



ABSTRACT

FROM THE
SUSTAINABILITY REPORT
FOR 2024

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Foreword

Dear Readers,

in the 2024 financial year, ACPS Automotive rolled out its group-wide sustainability strategy “**Driving4Sustainability**”. It brings together our activities in the four action areas **Employees, Environment & Footprint, Product & Supply Chain, and Social Commitment**, providing the framework for our long-term sustainability objectives.



Employees



*Environment
& Footprint*



*Product
& Supply Chain*



*Social
Commitment*

Our overarching goal remains a climate-neutral production at Group level by 2040 at the latest. In 2024, we also set important foundations for further development, including opening our new site in Kunshan (China), preparing for future CSRD reporting, and further developing our sustainability requirements in the supply chain.

In addition, **Michael Weiss assumed responsibility as CEO of ACPS Automotive on 1st of August 2024.**

The following summary of our 2024 Sustainability Report shows where we currently stand, the progress achieved during the reporting year, and the objectives we continue to pursue.

We hope you find this report informative.

Michael Weiss
Chief Executive Officer

Volker Butz
Chief Financial Officer

ECONOMIC STANDARDS

Driving economic success -
advancing integrity and sustainable supply chains



ACPS Automotive combines technological leadership with responsible corporate governance. The focus is on durable and safe products, reliable supply chains, and fair and ethical business relationships.

Sustainability criteria are being integrated increasingly systematically into procurement and supplier development.

€441 million

2024 revenue

~250

relevant production suppliers

40 %

local production procurement

95 %

local non-production procurement

PROGRESS AND MEASURES 2024

- The 2024 market distribution was as follows: 75% Europe, 23% North America, and 2% China.
- The customer-group distribution was 77% original equipment manufacturers (OEM), 17% original equipment service (OES), and 6% independent aftermarket (IAM).
- The Jaggaer supplier portal and the Supplier Assurance Portal (NQC) are digitalizing procurement and supplier processes and integrating sustainability assessments more systematically into supplier selection and development.
- Purchased materials accounted for around 65% of revenue in 2024, underlining the importance of a high-performing and sustainable supply chain.
- The Group-wide compliance training achieved a completion rate of 95% in 2024.
- The new Group Life Cycle Assessment Expert position was filled in September 2024 to advance the Group-wide development of life cycle assessments at product and corporate level.

ENVIRONMENTAL STANDARDS

Measurably reducing emissions -
using resources efficiently



The careful use of natural resources and the continuous reduction of environmental impacts form the basis of our environmental management. ISO 14001 certification is already standard at all production and main development sites, while the ISO 50001 energy management system is being expanded systematically.

5.495 t

Scope 1 CO₂e

10.991 t

Scope 2 CO₂e

155.246 t

Scope 3 CO₂e

30 %

solar power share, Querétaro

PROGRESS AND MEASURES 2024

- The global transition of production plants to 100% green electricity is planned as a key component on the path towards “Mission Zero by 2040”.
- At Querétaro (Mexico), the company commissioned its own solar panels; during the year, they covered around 30% of the site’s electricity demand.
- ACPS Automotive is also analyzing which plastic components can contain a higher share of recycled material. Lightweight design, topology optimization, and micro-alloyed steels are intended to further reduce material and energy use.
- Water remains a Group-wide environmental topic. The aim is to monitor consumption more systematically and identify reduction potential across sites.
- In 2024, a Group-wide biodiversity status analysis began, starting with the German sites.

SOCIAL STANDARDS

Empowering employees - promoting safety and taking responsibility



Responsible, collaborative, and fair - this is how ACPS Automotive understands its role as an employer. Safety, health, personal development, diversity, and open collaboration are central elements of our corporate culture. At the same time, we take responsibility at our sites and within local communities.

> 2,200 employees worldwide	16 local projects supported	100% parental-leave return rate, DE	0 discrimination incidents
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PROGRESS AND MEASURES 2024

- The company has been certified to ISO 45001 since 2024; Health, Safety, and Environment topics are addressed quarterly with the relevant functions.
- Diversity and equal opportunity are integral to the corporate culture. At the Ingersheim headquarters, the employee structure continues to have a significantly higher proportion of men than women.
- Annual HSE instruction, risk assessments, and preventive measures based on the STOP principle support the “Zero Accidents” vision.
- Health measures range from ergonomic workplaces, lifting aids, and sports programs to fruit and psychological support.
- Training and development are managed systematically through individual development and training plans. Average training hours increased among employees: by around 27.6% for women and 12.8% for men.
- In 2024, a total of 16 local projects were supported at five sites, including programs for children and young people, schools and sports clubs, the rescue dog unit in Mittelsachsen, the Mönchengladbach food bank, Kecskemét hospital, and Banco de Tapitas in support of children with cancer.

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