Ascorium GmbH

Sustainability Report

2024

Prepared in accordance with the EFRAG Voluntary Sustainability Reporting Standard for Non-Listed SMEs (VSME), released on 17 December 2024

Document Information

Entity Name Ascorium GmbH

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Decimal separator . (FULL STOP)

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All disclosures are related to the reporting period above unless specified otherwise.

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[C09.000] - Governance - Gender diversity ratio in the governance body

[B01.000] - General information - Basis for Preparation

Basis for preparation (Basic Module Only or Basic & Comprehensive Module)

Option B (Basic Module and Comprehensive Module)

Basis for reporting (consolidated or individual basis)

Sustainability report prepared on a consolidated basis

List of omitted disclosures deemed to be classified or sensitive information

None

Undertakings legal form

private limited liability undertaking

NACE sector classification codes

NACE C - 29.32 Manufacture of other parts and accessories for motor vehicles

Assets

€ 85,020,000.00

Turnover

€ 104,087,000.00

Number of employees

765,00

At the end of the reporting period

Type of number of employees
Headcount

Country of primary operations and location of significant assets
Czechia

Description of sustainability-related certification(s) or label(s)

EcoVadis sustainability rating (Committed)

[B01.100] - General information - List of subsidiaries

| Identifier of the subsidiary | 2024 | -01-01 – 2024-12-31 | |
|------------------------------|---|--|--|
| Cascialary | Name of the subsidiary | Registered address of the subsidiary | |
| 1 | Ascorium Engineering s.r.o | Plazy 115/293 01 Mladá Boleslav/Czech Republic | |
| 2 | Ascorium Belgium NV | Lange Ambachtstraat 16/9860 Oosterzele/Belgium | |
| 3 | Ascorium Mlade Boleslav s.r.o | Plazy 115/293 01 Mladá Boleslav/Czech Republic | |
| 4 | Asocorium Most s.r.o | Havran 138/435 01 Havraň/Czech Republic | |
| 5 | Ascorium Tech s.r. | Plazy 115/293 01 Mladá Boleslav/Czech Republic | |
| 6 | Ascorium North Amarica Inc. Auburn Hills | 1653 Atlantic Boulevard/Auburn Hills MI 48326/United States | |

[B01.200] - General information - List of sites

| Identifier of site | | | 2024-01-01 – 2024-12-31 | 4-12-31 | |
|--------------------|---------------------------------|---------------------|-------------------------|-----------------------------|------------------------|
| | Address of site | Postal code of site | City of site | Country of site | GPS Location of site |
| 7 | Damstraat 2 | 9230 | Wetteren | Belgium | 51.0108994,3.8654789 |
| 2 | Oskar-von-Miller- Strasse 31 | 92442 | Wackersdorf | Germany | 49.3224240,12.2246315 |
| ಣ | Plazy 115 | 29301 | Mlada Boleslav | Czechia | 50.4122790,14.9572824 |
| 4 | Havran 138 | 43501 | Havran | Czechia | 50.4366076,13.5918112 |
| r _C | 1420 Industrial Park Drive | 35401 | Tuscaloosa | United States of America | 33.2218600,-87.6211589 |
| 9 | 1653 Atlantic Boulevard | 48326 | Auburn Hills | United States of America | 42.6974625,-83.2666980 |
| 7 | No.12 Hangtian Rd | 110043 | Shenyang | China | |
| & | No. 70 Dawang Street | 110122 | Shenyang | China | |
| 6 | No. 520 Xingyu Street | 130011 | Changchun | China | |
| 10 | No. 56 Shidai Road | 315111 | Ningbo | China | |

[B02.000] - General information - Practices, policies and/or future initiatives for transitioning towards a more sustainable economy

Sustainability issues addressed by practice, policy and/or future initiative

Climate change Circular economy

[B03.000] - Environment - Total Energy Consumption

| 1 T | Total energy consumption | |
|------------|--------------------------|--|
| 2 | 29,855.80 MWh | |
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[B03.100] - Environment - Breakdown of energy consumption

| | | 2024-01-01 | – 2024-12-31 |
|--|---|---------------------|-----------------------------|
| | | | MWh |
| | Total renewable and non- renewable energy | Renewable energy | Non- renewable energy |
| Energy consumption from electricity | 27,280.08 | 0.00 | 27,280.08 |
| Energy consumption from self-generated electricity | 0.00 | 0.00 | 0.00 |
| Energy consumption from fuels | 2,575.70 | 0.00 | 2,575.70 |

[B03.200] - Environment - Estimated Greenhouse Gas Emissions

| | 2024-01-01 – 2024-12-31 |
|--|-------------------------|
| | tCO2e |
| | Currently stated |
| Gross Scope 1 greenhouse gas emissions | 3,411.00 |
| Gross location-based Scope 2 greenhouse gas emissions | 14,670.00 |
| Total (gross) location-based Scope 1 and Scope 2 GHG emissions | 18,081.00 |
| Gross Scope 3 greenhouse gas emissions | 60,227.00 |
| Total (gross) location-based GHG emissions | 78,308.00 |

[B03.300] - Environment - Greenhouse Gas Emissions intensity

| ını | tensity |
|-----|--|
| | Total location-based Greenhouse Gas Emissions intensity 0.0007523 tCO2e per € |
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[B06.000] - Environment - Water Withdrawal

Total amount of water withdrawn from all sites $0.00 \ m^3$

Amount of water withdrawn at sites located in areas of high water-stress $0.00 \ m^3$

[B07.000] - Environment - Description of circular economy principles

| þ | principles |
|---|---|
| | Undertaking applies circular economy principles NO |
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[B07.100] - Environment - Breakdown of waste by type

| Waste diverted diverted diverted diverted to to recycled, directed to or reuse disposal directed disposal recycled, directed disposal directed disposal recycled, directed disposal recycled, directed disposal recycled, disposal recycled, disposal disposal directed disposal cyolume) Total treused disposal dispos | Type of waste | | | | | 2024-01-0 | 2024-01-01 – 2024-12-31 |
|--|---|---|---|---|--|--|---|
| Waste diverted diverted diverted diverted diverted diverted diverted to recycle to or reuse (mass) Waste directed to disposal correuse disposal (mass) Total directed to disposal correuse disposal correuse (mass) Total directed disposal correuse disposal directed | | | | | | | kg |
| 0.00 26,483.00 26,483.00 0.00 452,540.00 452,540.00 0.00 33,027.00 33 13,221.00 171,645.00 173 10,340.00 0.00 10 10,340.00 0.00 10 39,840.00 122.00 39 | | Waste diverted to recycle or reuse (volume) | Waste diverted to recycle or reuse (mass) | Waste directed to disposal (volume) | Waste directed to disposal (mass) | Total waste recycled, reused and directed to disposal (volume) | Total waste recycled, reused and directed to disposal (mass) |
| 0.00 452,540.00 452,540.00 452,540.00 33,027.00 33 0.00 171,645.00 171< | 070201 Hazardous Waste - Aqueous washing liquids and mother liquors | | 0.00 | | 26,483.00 | | 26,483.00 |
| 171 33,027.00 33,027.00 33 0.00 171,645.00 171 13,221.00 0.00 13 10,340.00 0.00 10 39,840.00 122.00 39 | 070213 Non-Hazardous Waste - Waste plastic | | 0.00 | | 452,540.00 | | 452,540.00 |
| 171 0.00 171,645.00 171 13,221.00 0.00 13 10,340.00 0.00 10 39,840.00 122.00 39 | 070299 Non-Hazardous Waste - Wastes not otherwise specified | | 0.00 | | 33,027.00 | | 33,027.00 |
| 13,221.00 0.00 703.00 0.00 10,340.00 0.00 39,840.00 122.00 | 070704 Hazardous Waste - Other organic solvents, washing liquids and mother liquors | | 0.00 | | 171,645.00 | | 171,645.00 |
| 703.00 0.00 10,340.00 0.00 39,840.00 122.00 | 150101 Non-Hazardous Waste - Paper and cardboard packaging | | 13,221.00 | | 00.00 | | 13,221.00 |
| 10,340.00 0.00 39,840.00 122.00 | 150102 Non-Hazardous Waste - Plastic packaging | | 703.00 | | 00.00 | | 703.00 |
| 39,840.00 | 150103 Non-Hazardous Waste - Wooden packaging | | 10,340.00 | | 00.00 | | 10,340.00 |
| | 150106 Non-Hazardous Waste - Mixed packaging | | 39,840.00 | | 122.00 | | 39,962.00 |

| 150108 Hazardous Waste - Packaging containing residues of or contaminated by dangerous substances | 156,081.00 | 9,030.00 | 165,111.00 |
|--|------------|--------------|--------------|
| 150202 Hazardous Waste - Absorbents, filter materials, wiping cloths, protective clothing contaminated by dangerous substances | 0.00 | 116,595.00 | 116,595.00 |
| 170402 Non-Hazardous Waste - Aluminium | 41.00 | 0.00 | 41.00 |
| 170405 Non-Hazardous Waste - Iron and steel | 223,568.00 | 0.00 | 223,568.00 |
| 200104 Non-Hazardous Waste - Other plastics | 101,170.00 | 104,530.00 | 205,700.00 |
| 200108 Non-Hazardous Waste - Organic kitchen waste | 0.00 | 1,323.00 | 1,323.00 |
| 200301 Non-Hazardous Waste - Mixed municipal waste | 0.00 | 1,052,555.00 | 1,052,555.00 |

[B07.200] - Environment - Total Hazardous and Non-Hazardous waste

Total Hazardous waste generated (mass) 479,834.00 kg

Total Non-Hazardous waste generated (mass)

2,032,980.00 kg

Total waste generated (mass)

2,512,814.00 kg

Total Hazardous waste generated (volume)

 $0.00 \, \text{m}^3$

Total Non-Hazardous waste generated (volume)

0.00 m³

Total waste generated (volume)

0.00 m³

[B07.300] - Environment - Breakdown of annual mass-flow of relevant materials used by the undertaking

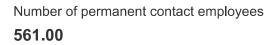
| Identifier of material | 2024-01-01 – 2024-12-31 | | | | |
|------------------------|---------------------------|-------------------------|-------------------------|--|--|
| | | | t | | |
| | Name of the material used | Weight of material used | Volume of material used | | |
| 1 | Polyether polyol | 2,698.70 | | | |
| 2 | Aliphatic isocyanate | 1,013.50 | | | |
| 3 | Aromatic Isocyante | 793.30 | | | |

[B07.400] - Environment - Total annual mass-flow of materials used by the undertaking

Total weight of material used **4,505,500.00 kg**

Total volume of material used **0.00 m³**

[B08.000] - Social - Workforce - General characteristics: type of contract



Number of temporary contract employees **204.00**

[B08.100] - Social - Workforce - General characteristics: gender

Number of male employees **549.00**

Number of female employees **216.00**

Number of other gender employees **0.00**

Number of non-reported gender employees **0.00**

[B08.200] - Social - Workforce - General characteristics: country of employment

| Country of employment contract | 2024-01-01 — 2024-12-31 |
|--------------------------------|--|
| | Number of employees for country of employment contract |
| Belgium | 39.00 |
| China | 220.00 |
| Czechia | 285.00 |
| Germany | 108.00 |
| United States of America | 113.00 |

[B08.300] - Social - Workforce - General characteristics: turnover rate

| ulliover rate | | | | | |
|--------------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|
| Employee turnover rate 30.50 % | | | | | |
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| | Employee turnover rate |

[B09.000] - Social - Workforce - Health and safety

Number of recordable work related accidents in the reporting period ${\bf 4.00}$

Rate of recordable work related accidents in the reporting period **0.45**

Number of fatalities as a result of work-related injuries and work-related ill health ${\bf 0.00}$

[B10.000] - Social - Workforce - Remuneration, collective bargaining and training

| Employees receive pay equal | or above minimum | wage determined | by national law or |
|-------------------------------|------------------|-----------------|--------------------|
| collective bargaining agreeme | nt | | |

YES

Percentage gap in pay between female and male employees $11.86\ \%$

Percentage of employees covered by collective bargaining agreements $14.51\ \%$

Average number of annual training hours per male employee **78.58**

Average number of annual training hours per female employee **75.21**

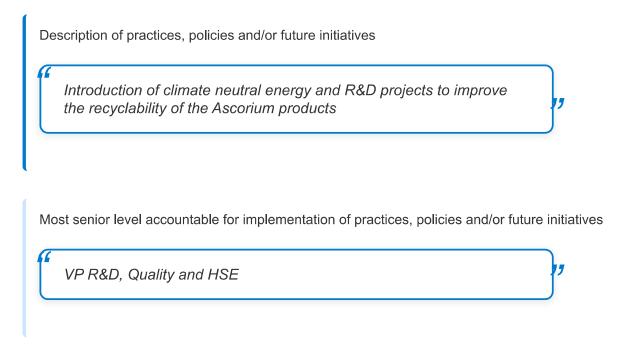
Average number of annual training hours per other gender employee $\mathbf{0.00}$

Average number of annual training hours per non-reported gender employee $\bf 0.00$

[C01.000] - General information - Strategy: Business Model and Sustainability – Related Initiatives

| Description of significant groups of products and/or services offered |
|--|
| Manufacturing of parts and accessories for motor vehicles |
| Description of significant market(s) the undertaking operates in |
| B2B in the automotive industry in Europe, United States and China |
| |
| Description of main business relationships (e.g. key suppliers, customers distribution channels and consumers) |
| Shell/Huntsman/Evonik/Forvia/IAC/Yanfeng/DraexImeier/Volkswagen/BMW/Volvo |
| |
| Description of key elements of strategy that relates to or affects sustainability issues |
| Stategic pillar to develop new products contributing to less CO2 emissions focussing on lightweight and recycled content |
| |

[C02.000] - General information - Description of practices, policies and/or future initiatives for transitioning towards a more sustainable economy



[C03.000] - Environment - Greenhouse Gas Emissions Reduction Baseline and Target Year

Greenhouse gas emission reduction target base year **2021**

Greenhouse gas emission reduction target year **2025**

[C03.100] - Environment - Greenhouse Gas Emission Reduction Targets

| | tC | | | |
|--|----------------------|----------|--|--|
| | Baseline year Target | | | |
| | 2021 | 2025 | | |
| Gross Scope 1 greenhouse gas emissions | 5,126.00 | 5,126.00 | | |
| Gross location-based Scope 2 greenhouse gas emissions | 22,874.00 | 0.00 | | |
| Total (gross) location-based Scope 1 and Scope 2 GHG emissions | 28,000.00 | 5,126.00 | | |
| Total (gross) location-based GHG emissions | 28,000.00 | 5,126.00 | | |

[C03.200] - Environment - Disclosure of list of main actions the entity seeks to achieve its targets

| Disclosure of list of main actions the entity seeks in order to achieve its targets |
|---|
| Switch to climate neutral enery in the Ascorium production plants |
| |

[C03.300] - Environment - Transition plan for undertakings operating in high climate impact sectors

| operating in high climate impact sectors | | | | | | |
|--|--|--|--|--|--|--|
| | Date of adoption of transition plan for undertaking not having adopted transition plan yet 2025-01-01 | | | | | |
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[C05.000] - Social - Additional (general) workforce characteristics

Female-to-male ratio at management level for the reporting period $31.82\ \%$

Total number of self-employed workers without personnel that are working exclusively for the undertaking

3.00

Total number of temporary-workers provided by undertakings primarily engaged in employment activities

63.00

[C06.000] - Social - Additional own workforce information - Human rights policies and processes

Undertaking has a code of conduct or human rights policy for its own workforce **YES**

Type of content covered by the code of conduct or human rights policy for its own workforce

Child labour
Forced labour
Human trafficking
Discrimination
Accident prevention
Other content

Specification other types of content covered by the code of conduct or human rights policy

Freedom of association and collective bargaining/rights of minorities and indigeous people/wages and social benefits

Undertaking has a complaint handling mechanism for its own workforce

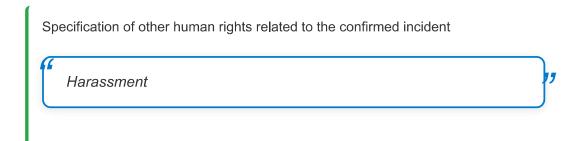
YES

[C07.000] - Social - Severe negative human rights incidents

Undertaking has confirmed human rights incidents in its own workforce $\ensuremath{\mathbf{YES}}$

Type of human right related to the confirmed incident

Accident prevention



Undertaking aware of any confirmed incidents involving workers in the value chain, affected communities, consumers and end-users

NO

[C08.100] - Governance - Exclusion from EU benchmarks

| Undertakings are excluded from any EU | reference | benchmarks | that are | aligned | with | the I | Paris |
|---------------------------------------|-----------|------------|----------|---------|------|-------|-------|
| Agreement | | | | | | | |

NO

[C09.000] - Governance - Gender diversity ratio in the governance body

