

# Corporate Social Responsibility

SEG Automotive's CSR Report



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# Introduction.

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Corporate Social  
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"SEG Automotive is not a company that will change the world – or save the climate – on its own. But that does not mean we cannot make a difference.

It is one of the core values of our SEG Automotive DNA to be guided by a sustainability mindset. **We strive to minimize any negative consequences of our business activities while amplifying our positive impact on the industry and beyond.** This starts with our core business: By end of 2024, there will be 90 million cars on the road powered by products from our especially fuel-saving, high-efficiency product families. Compared to conventional products, these vehicles are saving more than 16 million tons of CO<sub>2</sub> every year! And we continue to be a motor for accelerating the transformation towards sustainable, electrified mobility with our e-machines for commercial vehicles, passenger cars, and many types of light electric vehicles.

In this, we scrutinize ourselves and are mindful of continuously mitigating our footprint regarding emissions, waste, and use of resources – including our supply chain. This includes a clear road to carbon neutrality (more on this from page 28).

We also recognize our potential – and responsibility – in the social sphere: **As a caring employer, a reliable business partner, as well as a fair player in the market.** And as a company that makes a positive contribution to the communities around our locations – having supported 30 social projects with money and action in 2023 (more on this from page 44).

We may be just one cog in the giant machine that is the automotive industry. But I am proud of the spirit of *Sustainable Together* we have created at SEG Automotive and our positive impact as the motor for the mobility of today and tomorrow."

Ferdinando Sorrentino, CEO of SEG Automotive





## RELIABLE GLOBAL PARTNER

Emerging from the BOSCH Starter Motors & Generators division in January 2018, the company SEG Automotive stands for more than a century of innovations in its product sector: from the invention of the starter motor and generator to Start/Stop and hybridization.

**Today, SEG Automotive is one of the leading global suppliers of starter motors and generators for the Automotive Industry. Solutions for hybridization and electrification are also part of the growing portfolio.** Well-known global OEMs are long-term customers of SEG Automotive.

SEG Automotive's workforce counts more than 6.000 employees. The headquarter is located in Stuttgart, Germany. SEG Automotive operates eight production sites, several sales locations and a shared service center in Portugal.

The production sites are in close proximity to the customers' needs in the countries of Germany, Spain, Hungary, Mexico, Brazil, India and China. The yearly output of final products exceeds 20 million. That is one product every 1.5 seconds. This market importance – of which we are well aware – comes with a high responsibility for our impact on society and the environment (see chapter CSR at SEG Automotive).

14 countries with over 6000 employees







# CSR at SEG Automotive



# CSR at SEG Automotive.



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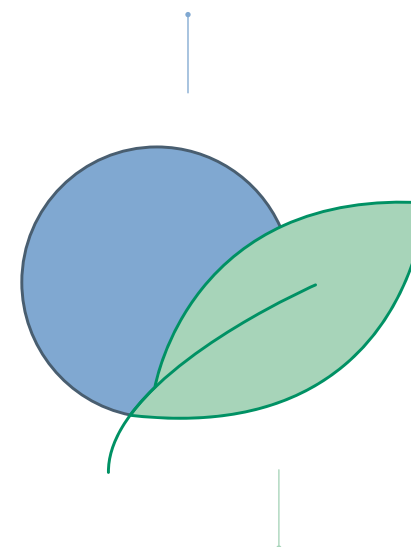
## OUR CONCEPT OF CSR

The term CSR – Corporate Social Responsibility – is understood in various ways, depending on the region and the professional background. Therefore, it was important to SEG Automotive to clearly define and express what CSR means for us. Only by talking the same language, we can strive towards our goals in the most efficient and effective way.

CSR refers to a company's responsibility for its impacts on society – including social, environmental and economic aspects: Companies need to integrate social and environmental concerns in their business operations and interactions with their stakeholders. For us at SEG Automotive, CSR is so integral to our daily life, so we developed our own logo for our #SustainableTogether efforts symbolizing our delicate World (compare on the right).

- Light blue as a sphere that represents our social actions throughout the world
- Light green as a leaf that represents our appreciation for nature and our mission to preserve it

## SOCIAL ACTIONS WITH A GLOBAL IMPACT



## OUR MISSION TO APPRECIATE AND PRESERVE NATURE



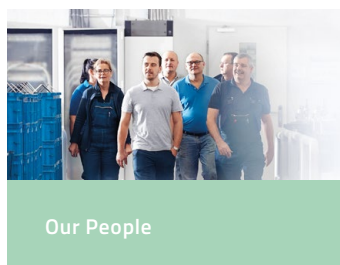
# CSR at SEG Automotive.



## OUR CONCEPT OF CSR

The aspects of CSR are outlined in internationally recognized reference documents, for example the fundamental ILO declaration on multinational enterprises and social policy, the OECD Guidelines for Multinational enterprises, the UN Guiding Principles on Business and Human Rights, the UN Global Compact and ISO 26000.

For SEG Automotive, CSR has six key areas: Products, Sustainable Purchasing, Environment, Our People, Health & Safety, Business Ethics & Society.





# CSR at SEG Automotive.



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## ORGANIZATION

To emphasize the importance of sustainability for us, we have set up a global sustainability organization. The highest body is the CSR committee, consisting of SEG Automotive's CEO and vice presidents from all professional fields. The committee's task is to approve the CSR strategy and targets, to transport the importance of CSR internally and externally, to empower sustainability endeavors within the company and to provide the necessary financial means to implement measures.

The global CSR team elaborates on the strategy for sustainability and derives the roadmap for concrete measures. This team steers the network of local experts for 'Health, Safety and Environment' and CSR and engages in concrete CSR projects. They are also responsible for proposing eligible projects and safeguard their implementation. Further, the global CSR team puts together our worldwide efforts and summarizes it in the CSR report. Additionally, it maintains the assessment platforms like ECOVADIS, NQC SUPPLIER ASSURANCE and CDP.

The CSR organization within SEG Automotive is relatively young and constantly evolving. As we strive to improve ourselves, we have already identified organizational improvement potentials which we want to tackle in 2024:

- First, we are going to change the process of approval and financing of sustainability projects to foster the proposal and implementation of ecological improvements
- Second, we will include sustainability targets in the incentive system of our Management to raise the motivation to suggest, support and implement sustainability measures
- Third, we will intensify and standardize the global collaboration with the local CSR and HSE responsables. According to our company motto "One Team, One company", we are convinced that we can do even better if we join our forces

CSR COMMITTEE

CEO & VICE PRESIDENTS

GLOBAL CSR TEAM

SPECIALIST DEPARTMENTS

LOCAL CSR & HSE



INTERNATIONAL STANDARDS

SUSTAINABLE DEVELOPMENT GOALS



The United Nations (UN) Sustainable Development Goals (SDGs) provide powerful guidance. SEG Automotive fully supports the UN Sustainable Development Agenda and is committed to contributing directly to the SDGs. And by sharing our SDG commitments and progress, we work to drive sustainable practices in our sphere of influence.



# CSR at SEG Automotive.



## EXTERNAL RECOGNITION

Authenticity, transparency, and responsibility are priorities for SEG Automotive and form part of the foundation on which we build trust with our employees, customers, providers, and other stakeholders. Reporting our performance publicly and consistently demonstrates our commitment to transparency and achieving third-party recognition of our non-financial data.

We continue to align with the Global Reporting Initiative (GRI) Standards and Carbon Disclosure Project (CDP). All our locations are covered by our global matrix certificate for **ISO 14001 Environmental Management System**. Our key locations are also covered by the global matrix certification for **ISO 45001 Occupational Health & Safety Management System**, with the rest to be added in the coming years.



ISO 45001 DQS certificate



ISO 14001 DQS certificate



# CSR at SEG Automotive.



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## EXTERNAL RECOGNITION

One indication we are making progress as a responsible company is when other organizations recognize our achievements.

We have been participating in and reporting to **CDP (Carbon Disclosure Project) supply chain program** since 2020 to transparently disclose our environmental impacts, and thereby provide relevant stakeholders with information about our climate protection strategy and CO<sub>2</sub> reduction measures; since 2022 we report also about water security. We are working on improvements to minimize the environmental impact of our operations and to significantly reduce global CO<sub>2</sub> emissions.



We participate and we are committed to **ECOVADIS (Bronze medal 2023)** and **NQC Supplier Assurance (Average score SAQ 5.0 B82)** assessment providing valuable information to our customers about our environmental, social, ethics, supply chain and sustainable practices.



★ SUPPLIER ASSURANCE

SEG Automotive is a member of numerous interest groups, both nationally and internationally, from the International Chamber of Commerce to the German Association of the Automotive Industry. The work areas in these institutions cover all aspects of the entrepreneurial spectrum, ranging from general employers' organizations to personnel matters and topics like quality, research, and development. Memberships include CLEPA (European Association of Automotive Suppliers), Drive+ (Sustainable Supply Chain Platform), CAR (Center for Automotive Research), LEI (Lean Enterprise Institute), maximizing customer value while minimizing waste, and SHRM (Society of Human Rights Management).





# Products & Product Development



# Products & Product Development. \_\_\_\_\_

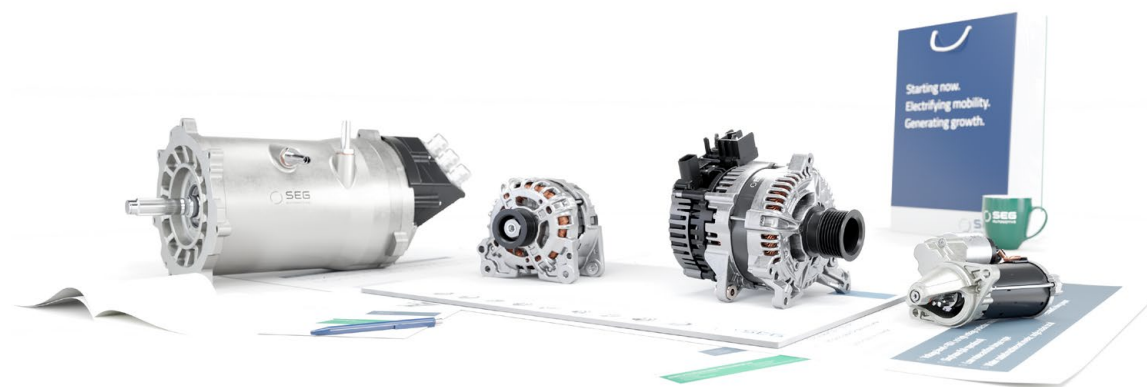


## PRODUCTS

Mobility is a basic human need – and cars and motorized two-wheelers continue to be the epitome of individual mobility. At the same time, the number of freight trucks continues to grow due to global supply chains and increasing online trade. This has resulted in the number of motor vehicles increasing by more than 50 percent between 2007 and 2020 alone – and the trend is still rising.

The negative side of this demand for transportation is CO<sub>2</sub> emissions of almost six gigatons per year worldwide. Cars and trucks account for a large part of this load – in Europe, for example, they are responsible for over 20% of total CO<sub>2</sub> emissions.

**To counteract climate change, CO<sub>2</sub> emissions from the transport sector must be significantly reduced – until eventually, cars and commercial vehicles no longer produce any emissions at all. And we must achieve net zero emissions as quickly as possible.** However, it is just as vital that we produce as few emissions as possible in the time until then. Ultimately, it is not only the year in which we are climate-neutral that counts, but also how much we have saved or unnecessarily emitted on the way there and how the climate has developed as a result.



SEG Automotive's product portfolio

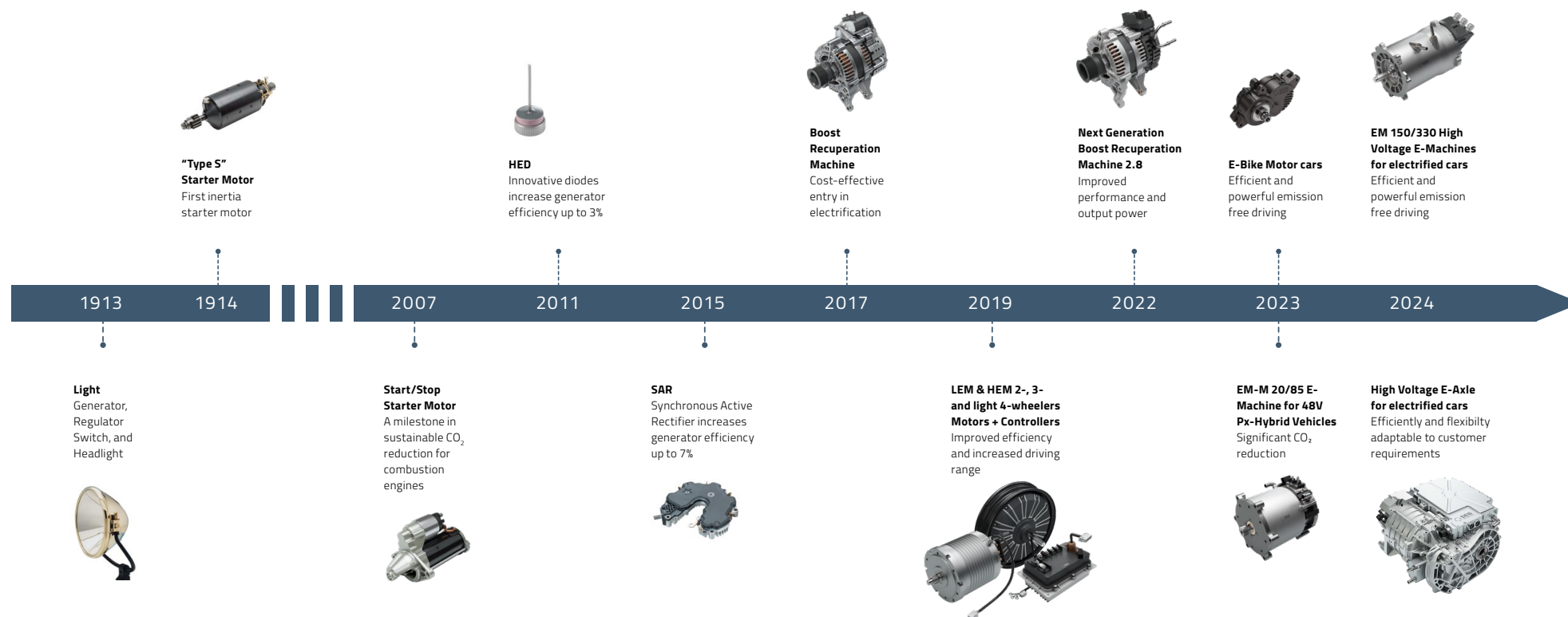


# Products & Product Development.



## PRODUCT HISTORY

SEG Automotive recognized early on the need to use its more than 100 years of experience to reduce the emissions of today's and tomorrow's mobility, in line with our vision: we want to be the motor for the mobility of today and tomorrow. In 1914, we invented the electric starter motor and revolutionized the starting of the vehicle. From then on, the frequent injuries caused by starting with a hand crank were consigned to history.





# Products & Product Development.



## PRODUCT HISTORY

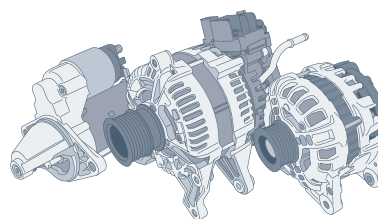
We invented the first start/stop starter motor in 2007 with the same motivation: to make mobility more sustainable, safer and easier. Today, start/stop is a common standard and contributes in many ways to reducing harmful emissions.

The start/stop starter engine was just the prelude to this new innovation phase in which we developed various solutions in line with **our mission to sustainably reduce emissions from combustion engines**: The next step was diodes and rectifiers, which also raised the efficiency of generators to a new level and helped to reduce fuel and, thus, CO<sub>2</sub> emissions.

As one of the inventors of the starter generator – or Boost Recuperation Machine (BRM),

as we call it – we enable the transformation of a combustion engine into a mild hybrid with comparatively simple means. The BRM enables electric driving functions and significantly improves the vehicle's efficiency, thereby reducing CO<sub>2</sub> emissions considerably. The BRM can be implemented in existing vehicle architectures with little integration effort and low system costs – making it an economic and sought after way to improve CO<sub>2</sub> emissions promptly.

This has also convinced the European Union, which awarded our BRM the Eco Innovation label.



Compared to conventional products, our products for combustion engines save >16 million tons of CO<sub>2</sub> every year!

We aim to make the combustion engine more efficient and reduce CO<sub>2</sub> emissions as much as possible

That is more than 4 times the CO<sub>2</sub> captured in the entire Schwarzwald National Park

Equaling a forest larger than the island of Malta





# Products & Product Development. ---



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## PRODUCT HISTORY

With the development of our efficient electric motors for light electric mobility, we entered the second innovation phase in 2019, in which we are focusing on emission-free electric drives. Already today, our 48V machines serve to electrify light vehicles like motorcycles, which keeps emissions out of the crowded cities and reduces air pollution.

We have also built up a portfolio of dedicated drives for Light Electric Mobility (LEM) for various applications of two- and three-wheelers. Their reduced total cost of ownership compared to combustion engine vehicles makes electrifying these segments highly appealing. And even pedelecs will be powered by a SEG Automotive motor in the near future.

For electrification of cars and commercial vehicles we have developed a scalable high voltage e-machine traction platform that allows for fast customization of power and package dimensions to a wide range of electrification requirements. We are well on the way of bringing these solutions to the road:

- Successful market entry with HV e-machines in China and India for battery electric vehicles in passenger cars and commercial vehicle applications in 2023/2024
- Production lines in operation: HV inverters and complete e-drive systems are available to support customers around the world to ensure highly efficient electric drive solutions

All of these steps contribute to making good on our mission to become the motor for the mobility of tomorrow – and SEG Automotive is well-positioned to help realize Net Zero across all vehicle classes. At the same time, the conditions for full electrification are not yet in place worldwide. Based on the announcements made by countries of how and when they plan to phase out combustion engines, over a billion vehicles with combustion engines are still to hit the road. It is crucial to keep their emissions as low as possible with start/stop starters, highly efficient generators, and ideally, a 48V mild hybrid system such as our Boost Recuperation Machine.

SEG Automotive will continue to ensure the worldwide availability of corresponding technologies – in the original equipment and spare parts business.

Defective products are also given a second life at SEG Automotive: With ReManufacturing, we recondition defective rotating machines, extend the service life of vehicles, and reduce the costly production of new parts and vehicles.



# Products & Product Development. \_\_\_\_\_



## OUR DEVELOPMENT APPROACH

In our SEG Automotive DNA we have committed to let our actions be guided by a sustainability mindset. Starting from the very first phases of the development, to the production of our products, up to the intended use in our customer's vehicles – we consider sustainability in all plans that we make and all actions that we take.

We are driving innovation as a technology leader in our industry for more than a century. When developing and designing products, we do not only guarantee that they are safe to use, but also continuously increase their efficiency and thus sustainably reduce CO<sub>2</sub> emissions. We are driving innovation as a technology leader in our industry for more than a century. Our solutions accelerate the transition to more efficient combustion engines, 48V hybrids and electrification. SEG Automotive promotes innovation at all levels within the company. Products and processes are further developed in terms of resource efficiency, productivity and environmental compatibility and customer satisfaction.

'Design for Environment' (DfE) is anchored in our product engineering process in the form of activities and quality gate questions. DfE allows us to reduce the overall environmental impact of our products – considering the whole life cycle and ensuring compliance with legal and customer requirements. Our global DfE organization gets involved from the early stages of the product engineering processes, as well as in any product engineering changes. DfE specialists support reducing our products' environmental impact and ensuring that any risky or banned materials are phased out immediately. This includes anticipating potential future regulations. For example, we reduced the lead contained in our material aluminum alloys to a maximum level of 0,1% instead of the higher allowed legal threshold.

Naturally, we comply with all applicable laws and regulations regarding environmental requirements, substance bans, mandatory labeling, environmental product development and recycling. This applies to the laws/regulations of all countries in which the product is to be used.



Resource efficiency and environmental compatibility are considered during the product development





# Sustainable Purchasing



# Sustainable Purchasing.



Corporate Social  
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## CONNECTING SUPPLY CHAIN

Corporate Social Responsibility does not stop at the borders of SEG Automotive. It is extremely relevant for our supply chain as well and it is a central for the Purchasing community.

Already, for many years, we have had an obligation to our employees that any misconduct we observe in our interaction with suppliers, especially during supplier visits, needs to be reported and can lead to severe consequences in our business relationship with them.

Our mandatory Supplier Code of Conduct states clearly that strict legality, the principles of the UN Global Compact, fundamental principles of labor rights, and environmental protection are a must to be part of SEG Automotive's supply chain.

SEG Automotive requires its suppliers to uphold the highest standards of integrity and strict legality, as well as always operate honestly and equitably throughout their operations and business interactions. We believe that earning business fairly and in compliance with all applicable legal and regulatory requirements, as well as in accordance with industry standards and best practices, is essential to building trust with customers and other business partners.

Therefore, when conducting their business, our suppliers must respect our principles and values, which are included in **our Supplier Code of Conduct**, such as: **Anti-bribery and corruption, fair competition and antitrust, and no tolerance of any form of forced or unlawful compulsory labour, modern slavery, human trafficking, rejection and recrimination of child labor and any kind of discrimination.**



Striking a new deal with a trustful supplier

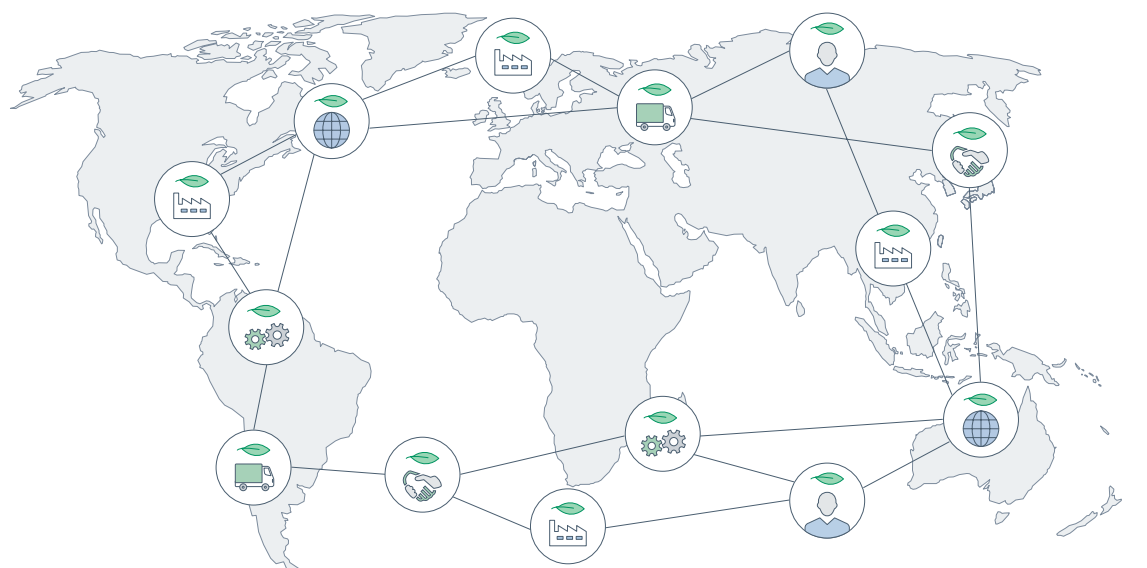


## CONNECTING SUPPLY CHAIN

The complexity of supply chains worldwide is continuously increasing. Artificial intelligence and digitalization are mandatory to manage this in the right way. To further improve and fulfill upcoming legal requirements (such as the Supply Chain Due Diligence Act) and customer expectations, we are in progress to implement a digital tool that will help us identify and evaluate risks in our supply chain and react accordingly and in time.

- We have started to request information from our suppliers about the carbon footprint of the products they deliver to SEG Automotive
- We want to focus our business relationships in strategic suppliers for whom Corporate Social Responsibility is as important as it is for SEG Automotive
- We expect our strategic suppliers to support SEG Automotive on our journey to CO<sub>2</sub> neutrality

## Our commitment to a sustainable path








Environment



## MANAGEMENT SYSTEMS & EXTERNAL RECOGNITION

As we said in the introduction, we are not a company that will change the world – or save the climate – on its own. But we are convinced that it is our responsibility to do our share to contribute to a sustainable future. SEG Automotive’s management board strongly endorses this mindset and encourages all SEG Automotive employees to act in a sustainable way. This includes dedicated projects for expanding the use of renewable energy solutions and fostering the improvement of energy efficiency.

Occupational health & safety guidelines.



As a globally active company, we are taking the responsibility for safety and the environment worldwide. We make our activities transparent and include our supply chain in our sustainable and responsible business. We are also committed to avoiding risks to people and the environment. Safety at work and compliance with substance prohibitions, as well as the reduction of hazardous substances, are key concerns for us.

- We pursue our occupational health and safety objectives with the support of a management system in accordance with internationally recognised standards and in compliance with legal and internal regulations.
- Through risk assessments and constant investigation of accidents and incidents, we identify weak points and discuss measures and objectives from them. It is the responsibility of all our employees and the employees of our subcontractors to participate in this process.
- The goal of our occupational safety measures is to prevent hazards and to ensure the health and integrity in the workplace of all our employees and the employees of external companies.
- To avoid serious accidents, we strictly follow our internal rules. We proceed in a way that ensures that the safety of our employees, our neighbours and the environment in general is not put at risk. However, should an incident occur, we follow our emergency plan and keep our neighbours and the authorities informed.
- If technical or organisational measures are not sufficient, we provide our employees with all kinds of personal protective equipment.
- Wherever hard to achieve the highest possible level of protection everywhere. We design work areas, facilities and machinery to be safe and ergonomic according to the level of technology and improve them continuously.
- To protect our buildings, machinery and employees, we strictly follow the legal requirements for fire protection and in some cases even exceed them.
- We check our safety standards regularly with the support of internal and external audits, from which we take measures to improve safety in the workplace.
- Whenever possible, we avoid the use of hazardous substances. If this is not possible, we follow the internal hazardous substances procedure to keep the risk as low as possible.
- We organise work procedures so that the health of our employees is protected in the best possible way in accordance with occupational medicine and ergonomic principles. We monitor this process through regular medical check-ups.
- In workplaces with increased risks, the health of the employees is monitored through regular preventive medical check-ups.

Thus the implementation of these guidelines is a task for all employees. A special responsibility is taken by our managers, who should give a good example through their behaviour.

www.seg-automotive.com

Occupational health & safety guidelines

Environmental protection guidelines.



As a globally active company, we take responsibility for safety and the environment worldwide. We make our activities transparent and include our supply chain in our sustainable and responsible business. We are also committed to avoiding risks to people and the environment. Safety at work and compliance with substance prohibitions, as well as the reduction of hazardous substances, are key concerns for us.

- We are committed to complying with the environmental laws, regulations and other legal requirements applicable in the countries in which we operate. All environmental permits, authorisations and regulations must be upheld, properly maintained and kept up to date. Their operational and supervisory measures must be strictly adhered to.
- We pursue our employees' awareness of environmental protection through continuous training.
- We are committed to protecting the environment. We monitor our environmental performance through regular audits and measurements to strictly comply with, water consumption, waste separation, water reduction, air and noise emission.
- Right from the development phase of our products and services, we place the highest demands on resource conservation and efficient energy utilisation. Preventive and comprehensive measures accompany our actions. This also includes preventive measures to avoid and limit possible harmful events.
- We assess all possible environmental impacts of every new activity, every new process and every new product in advance so that we can save materials and energy savings and make our products or their production processes recycling-friendly, taking economic considerations into account. We also consider the environmental impact of our products at the end of their service life.
- We are committed to improving our environmental footprint by optimising processes, using renewable energy and reducing the associated greenhouse gas emissions. Energy consumption and greenhouse gas emissions are routinely monitored with the aim of improving energy efficiency and minimising greenhouse gas emissions, with the consistent implementation of a company-wide greenhouse gas reduction target.
- We are constantly looking for ways to continuously improve our environmental performance through a clearly defined organisational structure.
- Our air emissions are subject to constant monitoring. The performance of the exhaust air purification systems is routinely monitored.
- Through the renewal and further development of our products, we endeavour to make a contribution to reducing global environmental pollution.
- The fresh water used is subject to constant monitoring with regard to the use of other water sources such as treated water or rainwater.
- Chemicals, waste and other materials that pose a risk to people, the environment or soil quality must be identified and labelled. Furthermore, correct storage must be ensured. When disposing of these materials, they must be channelled to the correct use, with most decisions based on the legal requirements.
- We always prioritise the preservation of biodiversity. We endeavour to have a positive impact on the preservation of diverse habitats, species diversity and genetic diversity and to protect them.
- Our suppliers and service providers are involved in the implementation of our environmental policy.

Thus the implementation of these guidelines is a task for all employees. A special responsibility is taken by our managers, who should give a good example through their behaviour.

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Environment protection guidelines



## GREEN ELECTRICITY

**Most of our SEG Automotive locations are being supplied at least partially with electricity from renewable sources – in some cases generated directly on site:**

- Worldwide, approximately 27% of the electricity we used was green electricity
- SEG Automotive plant Changsha (China) has its own solar park, generating 11% of electricity demand
- SEG Automotive plant Changchun (China) is supplied with 30% green electricity
- SEG Automotive plant Hildesheim (Germany) and Treto (Spain) are supplied with 100% green electricity
- SEG Automotive plant Szirmabesenyő (Hungary) also has its own solar park supplying 23% of the site's electricity demand
- SEG Automotive plant Naganathapura (India) installed solar panels on the car park's roof top. These panels reduce Scope 2 emissions by 3.1 tons of CO<sub>2</sub> per year

From 2022 to 2023 we increased green energy from 24% to 27%. We will keep increasing the electricity from renewable sources year by year. Our target is that by 2030, 100% of the electricity will come from renewable sources.



Solar park in our Hungarian location, Szirmabesenyő

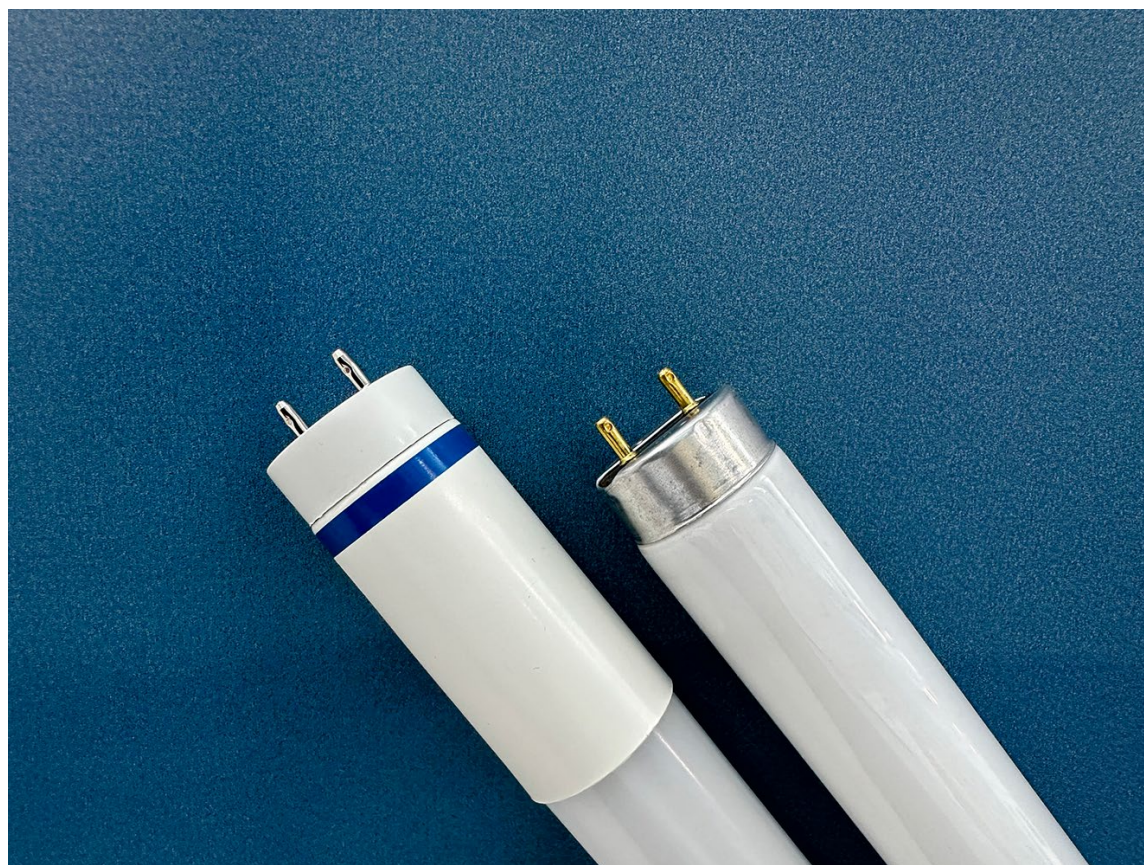


## ENERGY EFFICIENCY

Besides focusing on green electricity, we are constantly striving to improve the energy efficiency in our locations. In 2023, our plants launched several projects our plants which will reduce the energy consumption, to name a few:

- Improvement of plant ventilation to reduce energy consumption
- Improvement of exhausting pipe situation in production line
- Change to forklifts with lithium-ion battery technology
- Change of conventional lighting (e.g. neon tubes) to LED lighting

Most of our production is equipped with LED lighting. LED lighting has several advantages, including energy efficiency and long lifespan. They consume less energy than traditional lighting options (e.g. fluorescent tubes) and can last up to 25x longer, resulting in lower electricity bills and reduced maintenance costs.



Neon tube on the left side and an old fluorescent tube on the right



## WATER

Freshwater ecosystems are essential for life on earth – but they are under threat from climate change and human activities. Reducing freshwater consumption has several benefits: It minimizes the effects of drought and water shortages, guards against rising costs and political conflict, helps to preserve our environment and saving the energy required to process and deliver it in turn reduces pollution and conserve fuel resources.

The water usage in our production processes is marginal. In fact, 95% of our fresh water is used for the canteen and for sanitary water (toilets and washrooms). Still, we are working to implement further measures to reduce the consumption of fresh water in our locations.

- In the SEG Automotive Headquarter, Stuttgart (Germany) we collect rainwater in a cistern and use it for toilet flushing. This is an efficient and eco-friendly way to reduce freshwater consumption by more than 1.3 million liters each year
- In the SEG Automotive plant Itupeva (Brazil), we reuse the water generated in the air compressors - in the cooling towers and in the restrooms. This helps to decrease the freshwater consumption by more than 1.4 million liters per year
- In the SEG Automotive plant Naganathapura (India), we installed a centralized reverse osmosis system for drinking water. Versus the stand-alone systems, the water consumption was reduced by 67%. Moreover, this solution helps to have a better control of the TDS (total dissolved solids) levels



Rainwater is being re-used in several of our locations



## BEST PRACTICE SHARING



Eduardo Rodarte, Head of technical Department in Lerma plant says:

"In Lerma plant, we are always looking for ways to reduce our energy consumption. A new project is to improve our ventilation system. Until now, we have a couple of small fans on the lines to make the climate conditions more comfortable. We conducted a feasibility study whether it would be possible to install a smaller number of larger fans. It quickly became clear that we could significantly reduce energy consumption with this project. To find the right supplier took us quite some time as the differences in quality and pricing were enormous. But by working together as a team and by being persistent, we will be able to realize this potential of electricity savings of 220.000 kWh per year."



Dharmesh R, HSE Responsible in plant Naganathapuram says:

"In the year 2023 we have eliminated the refrigerant 22 from our plant and use instead the refrigerant 407c. With this change we are reducing the ozone depletion potential (ODP) from -0,05 to 0,00 and the global warming potential (GWP) from 1810 to 1774. Additionally, we save 2 tons of emissions per year and have become an ozone-depleting substance free plant."

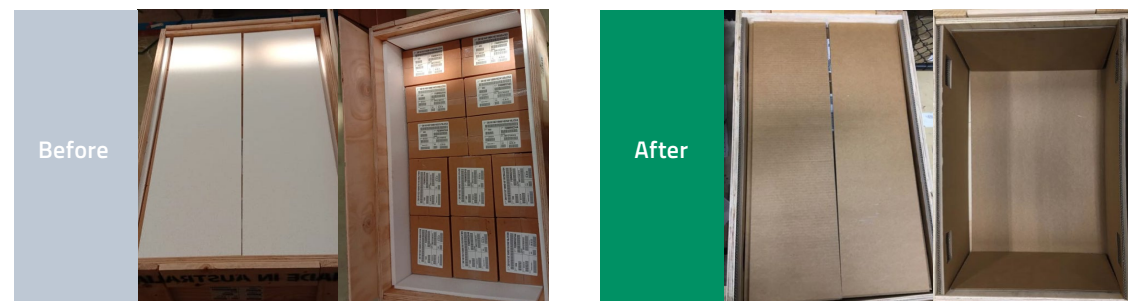


## WASTE

Waste reduction is an important issue for environmental protection. In recent years, we have started various additional measures to reduce packaging waste and utilise resources more efficiently.

When optimizing packaging materials a distinction must always be made as to whether reusable packaging is sensible, or if disposable packaging should be used. This is mainly due to the transport route. For goods that are delivered, for example, from China to Europe or America, return transport of the packaging does not make sense for various reasons. For short delivery routes or deliveries to customers who are not far from the production site reusable packaging usually makes sense.

Even when we utilize disposable packaging, we have found ways to reuse some of it for internal processes or as packaging material for our end products. Some materials can also be returned to the cycle and reused for another purpose. All other waste is sorted and separated as good as possible. We have optimised our scrapping processes worldwide and we break down our metal waste almost completely by type. We also endeavour to increase the recycling rate from year to year.



In India we changed packaging material from polystyrene to biodegradable cardboard, avoiding 15 cubic meters of polystyrene waste per year.



Waste recycling at one of our Indian plants



THE NUMBERS

We stand by our corporate responsibility to use resources and energy efficiently and to avoid environmental risks. Resources such as energy, water and consumables are being used as sparingly as possible in all our locations. To ensure continuously reducing our environmental impact, we centrally document and track the KPIs for energy consumption intensity, water consumption intensity and waste generation intensity for all production plants of SEG Automotive.

After the carve-out from Robert Bosch GmbH, SEG Automotive faced extensive structural change and has moved several plants in 2021. Therefore, truly comparable tracking is only possible from that point forward and we have decided to use 2022 as a year for comparison.

Global environmental KPIs

KPI	2022	2023
Energy Consumption (kWh/Working Hour)	7,05	6,69
Waste Generation (Kg/Working Hour)	0,58	0,64
Water Consumption (L/Working Hour)	9,28	9,40

The KPI shown above are “intensity indicators”, which make visible our performance in relation to the Sales development per region. These indicators are helpful to identify if SEG Automotive is improving its efficiency, e.g. energy efficiency. With our growing awareness for ecological responsibility we will extend our regular KPI tracking and plan to report additionally on re-used water (to reduce freshwater consumption), electricity from renewable resources (to reduce carbon emissions) and the waste recycling share.

Carbon footprint & neutrality targets

We are doing a lot to reduce our negative impact on the environment. And we are committed to a clear carbon reduction strategy and our ambitious targets concerning carbon emissions:

- SEG Automotive will significantly reduce Scope 1 emissions by 2030 through optimization or replacement of conventional heating systems and by electrifying our car fleet
- SEG Automotive commits to switch to 100% green electricity by 2030, reducing our Scope 2 emissions to almost zero
- Further, we are committed to continuously reducing our Scope 3 emissions until we reach neutrality. Some of our longtime customers have defined ambitious carbon neutrality targets, and we fully support these ambitious goals. On the agreed date, our products will be CO<sub>2</sub> neutral in all value creation stages, including production at the SEG Automotive location and in the upstream supply chain.

Currently, SEG Automotive is assessing its corporate carbon footprint (CCF) according to the guidelines of GHG protocol. This CCF encompasses the carbon footprint of SEG Automotive’s upstream and downstream supply chain. The results will be available in mid-2024.





# Health & Safety



## OUR METHODS

SEG Automotive's most valuable asset are our employees, no matter in which area. Therefore, health and safety of all employees have the highest priority for us. SEG Automotive provides workplaces that enable safe and healthy working. In addition, all employees are being trained regularly to always follow the safety instructions.

SEG Automotive complies with all applicable national legal regulations. But more than that, we always strive to exceed the requirements to improve the working conditions for our employees. This idea is put into practice by conducting regular safety walks with participants of the local Safety department and the specialist department. Furthermore, the global Safety department offers guidance and support to all local Safety departments and any other department.

In the direct areas - the shopfloor - special attention is being brought to the risk of physical harm and occupational illness. We take these risks seriously and implement various measures to minimize risks as much as possible. In administrative areas, we likewise carefully evaluate risks of accidents and occupational illness (both physical and mental) and train employees to adhere to safety precautions.

SEG Automotive is certified according to ISO 45001, Occupational Health and Safety Management System. Since 2022, we also hold a matrix certification for ISO 45001, covering most of our locations. This reflects the sound implementation and resilient character of our efforts in the field of occupational health and safety.



Fire extinguisher training in our German location, Stuttgart



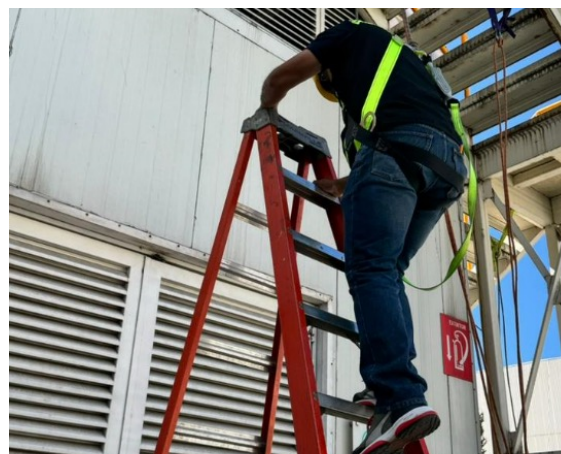
## LOCAL APPROACH

Based on the fundamental health and safety efforts, and the importance of this topic at SEG Automotive, all our locations conduct events to improve safety awareness and emergency skills. For example, in October 2023, SEG Automotive India organized a day of safety while SEG Automotive Brazil dedicated a complete week to the topic of safety. During these events, various training courses on safety equipment and safety precautions were given.

In Mexico, we have an internal emergency team to intervene quickly in the event of any incident. This team trains regularly to be prepared for emergencies/evacuations.

In Stuttgart and Hildesheim, Germany, all employees completed an evacuation training and a hands-on fire extinguisher training. Especially the fire extinguisher training will help them to stay calm and react effectively in an event of fire, no matter if the fire occurs in the workplace and at home.

When providing safety training to employees, we make sure that the knowledge can also be applied to the private sphere, so that the employees can also reduce risks for themselves and their families within their private lives. *"Never forget that 'safety first' should be in our mind whatever we do both inside and outside the company!"* says Ferdinando Sorrentino.



Working at heights exercise



Emergency team during a firefighting training exercise



Logout Tagout (LOTO) practice time



First aid trainings exercise



# Health & Safety.



## LOCAL APPROACH

As we strive always for 0 accidents, the safety performance in 2023 was not on an acceptable level.

The performance in Europe did not meet the target and we instantly implemented counteractive measures. Similarly, in Mexico we implemented several new measures to prevent and educate – with the global Safety department supporting on-site. In China and India we had no ‘lost time accidents’ (LTA). In Brazil, the first LTA happened after more than 2000 days without LTA accidents.

SAFETY	2022	2023
Europe	0,21	0,32
China	0,15	0,00
India	0,09	0,00
North America	0,61	1,08
Latin America	0,00	0,23
Worlwide	0,20	0,24

Unit given in the table: number of LTA accidents x 200.000 / working hours

SEG Automotive is calculating the KPI on work accidents based on 200.000 working hours. This follows the GRI standard recommendation (GRI disclosure 403-9). A rate based on 200.000 working hours indicates the number of accidents per 100 full-time employees, based on the assumption that one full- time employee works 2.000 hours per year.



Occupational health & safety policy



Safety week in our Brazilian plant, Itupeva





# Our People



# Our people.

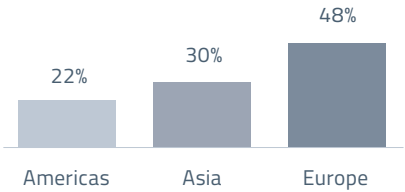


## GLOBAL FOOTPRINT

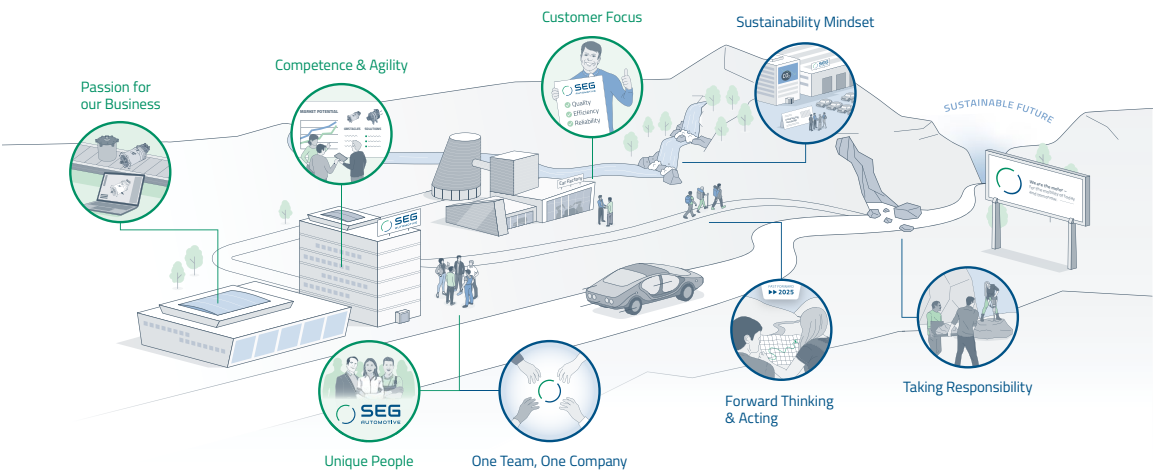
The foundation of our success are our **6.000 unique people across 14 countries** in the world's most important automotive markets.

As a company, it is our responsibility – and in our best interest – to empower each employee to perform their best, while being safe, feeling appreciated, and having a good work-life balance. For this, we have been working on establishing a shared culture of ownership, empowerment, and future orientation. And on jointly building an inclusive environment where we see the differences in culture & personal background not as barriers, but as strengths and opportunities. Where we feel a sense of community, share ideas across regions & functions and co-create the future as a global team. Where everyone has the power, they need to make an impact and is valued for contributing to our success.

### Our people share by region:



We are the motor – for the mobility of today and tomorrow.



What drives us    What empowers us    What guides us



# Our people. \_\_\_\_\_



Corporate Social  
Responsibility

## HOW WE FOSTER OUR #UNIQUEPEOPLE

A positive and cooperative mindset is crucial for a healthy and successful working environment. We know that the well-being and growth of our people leads to greater job satisfaction, greater employee involvement, increased productivity and better business results.

### Work-life balance

Promoting a healthy work-life balance is essential for employees' well-being & mental health and to prevent burnout

### Supportive work environment

Creating a supportive and inclusive work environment is crucial. Encouraging teamwork, a workplace where everyone's contribution is valued and respected, fostering positive relationships among colleagues, and promoting diversity contribute to a positive mindset and overall employee satisfaction

### Employee empowerment

Enabling employees to take ownership of their work and providing them with decision-making authority promotes a sense of autonomy and responsibility

### Growth and development opportunities

Employees appreciate opportunities for learning and self-improvement. We have a strong focus on internal talent development and competence improvement by offering an extensive, worldwide training program – including international job opportunities



Wall climbing at one of our local events



## Our people.



Corporate Social  
Responsibility

### INVESTING IN SUSTAINABLE LEADERSHIP

Capable managers that lead our employees in the spirit of our SEG Automotive DNA are crucial to be a good employer, an innovative company, and the motor for the mobility of today and tomorrow. Therefore, in 2023, we launched two new internal leadership training programs: **BecomeLeader** (for new managers) and **StayLeader** (for existing managers), both of which consist of a mixture of self-conducted e-Learning, live sessions with an external trainer and social learning elements. They help our management team expand their skill set in terms of dimensions like compassionate communication, people development, handling conflicts, and mastering change.

On top of that, we are now closely collaborating with the 'Global Institute For Tomorrow' (GIFT). By offering "outside the box" development courses to our managers, we make a targeted investment into improving our leadership culture – and thus, ultimately, the empowerment and success of our teams. This includes access to the multimedia training platform GIFT.ed for our entire management team – and the opportunity to participate extensive in-person training programs that combine dynamic classroom learning with 'fieldwork' in real business project.

The people experts from Synnecta (<https://www.synnecta.com>) are also working directly with our global leadership team – with the aim of further developing a strong feedback culture, growing our people and achieving a higher level of sustainable development.



Alexander Kitsukis,  
Executive Assistant at  
SEG Automotive

"I doubt we have ever had such a multitude of parallel challenges in our industry and economy. We are all witnessing a historic transformation – of what we consider normal, of mobility, and of mindset.

It is still important to plan ahead. But individuals and companies also need to quickly re-adjust to changing circumstances. Personally, I truly enjoy tackling this ever-shifting environment in a hands-on fashion together with our CEO and CFO – and to use my strengths to remove roadblocks for our company."



Rita Toth-Csonka,  
EU Transport Manager at  
SEG Automotive

"Sadly, we are often told that it's extremely difficult to reconcile a leadership role in your job with being a mother. At SEG Automotive, I am given the trust and flexibility to balance my work time and location so that I can always be there when my kids need me.

There are still challenges, of course. But that comes with being a parent – and it is also part of leading a team. A strong team does not mean there are no obstacles to deal with – we are paid to solve problems, after all. Instead, to me, a strong team is one where you support each other and find proper solutions together."



# Our people.



Corporate Social  
Responsibility

#WEARETHEMOTOR



Customer Project  
Management team at SEG  
Automotive Stuttgart

**WeAreTheMotor for ...** driving CV customer projects from acquisition 'til start of production.

**That means we ...** help customers to apply our products into their vehicles with best in class support.

**This helps SEG Automotive to ...** build the bridge from conventional products to electrification.



HR/ HRS/ HRL/ HRM/ HRC  
team at SEG Automotive  
Stuttgart

**WeAreTheMotor for ...** our unique people within SEG Automotive.

**That means we ...** support the associates and managers in all HR related topics.

**This helps SEG Automotive to ...** have the right people with the right competences in the right positions to achieve our strategy & goals.



ENG & PUR AML Global  
team at Automec, Brazil

**WeAreTheMotor for ...** the Aftermarket.

**That means we ...** generate value to our customers through our products and delivery services.

**This helps SEG Automotive to ...** to be a player in the industry.





# Business Ethics & Society



# Business Ethics & Society. \_\_\_\_\_



## GOVERNANCE & ETHICS

"The essence of Corporate Social Responsibility lies in businesses going beyond profit-making to actively contributing to the well-being of society. It involves integrating ethical practices, environmental stewardship, and social initiatives into a company's operations - demonstrating a sustainable development and responsible business practices.

Governance and ethics in a company are closely intertwined. Governance provides the structure and framework for decision-making, while ethics are the moral principles that shape those decisions.

SEG Automotive is committed to maintain and enhance policies, procedures, and audits to ensure ethical behavior at all levels. Ethical considerations in decision-making are fundamental to maintaining trust, transparency, and integrity within the organization and to enjoy respect, long-term success, and positive reputation from the outside world.

SEG Automotive's management effectively supports and takes responsibility for the implementation and enforcement of ethical standards, creating a symbiotic relationship that fosters a strong ethical global culture of responsible and principled business conduct."

Fisun Rosner, Head of Legal Services & Compliance Officer at SEG Automotive

"Ethics in business is not just a responsibility, but a source of competitive advantage". Patrick Dixon



## GOVERNANCE & ETHICS

**Responsible business, unconditional compliance with all legal and regulatory requirements, and respect for best practices are imperative for SEG Automotive.**

We are committed to maintaining high standards of ethical conduct and to comply with various laws and regulations that regulate our business – and we are equally committed to doing business in a way that earns us credibility, collectively as a company and as individuals within it.

We believe that integrity, reputation and the successful execution of our ethics and compliance programs are fundamental to our growth strategy – and we expect our employees to act in a respectful and ethical way each day. For us, compliance is part of the corporate strategy. It is the ethical basis of corporate and management culture and equals the consistency of our business activities with all relevant laws and regulations.

Our core document is the **Ethics and Business Conduct Guidelines** which represents our “corporate conscience”: a set of business ethics and internationally recognized social and environmental standards. It regulates the relationship within the SEG Automotive Group of Companies and all associates, regardless of their hierarchical level or geographical location. These guidelines represent the main pillars, consisting primarily of the **SEG Automotive Code of Conduct** and the **SEG Automotive Supplier Code of Conduct**, on which our company bases its way of conducting and operating its business, as well as its expectations towards its business partners.

All associates receive a mandatory global compliance training on the **SEG Automotive’s Ethics and Business Conducts Guidelines** and procedures relevant to them and are advised on individual cases.

We don’t tolerate any breach of our code of conduct by or Associates and we strongly encourage all employees to Speak Up! to report potential or known wrongdoings – whether a violation of any of the Ethics & Business Conduct Guidelines, other unethical or unlawful conduct involving our organization or when there is a reason to believe that misconduct may have occurred.



## GOVERNANCE & ETHICS

### SPEAK UP! IT ALL STARTS WITH YOU

COMPLIANCE SERIES  
@SEG Automotive



Think about the situation



Read the relevant policy  
or procedure



Understand the implications  
of the decision



Talk to others for guidance



Take action to resolve  
the ethical dilemma



## MAKING ETHICAL DECISIONS

Our Whistleblowing platform  
<https://report.whistleb.com/seg-automotive> is available 24/7 and operated by a third party, allowing anonymous reporting. It is available to all Associates, business partners and third parties.

SEG Automotive does not tolerate retaliation against anyone who reports an issue in good faith, nor do we tolerate retaliation against any person who participates in an investigation.



### SPEAK UP

SEG Automotive is committed to creating and maintaining an environment where anyone working with us (including employees, suppliers, customers and other business partners) feels empowered to raise concerns about anything that may violate our Code.



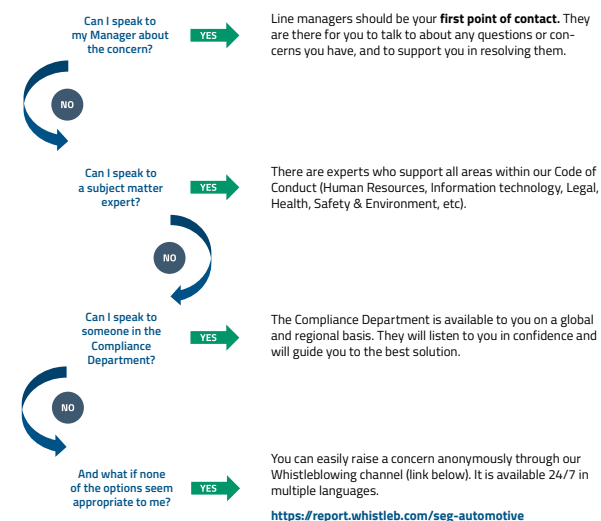
### NON-RETALIATION

SEG Automotive has a strict culture of **non-retaliation** against those who raise concerns in good faith. It is in the best interest of all of us that we uncover possible wrongdoings as soon as possible, in order to protect our jobs, our company assets and our reputation.



You can find out more reading the relevant content CDLS-00010 *Speaking up* or by contacting the Compliance team at [compliance@seg-automotive.com](mailto:compliance@seg-automotive.com)

## HOW DO I SPEAK UP?





## ETHICS AND BUSINESS CONDUCTS GUIDELINES

### ○ **Human Rights and Working Conditions**

SEG Automotive is committed to upholding the human rights of workers, and to treating them with dignity and respect as understood by the international community. We do not tolerate harsh or inhumane treatment, including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, intimidation, public shaming, or verbal abuse of employees, whether in fact or in the form of threats. This applies to all employees and all forms of employment.

### ○ **Avoiding Forced Labour and Human Trafficking**

SEG Automotive rejects all forms of forced or unlawful compulsory labour, as well as all forms of modern slavery and human trafficking and respects the principle of freely chosen employment. Forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons is not acknowledged by SEG Automotive. This includes transporting, harboring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services.

### ○ **Preventing Child Labour**

SEG Automotive does not accept any kind of child labour and respects children's rights. We only employ people to perform work who have reached the corresponding age according to applicable national legislation. Child labor is not to be used in any stage of employment by SEG Automotive.

### ○ **Non-Discrimination and Anti-Harassment**

SEG Automotive is highly committed to in offering a work environment in which all Associates are treated with respect and dignity. Every individual has the right to work in a professional atmosphere that promotes equal career opportunities and excludes illegal discriminatory practices. We don't tolerate any kind of discrimination or harassment.



## ETHICS AND BUSINESS CONDUCTS GUIDELINES

### ○ Diversity and Inclusion

SEG Automotive is rooted in treating people with fairness, regardless of personal characteristic or status, and in promoting an environment where everyone receives an equal chance to succeed based on their hard work, talent, and engagement with the company. Through a shared commitment to an open and inclusive culture, we strive to promote equity through fair access to workplace resources and benefits, full participation in our organizational culture and elimination of barriers that impede involvement in organizational work life and opportunities. We believe the most successful teams represent a diverse range of voices, diversity of mind-sets and perspectives. Our values are guided by the principles of diversity and inclusion, equal opportunity, and the promotion of a culture of respect and social integration.

### ○ Anti-Bribery and Anti-Corruption

SEG Automotive does not tolerate any and all forms of improper advantage and corrupt practices, such as bribery, kickbacks, facilitation payments, inducements, extortion and embezzlement, fraud, trading in influence, nepotism, etc. While performing our duties, we shall all pay particular attention to other circumstances where the risk of corruption is more likely to occur, such as conflicts of interest, patronage operations, accounting entries, etc. Any kind of bribe or other means of obtaining undue or improper advantage are not to be promised, offered, authorized, given, or accepted. This prohibition encompasses promising, offering, authorizing, giving, requesting, or accepting anything of value, either directly or indirectly through a third party, in order to obtain or retain business, direct business to any person, or otherwise secure an inappropriate benefit.

### ○ Protection of Environment Diversity

SEG Automotive accepts the responsibility for continuously improving the compatibility of its products by identifying environmental impacts and minimizing adverse effects on the community, adequately responding to the demands made on natural resources within its manufacturing operations and safeguarding the health and safety of the environmental and the community.





# Supporting our communities



# Supporting our communities. \_\_\_\_\_



Corporate Social  
Responsibility

## OUR COMMUNITY AROUND THE WORLD

"To me, a true sustainability mindset means more than just delivering CO<sub>2</sub> saving products and minimizing waste. Treating our partners fairly, for example, and being a responsible, caring employer to all of you. **And it should also include supporting the communities around our locations.** Under the motto 'Sustainable Together', we, therefore, aim to mitigate any negative impact of our business activities (e.g. from emissions during production), while amplifying our positive impact on the industry and beyond.", – CEO Ferdinando Sorrentino.

Our commitment extends beyond our workplace: We have the responsibility to contribute to a better future and we are deeply committed to making a difference by working with local communities.

We strive to develop our communities in which we operate and intend to contribute to social and educational initiatives – as shown by the examples on the following pages.

### #SustainableTogether

Each year SEG Automotive allocates a dedicated budget to our global CSR Initiative #SustainableTogether. This allows us to support the growth and well-being of the communities around our locations. And it helps to ensure that all our employees can also be aware of the needs of our local communities. Our employees from all locations can suggest local social initiatives and then our global CSR team decides which ones to support.

"We have planned this not as a one-shot initiative, but rather a **continuous social engagement**. We will continue to support important social projects across our different regions on a regular basis. Inspired by our DNA, with #SustainableTogether we can make a real impact on local communities in these trying times!" says Ana Campos, part of the global CSR team.

Through **#SustainableTogether Initiative**, since 2022 we have supported more than 40 projects around the world: from Brazil, China, Germany, Hungary, Mexico, India, Portugal and Spain. In addition to this global initiative, **the locations are very attentive to local communities** and have various additional initiatives to support them. With the contribution and commitment of all our people we make children, young people, adults and elderly people smile.



# Supporting our communities.



## BRAZIL



### Enabling free treatment for children

"I'm very happy to present one of SEG Automotive's Brazil projects chosen by the #SustainableTogether Initiative, a donation to the Grendacc hospital. Grendacc is a hospital specialized in the **treatment of babies, children and adolescents** with cancer and blood diseases. Me and a few colleagues had the opportunity to visit the hospital, learn in detail how they work and understand their needs. With the amount donated by SEG Automotive, children will certainly have the possibility of receiving dignified and excellent treatments, free of charge. I'm very proud to work in a company that cares about others and especially our future, children! We are making a difference in these children's lives and we are saving them!" Vanessa Rocha, Senior Auditor at SEG Automotive Brazil.



### Christmas Wishes

In partnership with CESD (Down Syndrome Center), which helps **people with Down Syndrome** to develop their full potential with autonomy, we were able to provide Christmas hampers (including food and toys for children) to more than 60 low-income families of people with Down Syndrome.



### Christmas Wishes

Together with Itupeva City Hall, we carried out a moving Christmas campaign, we collected gifts for **children from low-income families** in the community. This initiative not only brought joy to many homes, but also highlighted the transformative power of the partnership between the public and private sectors.



Supporting our communities. \_\_\_\_\_



CHINA



### Raising a rural school to new heights

"SEG Automotive China labor union has **continuously supported a country school** at its high altitudes above 1300 meters. This mini-size school lacks educational resources, teaching about 30 children from surrounding towns. With the last 4 years' concern and support, we are so glad to see the improvement and sparkles on those children. Moreover, they have proven their own on a large stage and won the national championship for the 6<sup>th</sup> recital conference – a huge encouragement to the children.. And through this event, they now receive more recognition from the public. It is delightful to have more and more groups come together to fund the school." Pan Haiou, PT-CN at SEG Automotive China.



# Supporting our communities.



## GERMANY



### Ergotherapeutic Equipment for a Kindergarten

For a happy life, children need to be able to develop themselves and their senses. Unfortunately, some kids are born with deficits in this area. Through #SustainableTogether Initiative, we were able to buy **special ergotherapeutic equipment** for a Kindergarten in Stuttgart that they otherwise would not have been able to afford.



### Making kids smile

"In December we supported a local initiative that gives emotional support to sick children in a hospital in Tübingen, Germany. The organization asked the kids about their wishes for Christmas and then, with the help of companies like us, made them happen. Our contribution was to **purchase football shirts for 27 children**. Knowing their favorite clubs/players, I went shopping for the right shirts to make sure the children get them in time for Christmas. For privacy reasons, **we are not showing pictures of the children – but if we did you would see a lot of smiles.**" – Burak Hamurculu, Director Purchasing Quality at SEG Automotive.



# Supporting our communities.



Corporate Social  
Responsibility

## HUNGARY



### Making Christmas a little more festive

Together with the local foundation Supersum – that has helped people in need for several years – we first arranged a **warm food donation** just before Christmas to make the celebration nicer for those people and families who need support even to get warm food on their table. Following the advice of the experienced helpers, we also **donated groceries** to the families in need in January, as it is one of the toughest months for them.



### Renovation support for a Children Home

"If something really deserves attention – it is when children are in need. We supported the **renovation of windows** of the Nagybarca Children Home to make the living conditions of children with special needs better. This Special Children's Home provides temporary or permanent care for children aged 0–3 years old placed and fostered away from parents, often with special needs. The institution – operating since 1972 – has undergone a structural change in the beginning of the 2000 years to offer better conditions. Windows and terrace doors were changed at that time, but they did not function correctly anymore. With our support the building became more comfortable and more energy-efficient." – Anita Dioszegi, Communications Leader at SEG Automotive Hungary.



### Back-to-school collections

For a couple of years, we have been **organizing a school-start donation** among our own employees in August. Families with school-aged children know that a school start is a big expense, even when you only buy the most necessary things. And sometimes it turns out that you were asked to buy things that are not even used during the year. In this donation project colleagues help colleagues, donate school stuff they do not need anymore, or even buy some extra things to help others.



Supporting our communities.



Corporate Social Responsibility

INDIA



#### Renovation of Rehabilitation Centre

We are proud of being a sponsor for the new Outreach Centre in Manonandana, a project of Hindu Seva Prathisthana Rehabilitation Centre for intellectually challenged & multiple disabled children. With this construction/renovation we contributed for a **better education infrastructure at schools**.



#### Supporting Education in India

Partnering up with a local organization that aims to create equal opportunities for all children, we distributed **kits with learning and school materials** to 1,500 underprivileged students in the rural areas around our plant in Bangalore. "Together we can make #SustainableTogether Initiative a reality - supporting communities around the SEG Automotive locations, commitment to education, betterment of society, empowering the less-fortunate and overall making a positive impact on the society!" - Pernaje Rakesh, Project Lead (Engineering Tools) at SEG Automotive.

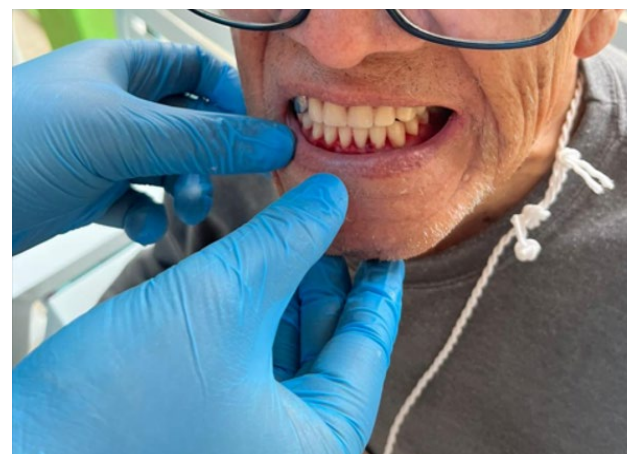


## MEXICO



### Reforestation of Sierra Morelos Park in Zinacantepec, State of Mexico

This program helped the environment by restoring a healthy forest structure and preserving biodiversity in the ecosystem. Fifteen of our associates took on the task of **planting 330 trees in this area**, committing themselves to environmental conservation and pledging to care for and visit the area where their trees were planted to ensure their continued preservation.



### Dental care for elderly people

"As we navigate the currents of modern life, it's all too easy to overlook the wealth of wisdom, experience, and love that our elders possess. Yet, it is precisely in their vulnerability and fragility that we find an opportunity — a sacred duty — to extend our hands in support. We supported a nursery home for the elderly in a rural town in Jilotepec, Mexico State, with a **full dental treatment** for all the residents in which we gave them dental prosthesis. As one of the residents told me, we were the motor for the improvements in their life: "Finally, with my new teeth I will be able to bite an apple again". This really meant a lot to me" - Hugo Ramírez. Medical Coordinator at SEG Automotive Lerma.



# Supporting our communities.



## PORTUGAL



### Creating special moments for elderly people

"We're here for you!" For those who so often are forgotten: the elderly. Through the #SustainableTogether Initiative, we supported the **Three Kings lunch**, the **Carnival party**, **trips** and a **summer picnic**. And 60 elderly people received a **Christmas basket with food products** and a **Christmas present**.



### #WeAreTheMotor for success

"Through the #SustainableTogether Initiative, we proudly supported a swimming team of impaired youths from Porto to participate in the national adapted championship in Lisbon. We enabled their participation by **providing transportation, hotel accommodations, competition fees, meals, etc.**



I am super happy that with our support these fantastic athletes were able to celebrate diversity by – quite literally – breaking down barriers. The women's team won the national championship for the 6th time in a row, becoming the first to ever do it in Portugal!" – João Remelhe, Global Graphic Designer at SEG Automotive Portugal.



## Supporting our communities.



Corporate Social  
Responsibility

SPAIN



### Cleaning up natural environments and beaches

At SEG Automotive we deeply understand the crucial role of preserving and nurturing our environment. Our Treto plant is located within a protected natural park, symbolising our strong dedication to environmental care. In line with this principle, we proudly support and sponsor Mi Pueblo Limpio - a well-respected local organisation committed to **preserving and enhancing natural habitats and beach areas**. Our team members actively engage in volunteering opportunities provided by this organisation, showcasing our commitment to safeguarding the environment for future generations.



### Support the communication of those who need it most

"The ASPACE project was born out of its users' need to communicate. The devices we help them to acquire **enable them to have fluent conversations with their companions and carers on a daily basis**, and even to communicate with the rest of society. It is an important step in the integration of these people into our society." - Jesús San Martín, Process Development Technician at SEG Automotive Treto.



## Legal notice. \_\_\_\_\_



Corporate Social  
Responsibility

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Registered office information  
District Court Registrar of Companies: Stuttgart District Court, HRB 754886

Managing directors:  
Ferdinando Sorrentino, Georg Brasch

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English Brochure V240506



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