on company level CMRTs from our supplier and may therefore show metals which are not present in our products delivered to you.



We strive to improve the feedback rate every year to get a deeper insight in our supply chain. We gained **+8%** Feedback rate from 2023 to 2024 and are currently starting the survey for 2025 where we expect more than 90 % Feedback rate.

Status of the supply chain



At BMTS we are dedicated to fostering a sustainable supply chain that minimizes environmental impact and promotes ethical practices. We rigorously evaluate and audit our suppliers including aspects of their environmental, safety, human rights and labor standards. Our Supplier Quality and Development department comprises 25 highly qualified employees who conducted approximately 75 on-site audits at supplier locations in 2024.

We ensure corporate social responsibility through regular audits and support our suppliers on site with best sustainability advices. Transparency is key, and we communicate our efforts and progress openly to our stakeholders, ensuring accountability and continuous improvement. Additionally, we assign external partners annually to survey and monitor our supply chain regarding material compliance. This is intended to help our suppliers in their own sustainability efforts.

In 2024, we enhanced our commitment to sustainability by implementing Supply Chain Due Diligence training programs for all relevant BMTS employees. These programs will focus on sustainable practices, environmental responsibility, and ethical decision-making, ensuring that every team member understands their role in our sustainability efforts. By equipping our employees with the knowledge and tools to make sustainable choices, we aim to foster a culture of environmental stewardship and drive meaningful change throughout our organization.

Through these initiatives, we aim to create long-term value for our business, our partners, and the planet.

Management of Sustainability Aspects

Management of Aspects

The sustainability aspects management at BMTS completes the cycle from identification of issues to achievement of set objectives:

- Process of identification of stakeholders, topics and requirements (context analysis)
- Identification and prioritization of relevant sustainability goals, aspects and issues
- Evaluation of relevant sustainability issues by analysis of input & output, opportunities and risks
- Identification and confirmation of measures, key characteristics and necessary efforts
- Implementation of measures, monitoring of key characteristics, evaluation of effectiveness
- Evaluation of goal achievement by management review on a regular base with definition of countermeasures if necessary
- Repetition of cycle

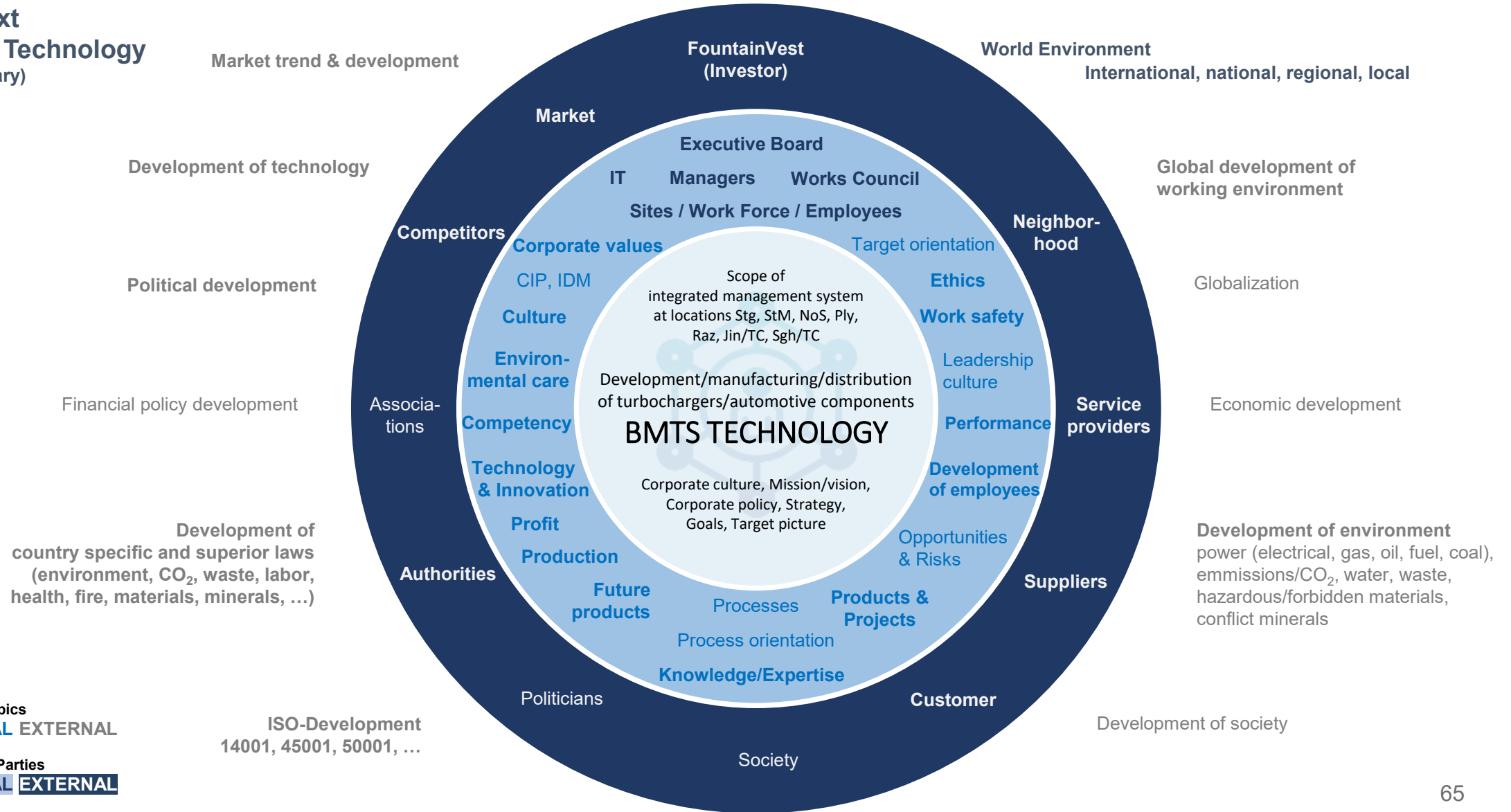
Global Sustainability BMTS Technology

Management of sustainability aspects



Context

BMTS Technology
(exemplary)



8

Performance

Global key performance indicators for environmental care

BMTS Technology internally introduced these following general monitoring aspects globally:

- Consumption of energy (electrical power, gas, oil, fuel, district heating)
- Consumption of coolants (production machines, air conditioners, refrigerators)
- CO₂ calculated (CDP)
- Consumption of fresh water
- Wastewater
- Waste of paper, plastics
- Waste of hazardous materials (liquid, solid)

Global HSE KPI: Energy Consumption 2024 (electricity + long distance heat)

Line 1: Consumption summary (kWh)

Line 2: Percentage of renewable (green) energy in energy supply mix (provided by supplier)

Line 3: Consumption of renewable (green) energy (calculated)

2024	Stg	StM	NoS	Raz	Ply	Sgh	Jin	global
1)	821.954	10.537.022	9.715.076	2.855.375	10.209	9.796.720	2.949.420	36.685.776
2)	58,9%	100%	100%	0%	12,8%	8,5%	8,5%	59,5%
3)	484.131	10.537.022	9.715.076	0	1.307	832.721	250.701	21.820.958

Summary 2024:

At BMTS Technology, almost 60% of the global annual energy consumed was covered by “green” energy; (strong improvement compared to previous year (33%) due to targeted selection of suitable electricity suppliers).

Global HSE KPI: CO₂ equivalent from consumed coolants/refrigerants
(production machines, air conditioners, refrigerators)

2024: Calculation* of CO₂ equivalent (t)

Type	GWP	Stg**	StM	NoS	Raz**	Ply**	Sgh**	Jin**	TC***	global
R-...	factor	kg	kg	kg	kg	kg	kg	kg	kg	sum
R-32	675	0,0	0,0	100,0	0,0	0,0	0,0	0,0	0,0	100,0
R-134a	1430	0,0	37,5	0,0	0,0	0,0	0,0	0,0	0,0	37,5
R-404A	3922	0,0	0,5	0,0	0,0	0,0	0,0	0,0	0,0	0,5
R-407C	1774	0,0	1,0	0,0	0,0	0,0	0,0	0,0	0,0	1,0
R-410A	2088	0,0	3,0	198,8	0,0	0,0	0,0	0,0	0,0	201,8
R-452A	2140	0,0	5,0	0,0	0,0	0,0	0,0	0,0	0,0	5,0
CO₂e (t)	---	0,0	74,3	482,6	0,0	0,0	0,0	0,0	0,0	556,9

* kg x GWP/1000 = CO₂e (t)

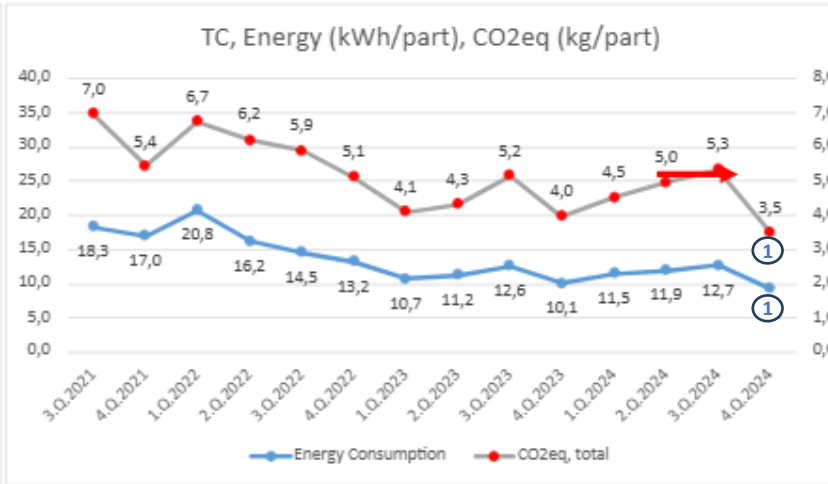
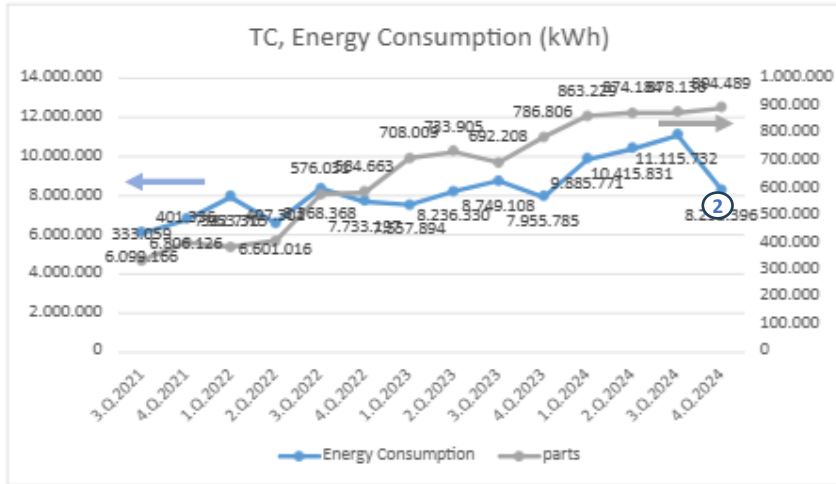
[Kältemittelrechner | Öko-Recherche \(oekorecherche.de\)](https://www.oekorecherche.de)

** no need detected to refill coolants/refrigerants

*** under construction

Energy Consumption and CO₂ Equivalent for Production of Turbochargers (TC)

Reference: BMTS global HSE KPI Book



- 1) Different effects caused by 2)
- 2) Movement BMTS Sgh to Taicang

Eventhough the energy consumption per TC in the regions was comparable with 2022, the CO₂eq per TC is higher in China, because the tool is using different CO₂-coefficient by country from literature, as seen below:

CO2 equivalent for electricity:		
Country	CO2eq	unit
USA	0,433	kg/kWh
Mexico	0,423	kg/kWh
Germany	0,435	kg/kWh
Austria	0,219	kg/kWh
Serbia	0,53	kg/kWh
China	0,5374	kg/kWh

Global Sustainability BMTS Technology Performance



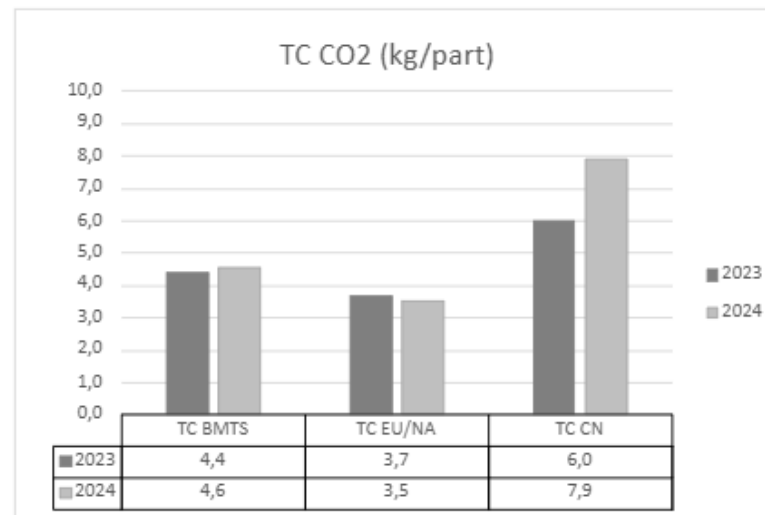
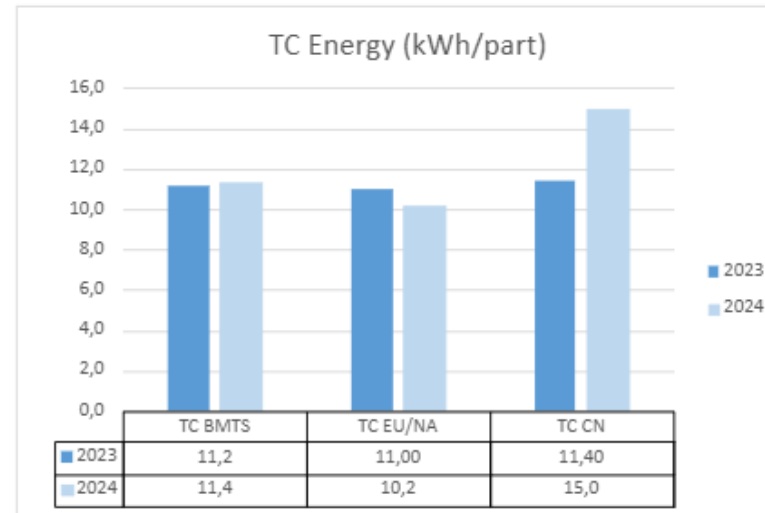
Comparison of global areas

Reference: EMS KPI table

Evaluation 2024

Trend in energy consumption per part:

- The average global energy consumption per turbocharger was almost kept on the same level as in the year before.
- While EU and NA were able to continuously improve, CN had to prepare for the move to Taicang, which had a negative impact on the calculation of energy consumption per unit in ASIA.
- Generally by sharing of best practices and lessons learned, the differences of energy consumption and therefore CO₂e per part between the countries should be marginal (in this case strongly changed by side effects at CN). It is expected, to come back to comparable low values after successful movement to Taicang.
- Differences in CO₂ per part are also caused by country specific differences for CO₂equivalent factors.



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Austria	0,219	kg/kWh
Serbia	0,53	kg/kWh
China	0,5374	kg/kWh

Water Management

Reference: EMS KPI table

- All our sites are located in countries with high standards for disposal of wastewater
- We 100% comply with legal and regulatory requirements of separate wastewater treatment out of our production processes.
- All our sites are not located in areas with water stress
- Our production processes do not consume extensive amounts of fresh water.
- Continuous optimization of our water consumption is part of our continuous improvement activities.

Global Water Withdrawal

Reference: EMS KPI table (see below)

Minor reduction in water consumption - despite strong increase in production.

Generated Waste (hazardous & nonhazardous, liquid & solid)

Reference: EMS KPI table (see below)

100% of hazardous waste is disposed off by external certified specialists with high industrial standards
 30% less water consumption in 2024 compared to 2023.

EMS KPI Table Abstract

No.	Indicator	Frequency	Q1 2022	Q2 2022	Q3 2022	Q4 2022	Q1 2023	Q2.2023	Q3.2023	Q4.2023	Q1 2024	Q2.2024	Q3.2024	Q4.2024	Deviation comment (current quarter vs. previous)	KPI
E1	Energy consumption (kWh)	Quarterly	10.691.836	9.506.977	11.374.810	8.817.060	8.686.217	10.237.080	11.076.743	7.955.785	9.885.771	10.415.831	11.115.732	8.293.396	Increased production volumes (Including overproduction/stockpiling due to relocation planning)	includes both, energy consumption related to fuels and natural gas (scope 1) and consumption of electricity and long distance heat (scope 2)
E2	Solid waste generation (t)	Quarterly	1.022	1.116	1.233	471	432	574	621	372	456	535	549	586	Increased production volumes (Including overproduction/stockpiling due to relocation planning)	includes all solid non-hazardous waste
E3	Greenhouse gas emissions (t, CO ₂ eq)	Quarterly	4.049	4.081	5.009	3.567	3.506	4.255	4.824	3.125	3.907	4.347	4.687	3.120	Increased production volumes (Including overproduction/stockpiling due to relocation planning)	includes green house gas emission from consumption of fuels and natural gas (scope 1) and indirect green house gas emission related to energy consumption (scope 2)
E4	Liquid / hazardous waste generation (t)	Quarterly	165	263	203	227	294	231	239	232	283	303	268	338	Increased production volumes (Including overproduction/stockpiling due to relocation planning)	includes both, liquid and solid hazardous waste
E5	Water consumption (m ³)	Quarterly	8.634	9.360	12.640	9.068	9.006	10.830	12.388	7.336	8.142	5.515	8.957	5.098	30% less water consumption, due to relocation activities	fresh water = approx. amount of waste water

Air Pollution

- All our production processes are 100% free of air pollution other than CO₂ emission related to consumption of heat and energy.

Noise Emission

- Our production processes do not emit abnormal noise to the environment.
- For every single production step noise emission is assessed and measures are implemented before use of the production equipment to reduce noise down to levels required by our high standards for health and safety.

Work safety

In the recent years, BMTS has begun to intensify its prevention work worldwide through standardized measures in office and operational fields (ongoing continuous improvement):

- Standardized personal safety equipment and conditions in operational areas
- Check of screen working places for ergonomic conditions
- Preventive health care basing on working place risk analyses
- Regular check of cranes, lifting equipment, lifting carts, heavy shelves, pressure vessels, hazardous material cabinets, ...
- Improvement of electrical safety checks
- Internal audits for work safety, fire safety, environmental safety, general risks & hazards

Our vision remains unchanged: 0 internal accidents at BMTS global.

Summary 2024:

At 8.2 accidents per 1.000 associates, and zero fatalities, the global occupational accident equivalent at global BMTS Technology is well below the average value in the metal processing industry.

Global training covers a wide range of topics related to regulatory compliance

Topics & Participation rates:

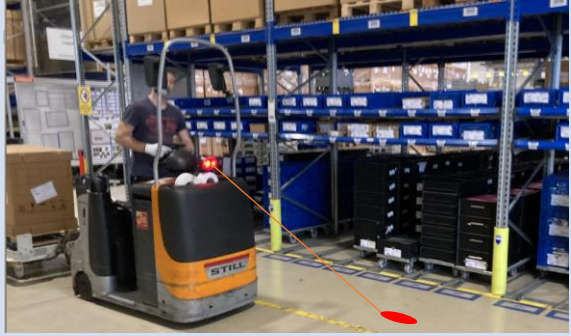


• CoC = Code of Conduct	83%
• PML = Prevention of Money Laundering	90%
• DP = Data Protection	83%
• AL = Antitrust Law	90%
• PoC = Prevention of Corruption	88%
• AGG = Anti-discrimination Law	87%
• GIDS = Gifts, Invitations, Donations and Sponsorships	92%
• H&S = Health & Safety	86%
• SCDD = Supply chain due diligence	90%

Average 88%* (>90%)**


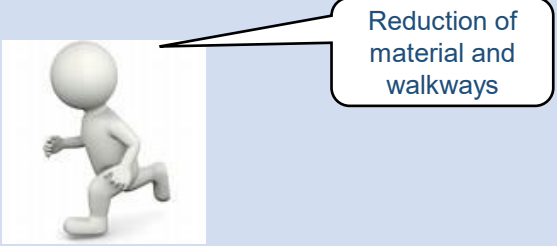
The repetition of the courses are planned on a yearly base.

• Not all associates do need all trainings in the full extent.

** With regard to office employees only

Topic	Picture	Description	Sustainability topic
safety lighting		All floor conveyor vehicles were converted to safety lighting	Reduction of accident risks for employees
Repair boxes (make 1 out of 2)		Repair reusable packaging such as boxes (turn 2 into 1) and recycle damaged components.	Extension of the service life of packaging components
Return of the cooling lubricant		Return of the cooling lubricant from the chip containers to the machining systems	Reduction of cooling lubricant consumption

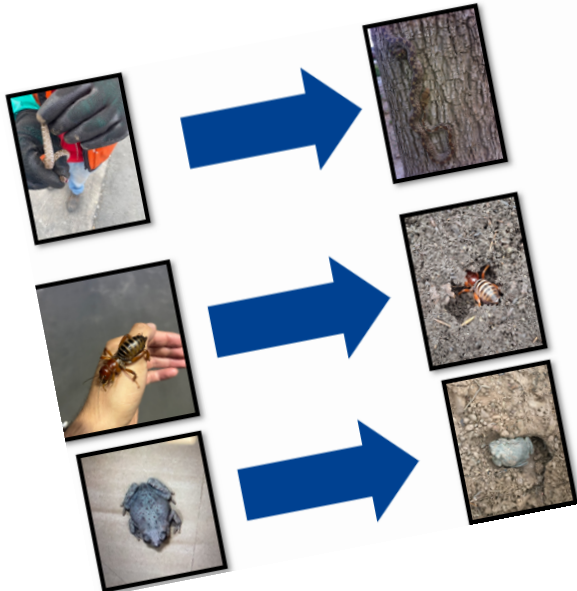
Some of plenty improvements at plant BMTS St. Michael ob Bleiburg (Austria) in 2024

Topic	Picture	Description	Sustainability topic
Paper saving by change of printer		The new printer uses only as much paper as is actually needed (instead of a mostly blank A4 sheet) to produce a packaging label. In connection with improved logistics.	Reduction of paper consumption, reduction of waste. 

Some of plenty improvements at plant BMTS St. Michael ob Bleiburg (Austria) in 2024

Preservation of Fauna & Flora

BMTS plant Ramos Arizpe / Mexico 2024

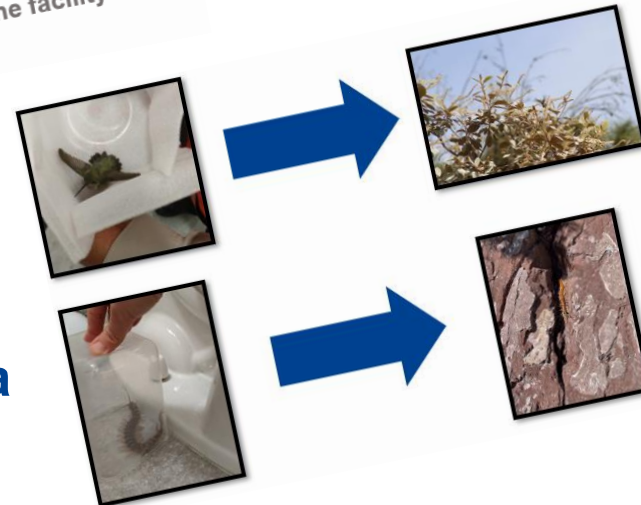


A snake is found near the temporary waste warehouse, and it is relocated and placed on a tree outside the company.

The Stenopelmatus It was found in a warehouse near the shipping platforms, and was relocated outside the company in a similar habitat.

The amphibian was found in a storage box, and was carefully relocated outside the facility.

Some examples ...






A hummingbird was found on the warehouse floor, captured and given care & sugar water. After 1 hour recovery it could fly again into freedom.




The centipede was found in the bathrooms and was relocated to the outskirts of the facility

... how BMTS takes care for flora & fauna



Preservation of nature ...

Topic	Picture	Description	Sustainability topic
PPE and consumables Vending machines		<ul style="list-style-type: none"> -Protective gloves, WD-40 and Break Cleaner inside vending machine -Restrictions set by employee level -Controlled distribution -Online tracking 	<ul style="list-style-type: none"> -Controlled distribution -Waste reduction due to set restrictions -Improved material management
Nylon press		<ul style="list-style-type: none"> -Reduction of material packaging waste volume 	<ul style="list-style-type: none"> - Reduction of waste volume - Improved waste management - Cleaner backyard
Hand dryer		<ul style="list-style-type: none"> -Reduction of paper towels for hands 	<ul style="list-style-type: none"> -Waste reduction


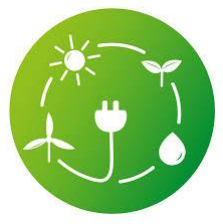
Some of plenty activities at BMTS plant Novisad (NoS) / Serbia in 2024

Topic	Picture	Description	Sustainability
HSE Totem at plant entrance		<ul style="list-style-type: none"> -Days without injuries -HSE pictograms 	<ul style="list-style-type: none"> -Strategy to improve HSE awareness
HSE notifications in production area		<ul style="list-style-type: none"> -Important HSE pictograms 	<ul style="list-style-type: none"> -Strategy to improve HSE awareness
Spherical mirrors in production area		<ul style="list-style-type: none"> -360-degree view in risk places (logistic area, forklift pathways...) 	<ul style="list-style-type: none"> -Strategy to reduce the forklift crash risk

Some of plenty activities at BMTS plant Novisad (NoS) / Serbia in 2024

Topic	Picture	Description	Sustainability
Safety net		-High storage safety net	-Strategy to reduce the material management crash risk
Nylon segregation on the line		-Direct separation of nylon on the the line	-Improved packaging wast management on the line



Some of plenty activities at BMTS plant Novisad (NoS) / Serbia in 2024

Topic	Picture	Description	Sustainability
Carbon footprint study for the NoS plant		-Full carbon footprint analysis of all relevant processes	-Where we are and what to do to improve NoS/P carbon footprint
Green electricity		-Agreement with the building owner to provide 100% green electricity for the NoS/P	-Reduce carbon footprint due to high electricity usage

Some of plenty activities at BMTS plant Novisad (NoS) / Serbia in 2024

Waste and safety

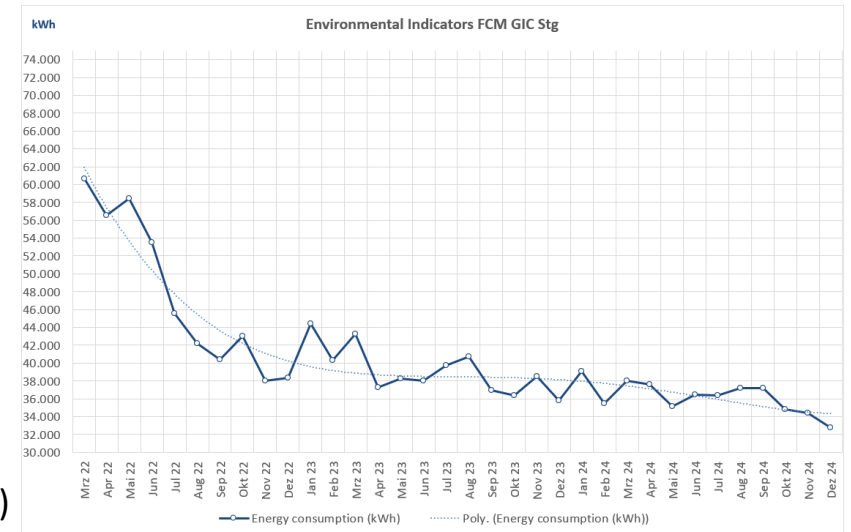
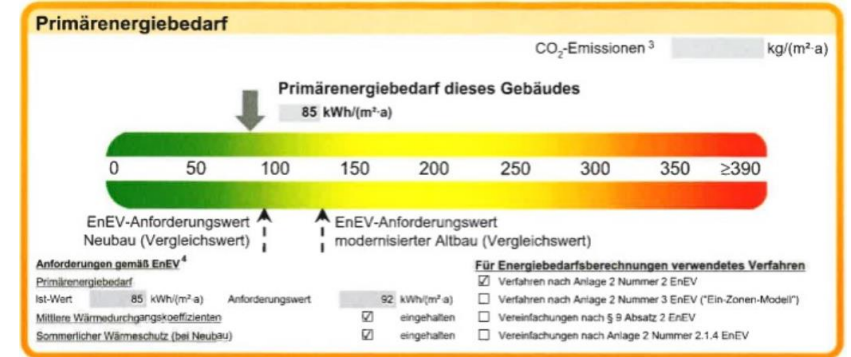
Continuous improvements at BMTS plant NoviSad /Serbia 2024

Topic	Picture	Description	Sustainability
HSE video for the visitors		-Basic safety informations for the visitors	-Strategy to improve HSE awareness
Speed bump installation		-To slow down the inner plant traffic	-Improved safety for the workers

Some of plenty activities at BMTS plant Novisad (NoS) / Serbia in 2024

Energy saving wherever possible ...

- Office building:
 - Energy certificate „GOLD“ standard
 - Subletting of empty spaces for even more energy efficient and economic usage
 - Heating/cooling processes optimized (6 floors)
 - IT Energy consumption reduced by 3%
- Prototype building:
 - Ongoing continuous improvement programs for heating and consumption of electrical energy
 - Further reduction of Energy consumption of > 10% compared to 2023 (reduction of standby times for compressed air and electrical appliances)
 - Extended switch from fluorescent lamps to LED lamps in preparation (step II)
 - Analysis of heating energy done => Step one: Improvement of measurement planned
- General sustainability relevant actions
 - Reusage of used IT equipment in NoS (monitors, cabling)
 - Jobticket support by company (reduction of CO₂ by switch from car to public transport)
 - Support for company bicycle
 - ... several preventive measures implemented to make work safety even more safe ...



Conscious use of materials ...

- Water consumption in prototype sample shop reduced to a minimum (washing of components)
- Number of hazardous materials minimized over the past 3 years; Register of hazardous substances optimized
- Hazardous materials (liquid and solid) are collected separately and are disposed/recycled by external chemical expert companies according to german/european laws. Improvement of documentation & control
- Improved process for disposal of different kind of empty/defect batteries & accumulators implemented



Improvements at site BMTS Global Innovation Center Stuttgart / Germany

Ongoing Initiatives and Intents at different BMTS sites 2024 ...

- Reduction of electricity consumption in production and office areas by use of energy-saving components
- Reduction of electricity consumption in production and office areas by improved logistics/processes
- Installation of a photovoltaic system
- Reduction of gasoline/diesel consumption in the vehicle fleet, by switching to more fuel-efficient vehicles
- Utilization of plant waste heat for heating of production areas
- Reduction of heat requirements for heating the offices by using high-quality heating controllers
- Avoidance of solid waste to relieve landfills
- Establishment of compost heaps for organic food waste of work force
- Extended reuse and improved recycling of PP plastic material (supplier)
- Improved recycling of liquid operating materials such as oils and lubricants (production)
- Switching to reusable packaging and transport containers for parts and products of internal/external suppliers
- Substitution and avoidance of hazardous substances
- Reduction of water consumption in cleaning processes
- ...

9

Prospects

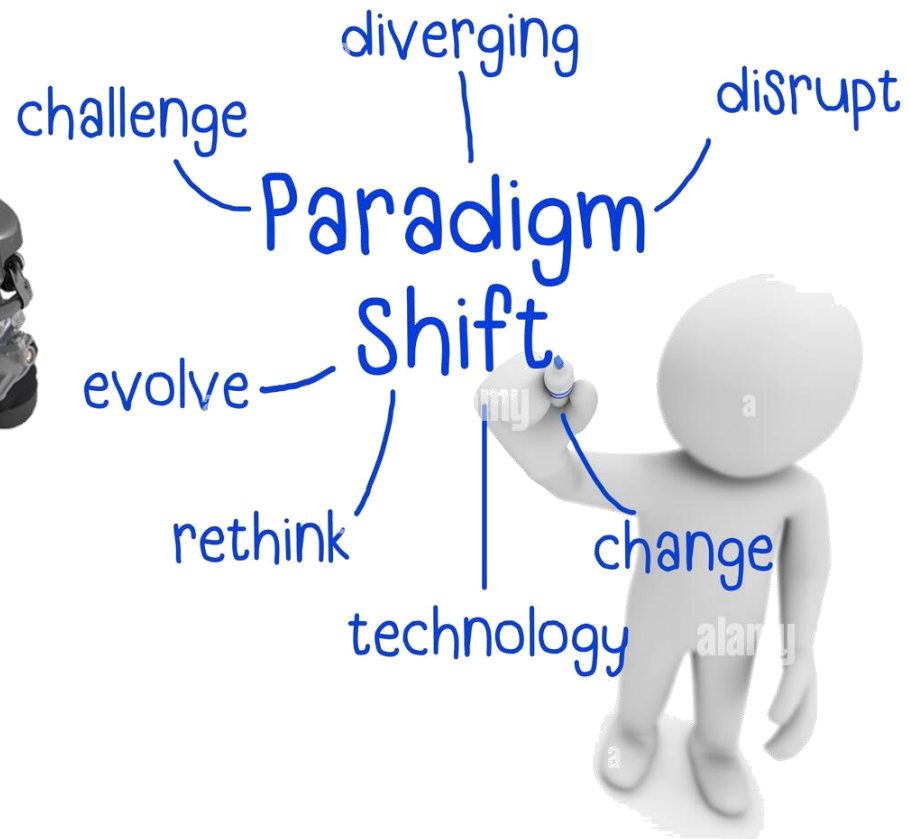
Electrification of Powertrain

In the further development to electrically driven turbochargers for hybrid drives, CO₂ reductions of 20% and more are possible, depending on the specific application. We are also developing compressors for fuel cells for drives without CO₂ emissions. We make an indirect contribution to CO₂ reduction through the development of heat pump compressors for purely electrically driven vehicles.

Solutions for Autonomous Driving:

Autonomous driving is a dream of most people and BMTS, and in the upcoming years the number of available autonomous vehicles is continuously increasing. Autonomous vehicles require a sensor suite to detect the environment. BMTS is offering products to support this. We expect autonomous driving to become a key technology for new concepts of transport and share of transport resources and to contribute to direct and indirect reduction of CO₂ emissions.

Pinnacle of ICE Technology
The Heart of the Vehicle



Future
Autonomous Electric Vehicles



Existing Competencies

Design for Mass Production

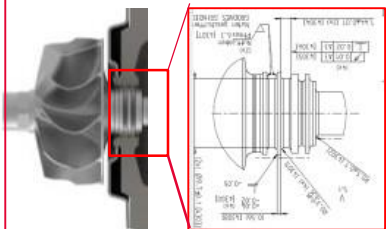
- Capability design for efficient mass production
- Design with small tolerances
- Design to cost

Simulation

- Excellent FEM and CFD simulation capabilities
- Numerical optimization

Validation

- Capability to validate under OEM requirements
- Taylor tests to ensure very low field failures



New Competencies

Electric Motor Design

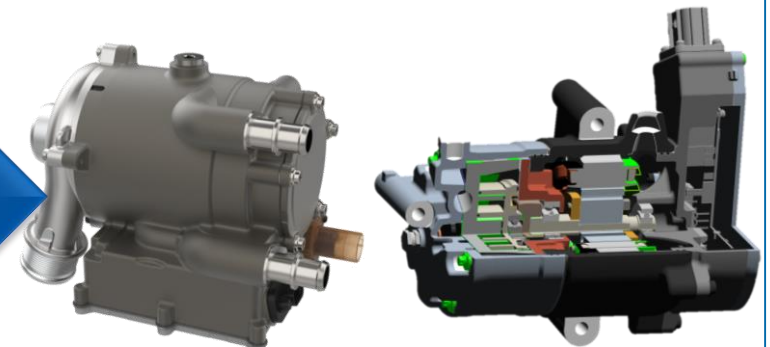
- Highly efficient electric motor design
- High speed capability

Software Development

- Functional safety
- Software quality

Electronic Development

- Power Electronic Development
- PCB Layout
- Electromagnetic compatibility ECM



Clean Mobility

Smart Mobility

Product Class

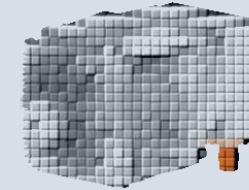
Powertrain Efficiency Improvement



Thermal Management



Autonomous Driving



Air Suspension



Applications

Passenger Cars



Commercial Vehicle



Fuel Cell EV



Battery EV



Autonomous Driving Vehicle



Premium Vehicle



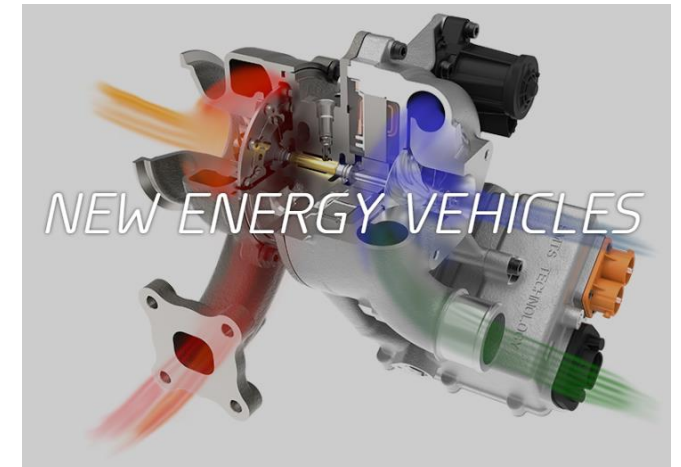
10

Conclusion

*The massive trend in new energy vehicles in China and around the world is one reason for BMTS' success. We provide products to improve the efficiency of powertrains and thereby contribute to a better environment. Our products are specifically developed for the latest high efficiency power trains like Dedicated Hybrid and Range Extended vehicles. Our turbochargers, electrical turbochargers and electric compressors enable our customers to reach the highest efficiencies. **This is a major contributor to a sustainable future.** The proven reliability, quality and performance of our products is part of this goal, as only a reliable product is supporting sustainability.*

We are a trusted partner in the automotive industry.

We empower clean & smart mobility.



11

FAQs

Frequently asked questions

Environmental		
Question	Answer	Comment
Does your company have an understanding of the potential impact of climate change on business performance?	Yes	The main influencing factors identified are: 1) Change in market demand in relation to the product portfolio, 2) Increase in energy prices, 3) Potential extreme weather events at BMTS locations.
Has an analysis been conducted of whether the materialization of physical risks or risks from a transition to a lower-carbon economy may have a negative impact on stakeholders?	Yes	We as a company and the products we develop and implement are massively affected by the transformation to a lower-carbon economy. In this respect, the company is undergoing an active transformation process that is also supported by our stakeholders.
Does your company consider risks from a transition to a lower-carbon economy in its business strategy?	Yes	See point above ... It goes without saying that these transformation processes have been incorporated into the corporate strategy. We are already adapting our product portfolio to the expected changes in the market (1) through innovations and offering technologies for vehicles without combustion engines. We constantly take into account the increase in energy prices (2) in our price negotiations for purchased parts and in the pricing of our products (e.g. material, transportation and energy costs). Potential extreme weather events (3) are taken into account locally in emergency plans.
Does your company have processes in place to identify, assess and monitor potential risks from a transition to a lower-carbon economy?	Yes	The adaptation of our portfolio (1) takes place in our business processes for innovation and the development of products, processes and suppliers. This is demanded by our customers. Changes in energy prices (2) are dealt with in our purchasing and sales business processes. Risks of potential extreme weather events (3) are the subject of the local HSE management systems.
Do your company's employees know what potential physical risks or risks from a transition to a lower-carbon economy are and how they manage such risks?	Yes	The transformation process of the BMTS Group described above is being widely discussed within the company. Our employees at all locations are regularly informed about the changed direction of our product portfolio and the status of new developments (1) and these are presented and discussed in a wide variety of forums (economic committee, works meeting). The development of energy prices (2) has not yet taken place to an extent that would have made it necessary to inform all employees. The necessary response to possible extreme weather events (3) is determined at the respective sites by the site management and the relevant experts in the HSE department.
Does your company consider physical risks in its business strategy?	Yes	Extreme weather events are largely anchored in the emergency plans and are constantly being expanded.
Does your company have processes in place to identify, assess and monitor potential physical risks?	Yes	Extreme weather events are qualitatively anchored in the emergency plans of the local HSE systems. (A quantitative analysis of occurrence probabilities has not yet been implemented).
Is there a contingency plan in place for the occurrence of physical risks?	Yes	Emergency plans are in place at all BMTS locations and take into account the direct effects of extreme weather events and their indirect effects on energy supply.

Social		
Question	Answer	Comment
Does your company meet the legal requirements of the Supply Chain Duty of Care Act?	Yes	<p>Due to the size of the company in Germany, the LKSPG is not mandatory for BMTS under current law. However, as the LKSPG applies to our customers and is highly relevant, BMTS has already implemented the following elements:</p> <ul style="list-style-type: none"> - The contents of the LKSPG are known at the relevant points in the BMTS company (web-based training). - BMTS demands human rights and environmental protection along the supply chain via the general terms and conditions of purchase; suppliers are generally selected via the so-called "SPG status", in which each supplier must fulfill certain minimum criteria. For the highest status (necessary for new projects), the supplier must be both ISO14001 and ISO45001 certified. - Use of external service providers for material compliance topics such as Conflict Minerals Reporting (CMRT), Extended Minerals Reporting (EMRT), EU Steel and Iron Import Ban 2023/1214, etc.
Do you provide regular employee training on occupational health and safety?	Yes	<p>Web-based training for managers 1x/J. Employee training on HSE is provided by the managers 1x/year"</p>
Has your company established measures to ensure compliance with labor laws?	Yes	<p>Works council, company agreements, BMTS Code of Conduct, Compliance Officer / whistleblowing, HR business partner, Site inspections/audits, Web-based training 1x/J, HSE training documents, (legal register in introduction).</p>
Does your company have an anti-discrimination policy?	Yes	<p>Cultural diversity is anchored in our mission statement. Anti-discrimination is implemented via specific web-based training courses in the company addressed to all managers.</p>
Are professional development opportunities available in your company?	Yes	<p>Based on the skills matrix, the HR department develops tools for personnel development in collaboration with the specialist departments. The following tools, among others, have been implemented for the further development of employees at BMTS</p> <p>AKV, MA development interviews, Skill/Competence Matrix, Performance Review / Succession Planning, Jump-Start, students, ...</p> <p>Vacancies are preferably filled from the ranks of our own employees.</p>
Do your employees have the opportunity to join any trade union?	Yes	<p>Employees at BMTS are free to participate in local trade unions.</p>
Does your company encourage cooperation with local authorities or communities?	Yes	<p>Site management BMTS works closely with communities and authorities at all levels.</p>

Governance/ Leadership		
Question	Answer	Comment
Does your company have a code of conduct or a comparable guideline that defines ethical principles for day-to-day operations?	Yes	Integrated into the values and strategy at BMTS, through web-based training for managers, (e.g. anti-discrimination, code of conduct, compliance, HSE mission statement).
Is your company committed to combating corruption within its own organization?	Yes	- Web-based training of managers for compliance and anti-corruption behavior, - Organization with compliance officer, committee and whistleblowing system. - External, objective audit.
Does your company have a compliance function?	Yes	Organization with compliance officer, committee, whistleblowing system and an external audit.
Are the topics of sustainability and corporate social responsibility (CSR) promoted?	Yes	The BMTS Group is aware of its social responsibility. In this context, BMTS Technology's products contribute directly or indirectly to sustainability worldwide (e.g. turbochargers reduce fuel consumption and CO2 emissions; see also status on CO2 savings on the BMTS website on the Internet). - Sustainability is addressed at all locations, e.g. via vision/mission, HSE mission statement, KPI tracking system, regular discussion in the global HSE team (2x/month) and in the HSE management review (1-4x/year). Promotion of sustainability and social responsibility in the supply chain, see above. - Corporate social responsibility activities take various forms. Aimed externally: Volunteer campaigns for people in need, e.g. voluntary blood donations in China; collection campaigns for children in need in Serbia. children in need in Novi Sad, Serbia; ... Inward-looking: Health days; sports activities e.g. in Stuttgart, St. Michael, China; medication vouchers for employees in Mexico, Ramoz ..."
Does your company have a whistleblower protection system?	Yes	Whistleblowing at BMTS Technology is handled by an external service provider via an external service provider who ensures the anonymity of the whistleblower if necessary.
Have you implemented processes and measures in your company that ensure the implementation of the General Data Protection Regulation for your employees and customers?	Yes	For Austria and Germany: GDPR implemented. External, independent data protection officer appointed. Managers are trained. GDPR audits carried out in all departments. For Mexico: Similar legal requirements "Ley Federal De Protección De Datos Personales En Posesión De Los Particulares" also implemented; Employees are trained; Reporting system for data breaches in place.

12

***Appendix, Literature,
GRI Index, History***



BMTS has a broad customer base of international and local OEMs in the passenger car and commercial vehicle segment

Sustainability at BMTS Supply Chain

Appendix: Sustainability Questionnaire (1/2)



The Sustainability Questionnaire is introduced to be sent out to the supplier and checked as a mandatory requirement of BMTS.

Sustainability questionnaire Sub suppliers



M3_TP03

Please provide details of the location you are completing this assessment for	
Location Name	
Location D-U-N-S number	
Address	
Town or City	
Country or State	
Purpose	
Description of products and/or services handled at this location	
What is the staff headcount at this site?	
Is this location your company headquarters?	
Please provide your ultimate parent company's address details	
Location Name	
Address	
Town or City	
Country or State	
What is the staff headcount of your parent company?	
Which category best describes the main business activity of your company?	
Which category best describes your company's business area? Please select the main category for your company	
Which sub-category best describes your company's business activity? Please select the main sub-category for your company.	
Does your company have a Social Sustainability responsible management person?	
Name	
Email	
Job Title	
Does your company have a Compliance responsible management person?	
Name	
Email	
Job Title	

Page 1 von 7

Sustainability questionnaire Sub suppliers



M3_TP03

Does your company have an Environmental Sustainability responsible management person?	
Name	
Email	
Job Title	
Does your company publish a Corporate Social Responsibility (CSR)/Sustainability Report?	
Please provide evidence document.	
Is the most recent report assured by a third party?	
Please provide evidence document.	
Does your company have a Code of Conduct?	
Please provide evidence document.	
Do you organise training for your employees on the Code of Conduct?	
Please provide evidence document.	
Does your company provide a grievance mechanism through which impacted stakeholders and rights holders can raise complaints and seek to have them addressed with the enterprise?	
Please provide evidence document.	
Does your company have a formal policy covering working conditions and human rights?	
Please provide evidence document.	
Which of the following areas are covered by this policy?	
Child labour and Young workers	
Wages and benefits	
Working hours	
Modern slavery (i.e. slavery, servitude and forced or compulsory labour and human trafficking)	
Freedom of association and collective bargaining	
Harassment and non-discrimination	
Do you organise training for your employees on your working conditions and human rights policy?	
Please provide evidence document.	

Page 2 von 7

Sustainability questionnaire Sub suppliers



M3_TP03

Does your site have a management system in place to manage working conditions and human rights issues?			
Awarding body			
Certificate number			
Valid until	Day	Month	Year
Please provide evidence document.			
Does your company have a formal environmental Health and Safety policy in place, which complies with local law, industry requirements and international standards?			
Please provide evidence document.			
Which of the following areas are covered by this policy?			
Personal protective equipment			
Machine safety			
Emergency preparedness			
Incident and accident management			
Workplace ergonomics			
Handling of chemicals			
Fire protection			
Do you organise training for your employees on your Health and Safety policy?			
Please provide evidence document.			
Does your site have a health and safety management system in place?			
Awarding body			
Certificate number			
Valid until	Day	Month	Year
Does your company have a formal policy in place regarding business ethics?			
Please provide evidence document.			

Page 3 von 7

Sustainability questionnaire Sub suppliers



M3_TP03

Which of the following areas are covered by this policy?			
Corruption, extortion and bribery			
Privacy			
Financial responsibility (Accurate Records)			
Disclosure of Information			
Fair competition and anti-trust			
Conflicts of interest			
Counterfeit parts			
Intellectual property			
Export controls and economic sanctions			
Whistleblowing and protection against retaliation			
Do you organise training for your employees on your business ethics policy?			
Please provide evidence document.			
Does your company have a formal environmental policy, which includes a commitment to legal compliance, continuous measurement and continuous improvements in environmental performance?			
Please provide evidence document.			
Which of the following areas are covered by this policy?			
GHG emissions, energy efficiency and renewable energy			
Water quality and consumption			
Air quality			
Sustainable resources management and waste reduction			
Responsible chemical management			
Other areas	Please specify		
Do you organise training for your employees on your environmental policy?			
Please provide evidence document.			
Does your site have an environmental management system in place?			
Awarding body			
Certificate number			
Valid until	Day	Month	Year
Please provide evidence document.			


Page 4 von 7

Sustainability at BMTS Supply Chain

Appendix: Sustainability Questionnaire (2/2)



The Sustainability Questionnaire is introduced to be sent out to the supplier and checked as a mandatory requirement of BMTS.

Sustainability questionnaire Sub suppliers  M3_TP09

Does your site have an environmental program that includes targets, activities, and performance monitoring to continuously improve its environmental performance?
Please provide evidence document.

Does your site have an energy management system?
Awarding body
Certificate number
Valid until
Day Month Year
Please provide evidence document.


Are you aware of what percentage of energy used at your site in the last calendar year came from renewable sources?
Please indicate the percentage of energy used at your site that was sourced from renewable energy sources.

Does your site use restricted substances with restrictions in production or operations?
Does this site have written procedures to manage substances with restrictions?
Please provide evidence document.

Does your company have a CDP report for the past 12 months?
Please specify your CDP score
Climate Change Example B-
Water quality and consumption
Forests - Cattle
Forests - Timber
Forests - Soy
Forests - Palm Oil
Does your company have set CSR/Sustainability requirements towards suppliers?
Please provide evidence document.

Does your company have set CSR/Sustainability requirements towards suppliers?
Please provide evidence document.

Page 5 von 7

Sustainability questionnaire Sub suppliers  M3_TP09

Which areas are covered by these CSR/Sustainability requirements?
Child labour and young workers
Wages and benefits
Working hours
Modern slavery (i.e. slavery, servitude and forced or compulsory labour and human trafficking)
Freedom of association, incl. collective bargaining
Harassment and non-discrimination
Health and Safety
Corruption, extortion and bribery
Privacy and data protection
Fair competition and anti-trust
Conflicts of interest
Whistleblowing and protection against retaliation
GHG emissions, energy efficiency and renewable energy
Water quality and consumption
Air quality
Sustainable resources management and waste reduction
Responsible chemical management
Sustainability requirements for own suppliers
Other areas
Please specify

Does your company use any of the following channels to communicate its Supplier CSR/Sustainability requirements to your suppliers?
Included in Terms and Conditions
Please provide evidence document.

Supplier Training
Please provide evidence document.


Supplier Code of Conduct/Supplier Sustainability Policy Please
Please provide evidence document.

Company website/Supplier Portal
Please provide evidence document.

None

Which processes does your company have in place to review if suppliers fulfil your requirements?
Self-assessment questionnaire
2nd party audits conducted by your company
3rd party audits conducted by a certified audit body
None
Please provide evidence document.

Page 6 von 7

Sustainability questionnaire Sub suppliers  M3_TP09

Are any of the following materials contained in your products? (Tick all that apply)

Aluminium/Bauxite	
Cobalt	
Copper	
Glass (silica sand)	
Gold	
Graphite (natural)	
Leather	
Lithium	
Mica	
Nickel	
Palladium	
Rare-earth Elements	
Rubber (natural)	
Steel/ Iron	
Tantalum	
Tin	
Tungsten	
Zinc	
None	

Does your company have a policy for the responsible sourcing of these raw materials?
Please provide evidence document.

Date Signature

Page 7 von 7

Literature

- **European Sustainability Report Standard (ESRS)**
 - [European Sustainability Reporting Standards \(ESRS\) - IHK Düsseldorf informiert - IHK Düsseldorf](#)
 - [CSRD: Vergleichsdokumente zur ESRS-Konsultation • DRSC Website](#)
- **ENBW CO₂-Pilot**
 - [CO₂-Neutralität für Unternehmen | EnBW ODR AG Ellwangen: www.odr.de](#)
- **Greenhous Gas Protocol**
 - <https://ghgprotocol.org/>
- **RMI - Responsible Minerals Initiative**
 - <https://www.responsiblemineralsinitiative.org/about/faq/general-questions/what-are-conflict-minerals/>
- **CSR Regulation Conflict Minerals**
 - <https://www.csr-in-deutschland.de/DE/Wirtschaft-Menschenrechte/Europa/EU-Verordnung-Konfliktmineralien/eu-verordnung-konfliktmineralien.html>
- **EcoVadis Homepage**
 - <https://ecovadis.com/de/>
- **BMTS Technology Homepage**
 - [Home - BMTS Technology \(bmts-technology.com\)](#)

Global Sustainability BMTS

GRI Content Index - Reference



DISCLOSURE

GRI 102: GENERAL DISCLOSURES

ORGANIZATIONAL PROFILE

- 102-1 Name of the organization
- 102-2 Activities, brands, products, and services
- 102-3 Location of headquarters
- 102-4 Location of operations
- 102-5 Ownership and legal form
- 102-6 Markets served
- 102-7 Scale of the organization
- 102-8 Information on employees and other workers
- 102-9 Supply chain
- 102-10 Significant changes to the organization and its supply chain
- 102-11 Precautionary Principle or approach

STRATEGY

- 102-14 Statement from senior decision-maker
- 102-15 Key impacts, risks and opportunities

ETHICS AND INTEGRITY

- 102-16 Values, principles, standards, and norms of behavior
- 102-17 Mechanisms for advice and concerns about ethics

GOVERNANCE

- 102-18 Governance structure

REPORTING PRACTICE

- 102-45 Entities included in the consolidated financial statements
- 102-46 Defining report content and topic Boundaries
- 102-47 List of material topics
- 102-49 Changes in reporting
- 102-50 Reporting period
- 102-52 Reporting cycle
- 102-53 Contact point for questions regarding the report
- 102-54 Claims of reporting in accordance with the GRI Standards
- 102-55 GRI content index
- 102-56 External assurance

REFERENCE in this report

- Start pages
- chapter 2 + see BMTS Annual Report 2022
- chapter 2 + see BMTS Annual Report 2022
- chapter 2 + see BMTS Annual Report 2022
- start pages + see BMTS Annual Report 2022
- chapter 1, 2, 9, 12 + see BMTS Annual Report 2022
- chapter 5
- chapter 5
- chapter 6
- chapter 6, 9 + see BMTS Annual Report 2022
- starting pages + chapter 1, 2, 3, 4, 5, 6, 7, 8, 9, 10 + HSE ASA Management Reviews 2023 + KPI Data Record + see BMTS Annual Report 2023

- chapter 1, 9, 10
- chapter 1, 6, 7 + HSE ASA Management Review + KPI Data Record + see BMTS Annual Report 2022

- chapter 1, 2, 4, 6
- chapter 4, 6

- chapter 4

- chapter 2+ see BMTS Annual Report 2022
- starting pages
- chapter 1, 7
- starting pages
- starting pages
- starting pages
- starting pages
- starting pages
- chapter 12
- chapter 4

GRI MATERIAL TOPICS

DISCLOSURE

GRI 300 ENVIRONMENTAL STANDARDS SERIES

ENERGY

- 103-1 Explanation of the material topic and its Boundary
- 103-2 The management approach and its components
- 103-3 Evaluation of the management approach
- 302-1 Energy consumption within the organization
- 302-2 Energy consumption outside of the organization
- 302-3 Energy intensity

Reference in this report

- chapter 1, 8 + KPI Data Record
- chapter 1, 7, 8 + KPI Data Record
- chapter 1, 8, 9, 10 + KPI Data Record
- chapter 8 + KPI Data Record (Energy)
- chapter 1
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DISCLOSURE LOCATION

- 302-4 Reduction of energy consumption
- 302-5 Reductions in energy requirements of products and services

- chapter 8 + KPI Data Record (Energy)
- chapter 8 + KPI Data Record (Energy)

WATER

- 103-1 Explanation of the material topic and its Boundary
- 103-2 The management approach and its components
- 103-3 Evaluation of the management approach
- 303-1 Water withdrawal by source
- 303-2 Water sources significantly affected by withdrawal of water
- 303-3 Water recycled and reused

- chapter 8 + KPI Data Record (Water)
- chapter 1, 7, 8 + KPI Data Record
- chapter 1, 8, 9, 10 + KPI Data Record
- chapter 8 + KPI Data Record (Water)
- chapter 8 + KPI Data Record (Water)
- chapter 8 + KPI Data Record (Water)

EMISSIONS

- 103-1 Explanation of the material topic and its Boundary
- 103-2 The management approach and its components
- 103-3 Evaluation of the management approach
- 305-1 Direct (Scope 1) GHG emissions
- 305-2 Energy indirect (Scope 2) GHG emissions
- 305-3 Other indirect (Scope 3) GHG emissions
- 305-4 GHG emissions intensity
- 305-5 Reduction of GHG emissions
- 305-6 Emissions of ozone-depleting substances (ODS)
- 305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), other signific. air emissions

- chapter 1, 8 + KPI Data Record
- chapter 1, 7, 8 + KPI Data Record
- chapter 1, 8, 9, 10 + KPI Data Record
- chapter 1, 8 + KPI Data Record
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- chapter 1, 8, 9
- chapter 1, 8, 9
- chapter 1, 8, 9

DISCLOSURE

EFFLUENTS AND WASTE

- 103-1 Explanation of the material topic and its Boundary
- 103-2 The management approach and its components
- 103-3 Evaluation of the management approach
- 306-1 Water discharge by quality and destination
- 306-2 Waste by type and disposal method
- 306-3 Significant spills
- 306-4 Transport of hazardous waste
- 306-5 Water bodies affected by water discharges and/or runoff

ENVIRONMENTAL COMPLIANCE- REGULATORY REQUIREMENTS

- 103-1 Explanation of the material topic and its Boundary
- 103-2 The management approach and its components
- 103-3 Evaluation of the management approach
- 307-1 Non-compliance with environmental laws and regulations

GRI 400 SOCIAL STANDARDS SERIES

OCCUPATIONAL HEALTH AND SAFETY

- 103-1 Explanation of the material topic and its Boundary
- 103-2 The management approach and its components
- 103-3 Evaluation of the management approach
- 403-1 Workers representation in formal joint managmt.- worker health and safety committees
- 403-2 Types of injury and rates of injury, occupational diseases, number of work-related fatalities
- 403-3 Workers with high incidence or high risk of diseases related to their occupation
- 403-4 Health and safety topics covered in formal agreements with trade unions

Reference in this report

- chapter 1, 8 + KPI Data Record
- chapter 1, 7, 8 + KPI Data Record
- chapter 1, 8, 9, 10 + KPI Data Record
- chapter 8 + KPI Data Record
- chapter 8 + KPI Data Record
-
- chapter 3
- chapter 8 + KPI Data Record

- chapter 4, 6, 8
- chapter 1, 4, 6, 8
- chapter 1, 4, 6, 8
- chapter 4, 6

- chapter 1, 3, 4, 8
- chapter 1, 3, 4, 8
- chapter 1, 3, 4, 8
- chapter 4
- chapter 8
- chapter 8
- chapter 4, 8

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