



Sustainability Report Brose Group 2022

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About this report

This Sustainability Report, like this year's financial report, covers the reporting period from 1 January to 31 December 2022. Brose also aims to adhere to an annual reporting schedule in the future [GRI 2-3]. The contents of the report are guided by the materiality assessment based on GRI standards, which was performed for the 2019 Sustainability Report (see Materiality assessment, p. 11). It was validated for the 2022 Sustainability Report. Unless otherwise stipulated, all information contained in the report refers to the entire Brose Group, excluding Brose Sitech GmbH – the joint venture between the Brose Group and Volkswagen AG [GRI 2-2].

Responsible for content in the sense of German Press Law: Ulrich Schrickel, CEO Brose Group, Brose Fahrzeugteile SE & Co. KG, Coburg, Max-Brose-Straße 1, 96450 Coburg, Germany. This report was approved by the Brose Executive Management Board and meets the criteria set forth in the GRI (Global Reporting Initiative) Content Index Essentials Service.

To improve readability, we have generally chosen the generic masculine as the linguistically correct, gender-neutral form in our Sustainability Report to denote all genders.

Liability disclaimer

We have prepared the data contained in this Sustainability Report with the utmost care. Nevertheless, we cannot rule out any errors. Consequently, the Brose Group accepts no liability and makes no guarantee with respect to the correctness or accuracy of the information contained in this Sustainability Report. In addition to retrospective analysis, forward-looking statements made in this report were prepared based on existing forecasts. Although these have been prepared with the utmost care, unforeseeable developments in the future may lead to different results. Therefore, any forward-looking statements made in this report should not be regarded as certain. The Brose Group reserves the right to update this Sustainability Report without additional notice [GRI 2-4].

Foreword of the Executive Management Board



Ladies and Gentlemen,

For us, sustainable work means being aware of our responsibility toward our company, the environment and society. We are fortunate to be able to build on an ownership structure that guarantees continuity and has put the long-term development of our family-owned company at the center of what we do for more than 110 years.

This report provides insight into our developments and successful achievements with respect to the three dimensions environment, people and sustainable business practices – and an outlook on the challenges and tasks that lie ahead. We aligned our efforts with the principles of the “UN Global Compact” and the Sustainable Development Goals outlined in the United Nation’s Agenda 2030. We participate in the sector dialogs promoted by the German National Action Plan on Business and Human Rights and are a founding member of the “Responsible Supply Chain Initiative” established by the German Association of the Automotive Industry. The association drafted an international standard for sustainability in the automotive supply chain that won the 2022 “German Award for Sustainability Projects”.

Our sustainability strategy includes a clear statement on every aspect of sustainability and corporate responsibility.

Sustainability is becoming an increasingly decisive competitive factor in our industry. However, our focus is not merely on the financial future of the company, but also on the society in which we operate, the people we work with and the environment on which our very lives depend. In early 2023 we took another important step: in a policy statement, we committed to respecting human rights, including certain associated environmental concerns, both in our own business operations and in our global supply and value chains.

We set ambitious and multifaceted targets along the various dimensions of sustainability. Becoming a carbon-neutral company by 2039 is just one example of this. An important step in this direction is operating our locations in a carbon-neutral way. Our components and systems also help reduce energy consumption and emissions in vehicles, whether by achieving weight savings through lightweight design or by increasing the efficiency of auxiliary systems. The selection of materials also has a major impact on the ecobalance of our products, This is why we include manufacturing technologies that avoid waste and focus on energy efficiency as early as the design phase of product development. Brose also expects suppliers to comply with high sustainability standards.

Employees are a company’s most important assets. Our values are readily apparent in our uncompromising commitment to occupational safety and health and the respectful way in which we treat each other. Our family-owned company is involved in numerous projects – including at its global locations – in the tradition of its founder, Max Brose. We accept social responsibility and sponsor projects, investments and individuals in society, education, culture and sport.

I hope you enjoy reading this informative report!

A handwritten signature in blue ink, appearing to read 'S. Krug', with a stylized flourish at the end.

Stefan Krug
Executive Vice President Operations

Company profile

Last updated: 31 December 2022

Brose is the world's fourth-largest family-owned automotive supplier. No matter where in the world a vehicle door or window is opened, a car seat adjusted or the air conditioning turned on – you will almost always find Brose Group technology in use.

Although usually not visible to the driver, our products provide more comfort, safety and efficiency. Brose is the market leader in many areas, for example in door systems or electronically commutated cooling fan modules. The 100-percent subsidiary Brose Antriebstechnik has been manufacturing e-bike drives since 2014.

Facts and figures

Around 26,000 employees, roughly 59 percent in Europe and Africa (including South Africa and India), 25 percent in America and 15 percent in Asia. Three headquarters in Coburg (CEO, Interior division), Hallstadt (Exterior division) and Würzburg (Drives division) along with two regional headquarters in Detroit/USA and Shanghai/China. Company name: Brose Fahrzeugteile SE & Co. KG, Coburg [GRI 2-1]

Headquarters: Max-Brose-Str. 1, 96450 Coburg, Germany
Investments in research and development: around 7 percent of sales

Executive management

Shareholder family: Michael Stoschek (Chairman of the Brose Group), Christine Volkmann and their respective children [GRI 2-1]

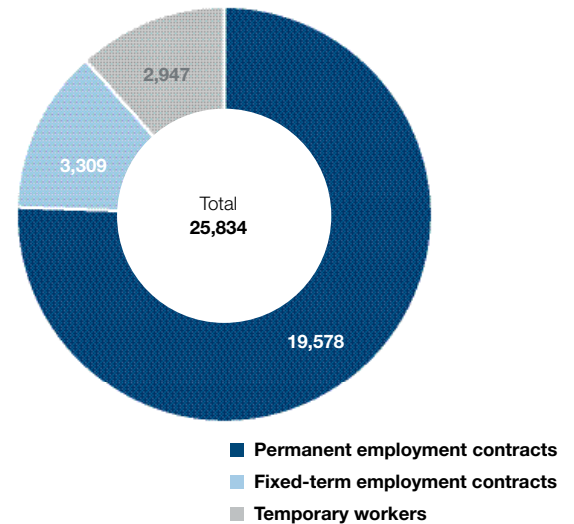
Advisory Board: Franz-Josef Kortüm (Chairman), Jan-Hendrik Goldbeck (until 31 December 2022), Dr. Rolf Breidenbach (since 1 July 2022)

Executive Management Board: Ulrich Schrickel (CEO Brose Group), Dr. Philipp Schramm, (Executive Vice President Commercial Administration), Dr. Olaf Gelhausen (Executive Vice President Organization and Human Resources), Andreas Jagl (Executive Vice President Interior), Raymond Mutz (Executive Vice President Drives), Christof Vollkommer (Executive Vice President Exterior), Stefan Krug (Executive Vice President Operations, since 1 July 2022)

The shareholder family comprises the Administrative Board, which is the highest governing body in the Brose Group. Three of its members are women and two are men. All of the shareholders have been involved in the business and worked on social causes for years. The Articles of Association govern all requirements placed on the shareholders.

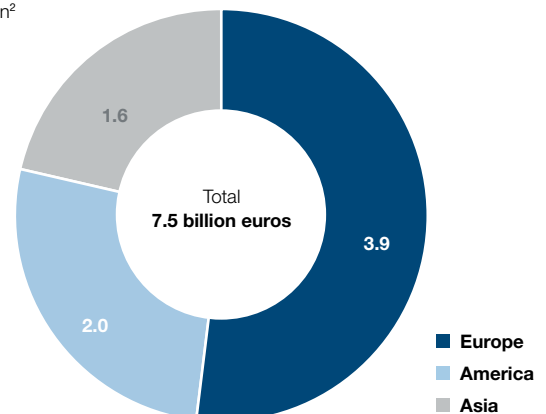
Employees 2022

by employment contract (excluding joint venture)¹

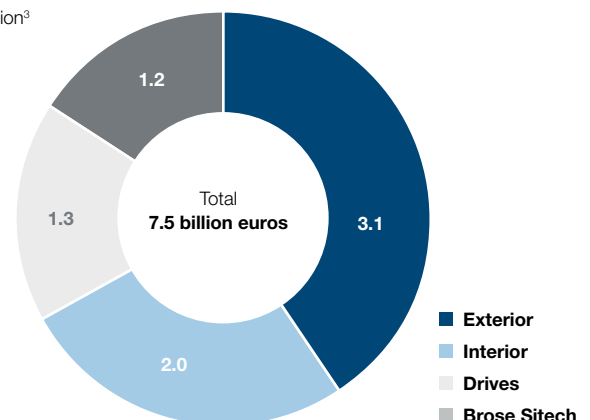


Sales 2022

by region²



by division³



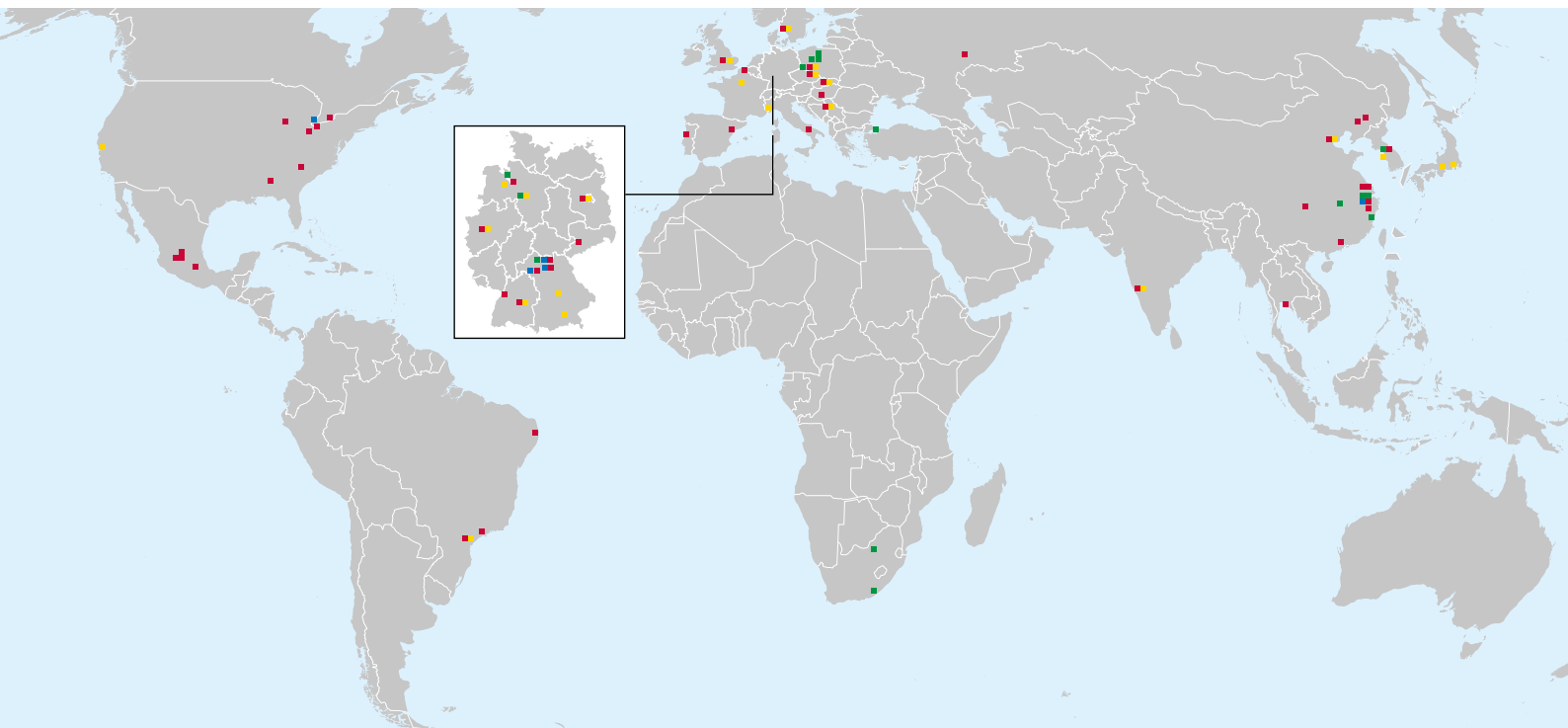
¹ Due to the differences in the data available on our joint venture, our report does not include it to improve comparability. This also results in adjustments to the data for 2020 and 2021.

² Including Brose Sitech.

³ Deviations possible due to rounding. In addition, due to inter-company sales between the business divisions, it is not possible to add sales in the business divisions to group sales.

Locations and internationalization

Brose operates 69 locations in 25 countries, including 44 of our own plants and 14 production sites with local partners.



Interest groups, public funds and taxes

We are engaged in politics and society in the countries in which we manufacture our products. This is why we are a member of national and international interest groups. In Germany some of these groups include the Employers' Associations of the Metalworking and Electrical Industries in Bavaria (bayme), the German Electrical and Electronic Manufacturers' Association (ZVEI), the Association for Supply Chain Management, Procurement and Logistics (BME), the German E-Mobility Association (BEM) and the German Association of the Automotive Industry (VDA).

We are also members of the German chambers of commerce in the US, China, Slovakia, Spain, Japan, France, Great Britain, India, Italy, Mexico, the Netherlands, Sweden, Hungary, the Czech Republic and South Africa among other countries. No political contributions were made during the reporting year.

Public funds

in millions of euros of the total payments, by region⁴

	2020	2021	2022
China	14.5	10.3	8.5
Germany	0.5	0.6	0.6
Europe (excluding Germany)	7.1	2.1	1.9
North America	1.8	4.3	1.6
Rest	0.5	0.6	0.5
Total	24.4	17.8	13.1

⁴Deviations possible due to rounding.

Products

One of Brose's core areas of expertise lies in the interaction of mechanical, electric and electronic systems. We connect mechatronic components using sensor technology and software to create intelligent systems. Every second new vehicle worldwide is equipped with at least one of our products. Although usually not visible to the driver, they enhance safety, comfort and efficiency.

Door and vehicle access systems

Brose is the world market leader in the development and manufacturing of mechatronic systems for vehicle doors and liftgates. With over 90 years of experience, we set trends that enhance safety and comfort. As a long-standing market leader for power liftgate systems, we have transferred our expertise to the side door to offer new comfort experiences for vehicle access. Our portfolio comprises all of the requisite components – from power opening latches and side door drives to collision and anti-trap protection sensors.

Components and control units for seats

Virtually no other feature in the vehicle interior must satisfy

as many individual requirements as the seat. The desire for maximum flexibility and comfort goes hand in hand with the need for maximum safety. We continuously strive to refine our products to meet these demands while also considering ecological challenges. For instance, our advanced material concepts and production methods have helped us develop one of the lightest seat structures in the market. Moreover, we have been a system supplier of complete vehicle seats since 2022 thanks to our joint venture Brose Sitech.

Electric motors and drives

Brose delivers over 200 million electric motors and drives every year, making it a market leader. Our products are used in HVAC units, engine cooling, in the drive train and in steering and braking systems. They also operate windows, seats, liftgates and side doors. Our power auxiliary systems improve the efficiency of conventional and e-vehicles alike, which in turn reduces energy consumption and extends range, while also making a vital contribution to sustainability.

Product portfolio

Seat systems and components

Electric motors for steering, braking systems and the drive train

Systems and components for thermal management

Sensors for the interior and exterior

Systems and components for vehicle doors and closure systems

Liftgate and side door drives

Systems and components for micromobility



Philosophy

In accordance with our goal to deliver first-class performance in every respect, the shareholders, advisory board and executive management board of the Brose Group approved the “FIRST” company principles, which were updated at the end of 2022.

F Family

Our shareholders assume the entrepreneurial risk and offer our employees security and a long-term future as part of an independent, family-owned company.

I Identification

We want to secure our success in the market by fostering a strong sense of identification among all our employees.

R Respect

Our shareholders and managers lead by example, behave openly and fairly towards employees on all levels around the world and are aware of their social responsibility.

S Success

We deliver first-class performance for our customers and hold ourselves and our partners to the highest quality standards.

T Team

Our shareholders, managers and employees enjoy a close collaboration that is built on trust and enables us to act in accordance with our family-owned company’s principles no matter where we are in the world.

Compliance with legal requirements and ethical principles goes without saying at Brose. Various policies like the “FIRST” company principles and the Brose Code of Conduct guide our actions in day-to-day business operations to ensure respectful, honest and fair conduct towards business partners and employees. Consequently, they apply worldwide and are accessible to employees in their respective local languages. Regular, mandatory e-learning courses anchor these principles within our company.

We want to be a point of contact for suppliers, society and policy makers at our locations and promote socially and environmentally responsible development. Our responsibility takes into account the entire life cycle with regard to the impact of our products on the environment. We are committed to the continuous improvement of our processes in consideration of economic aspects and necessities.

It is our goal to

- Sustainably reduce adverse environmental effects,
- Improve the energy efficiency of our products and continuously improve production,
- Prevent risks of injury and health hazards,
- Provide a safe and ergonomic working environment for our employees,
- Use suppliers that follow our sustainability and ethical principles,
- Provide the necessary financial, structural and human resources,
- Comply with legal and regulatory requirements.

We avoid risks, prevent mismanagement and fight waste. We eliminate or mitigate the causes whenever and wherever we identify these. We also take targeted organizational and HR-related measures.

Sustainability management

Brose's sustainability management is based on a streamlined structure that is aligned with the company's own sustainability strategy. Building on this strategy, we have implemented topic-specific, HR responsibilities for the individual areas and functions. We take responsibility for sustainable executive management with regard to economic, environ-

mental and social aspects. This is also reflected in our Code of Conduct along with the requirements we place on our entire supply and value chain. Not least, as an overarching field of action, the issue of sustainability is an essential element of our corporate strategy.

Sustainability organization

The Executive Vice President Operations has overall responsibility for sustainability. The Chief Corporate Responsibility Officer (CCRO) of the Brose Group reports to him. This position structures and coordinates all issues related to sustainability between the individual functions and divisions that are assigned responsibility for specific economic, environmental and social topics.

The CR Board meets monthly and features representatives from all functional areas that are able to contribute to sustainability. The regions are also included in the discussion via representatives from Detroit/USA and Shanghai/China. The CR Steering Committee acts as a link between the CR Board and the executive management board. It consists of two members of the executive management board along with the CCRO and meets as needed. The necessary decisions on sustainability topics are either rendered directly during these meetings or prepared for presentation during the meeting of the executive management board.

The management systems for environment, energy, health & safety (EHS) and fire prevention and hazard management are consolidated under the term "technical sustainability" and fall under the Chief Operating Officer Production's direct area of responsibility. In addition, environmental and energy coordinators were appointed in every business division. At least once a quarter, members of the EHS Board meet under the leadership of the Chief Operating Officer Brose Europe. These include coordinators from the business divisions along with representatives from Purchasing, Human Resources and Corporate Communications as well as other group functions depending on the topic. The committee assists the executive management board with the implementation of guidelines for environment, energy and occupational safety and health by discussing alternative action strategies and procedures. Purchasing steers sustainability topics related to the supply chain.

Brose sustainability strategy

The Brose Group sustainability strategy was adopted by the executive management board in February 2021 and includes a clear statement on every aspect of sustainability and corporate responsibility. It shows that we not only take responsibility for the financial future of the company, but also for the society in which we operate, the people we work with and the environment on which our very lives depend.

The shareholders and executive management board lead the Brose Group as a global, sustainably operating corporation and base their decisions on the following principles:

Brose is committed to protecting the environment:

Brose factors economic criteria along with environmental aspects into its decision-making to continuously reduce the ecological impacts of operations.

Brose will become a carbon-neutral company:

Brose's objective is to become a carbon-neutral company. A major milestone along the way is operating Brose's locations in a carbon-neutral way by 2025. Wherever this is not possible, high-value compensation projects will be implemented.

Brose shows responsibility towards employees:

Our employees are the bedrock of the Brose Group's long-term success. Key focal points include ensuring fair working conditions and appropriate wages, personalized development opportunities and guaranteeing comprehensive occupational safety and health.

Brose shows responsibility towards society:

Brose takes seriously its social responsibility at all of its locations and sponsors a number of activities that add educational, cultural, social, sports, health, infrastructure, employment and regional value to local communities.

Brose operates according to a Code of Conduct:

Compliance with laws and regulations goes without saying at Brose. Our employees act with fairness and integrity towards each other and external partners and interest groups. Our Code of Conduct serves as a compass and is guided by values such as openness, tolerance, respect, positive human interaction, fairness, reliability and honesty, among others. We call on all our employees to conduct themselves in accordance with this Code and to take immediate, resolute action if they observe any violations.

Brose engages the supply chain:

Brose requires suppliers to comply with principles such as fair business practices, just working conditions, human rights or environmental standards and to expect them from their own suppliers so that these principles are practiced along the entire value chain. Alongside quality and price, systematic alignment and compliance with these principles is a requirement when awarding contracts.

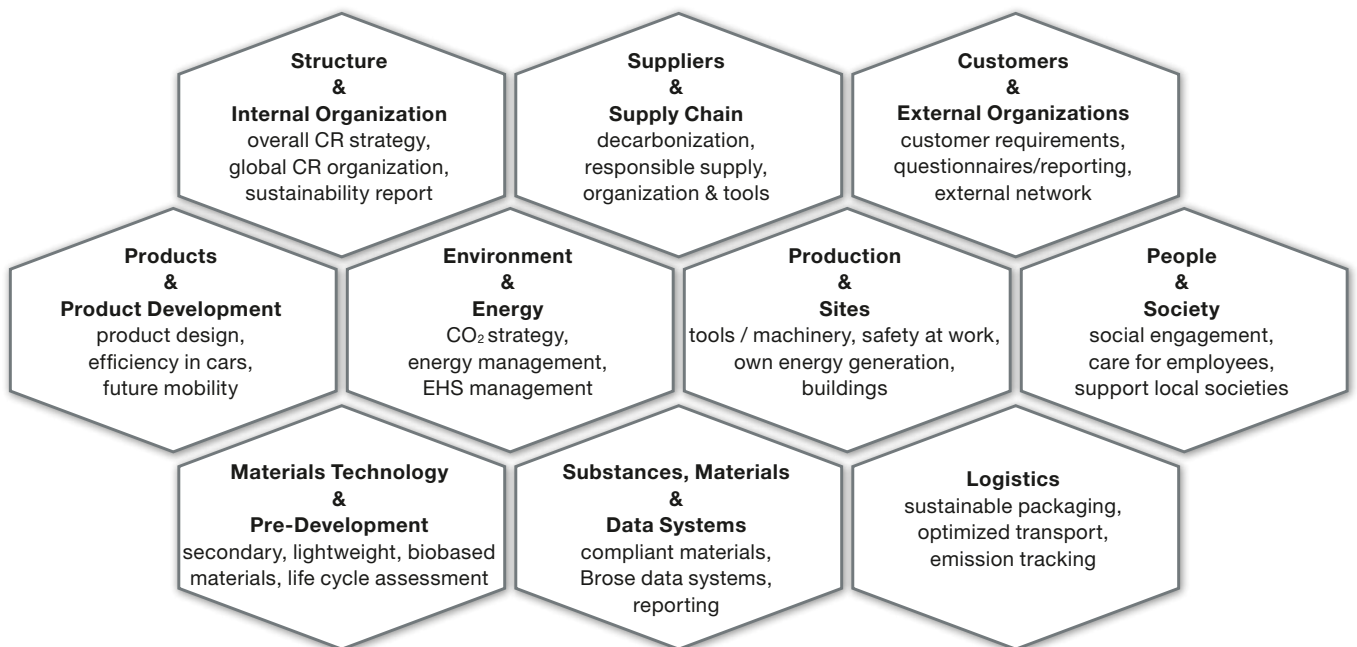
Brose is committed to customers:

Environmental and climate protection and ensuring adherence to social standards are essential for Brose throughout the entire value chain and are embedded in every phase of the product development process. This enables us to offer customers sustainable, future-ready solutions and help them achieve their own sustainability and corporate responsibility objectives.

Fields of action

Based on this strategy, we developed ten fields of action and further cemented them with focal points and target visions. This is the foundation for continuous further development towards a completely sustainable company. At the same time, we also incorporated the subject of sustainability as an overarching field of action in the corporate strategy. This means it impacts all areas and functions and has become an essential building block in ensuring the company's future.

Our sustainability strategy and the fields of action presented were confirmed as the basis for our sustainability activities together with the executive management board in 2022 during the annual strategy workshop.

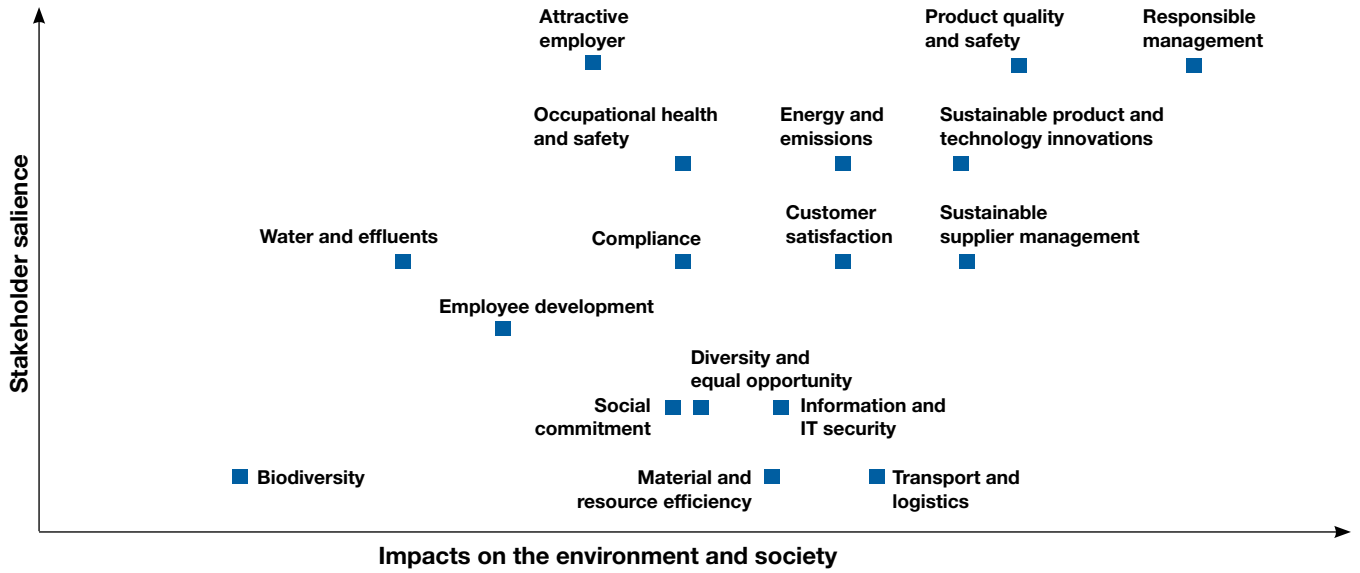


Materiality assessment

To determine the material content of this report, we conducted a multi-step process with an external sustainability consultancy. In the first step a comprehensive, selective list of potentially relevant topics was prepared and then compressed into a shortlist. We used this as the basis for a workshop with those responsible from the relevant functional areas to carry out two assessments. First, the shortlist topics were prioritized from the perspective of our most

important stakeholders (employees, customers, interested members of the public). Second, an analysis was performed to quantify Brose's impact on the environment and society for each topic. The resulting material topics were then validated and released by executive management. In early 2023 the results of the analysis were once again validated and confirmed for this report [GRI 3-1].

Topic matrix for materiality assessment [GRI 3-2]



Compliance and risk management

We further expanded our Compliance Management System in 2022 using the IDW PS 980 certification standard for orientation purposes. The Brose Group Chief Compliance Officer is the Compliance Management System process owner and is responsible for risk-oriented enhancements to the system via the global compliance organization. The system is designed to ensure ethical and legally compliant conduct within the Brose Group. Moreover, it helps us control and minimize compliance risks. We also established a Compliance Committee to advise the executive management board on cross-departmental compliance issues and support the Compliance department. Permanent members include the Executive Vice President Commercial Administration, the Executive Vice President Organization and Human Resources, the Chief Compliance Officer, the head of Auditing and the Group Compliance Officer.

The principal focus of our compliance activities is antitrust law and avoiding corruption. The Compliance Management System encompasses prevention measures in the form of training courses and consultations for employees in individual cases, monitoring of compliant behavior and responses to misconduct such as disciplinary actions or process improvements. Training courses are designed to address the individual risk propensity in specific areas of business and provide information on current planning or changes in legislation.

Regular reviews performed by the auditing department in Brose Group companies and locations support the Compliance Management System in preventing and uncovering corruption. No material cases of corruption or antitrust law offenses were confirmed in 2022; nor did Brose receive any fines or penalties due to corruption or antitrust law offenses.

Code of Conduct fosters and demands ethical conduct

The Brose Code of Conduct was completely revised during the year under review. Content in the sections on export controls, information security and money laundering were updated. Additional topics in the Code of Conduct include responsibility in the workplace, fighting corruption, conduct towards business partners and third parties, avoiding conflicts of interest, fairness and diversity along with quality and product safety.

The Code of Conduct was also translated into English, Chinese, Spanish and Czech in the process and published both digitally on the intranet and in printed form to reach all employees and new hires, including those in skilled trades. The Brose Code of Conduct applies worldwide at all of our loca-

tions. The rules and procedures will continue to be updated and adapted to current demands on a regular basis.

Supervisors are tasked with ensuring that the employees assigned to them understand and comply with the Brose Code of Conduct. The company will not tolerate any behavior that contradicts the Code of Conduct and such behavior may result in legal action. No serious breaches were reported in 2022. Employees with PC access are required to participate in an e-learning course on the Brose Code of Conduct every 36 months. The content of the course was adapted and updated in line with the Code of Conduct in 2022. The courses last about an hour and raise awareness of the behavior norms outlined therein while making employees conscious of proper conduct in their day-to-day work. 8,854 employees completed a corresponding e-learning session in 2022. The average fulfillment rate for the year 2022 is approximately 93 percent worldwide.

Raising awareness for the topic area compliance

Brose also offers on-site compliance training on the topic of "Fair treatment of business partners" in foreign and domestic companies of the Brose Group.

In addition, training sessions were held on general compliance issues for compliance representatives at all of Brose's locations. This was augmented with training on antitrust law topics as part of the introduction of a new antitrust guideline that is applicable group-wide. To raise awareness among employees in particularly risk-prone areas or projects, a mandatory e-learning module on the topic of antitrust law was implemented and went live in August 2022. 8,096 people have completed the course so far, which translates into a participation rate of 88 percent.

An accompanying e-learning module is also planned in the context of the anti-corruption policy adopted in 2022. The anti-corruption policy governs binding, group-wide requirements for accepting and granting gifts and guest services as well as handling potential conflicts of interest. Employees must communicate and document these conflicts in a transparent way so that they can work with their respective supervisors to ensure they are handled in an appropriate manner.

The Code of Conduct for Suppliers and Service Providers obliges our business partners to be socially responsible and comply with all applicable laws, in particular those governing the avoidance of corruption. The Code of Conduct for sup-

pliers and service providers should be seen as a supplement to the existing purchasing guidelines and is attached to the contract. It enters into force when the contract is concluded between the business partner and Brose.

Reporting potential compliance incidents

If employees have questions about compliance topics or are aware of any compliance incidents, we expect them to actively seek a personal meeting with their supervisor to discuss the matter or directly contact the responsible Compliance Officer, HR support officer, the works council or the head of Human Resources Brose Group. Every concern is treated as confidential. Moreover, internal HR audits are conducted to discuss the relevant topics by location and identify the need for action as required. Local and/or global employee surveys can further be used to compile information on inconsistencies.

The Brose Group has introduced the web-based whistleblower system "WhistleB" in 17 languages with accompa-

nying information in all locations outside of Germany (except Russia). Employees, customers, suppliers and other business partners can use this system to confidentially or anonymously report violations against legal regulations. Reports usually involve possible violations of antitrust law, the ban on corruption and corporate security; however, incidents such as theft, property damage or threats may also be reported. In the context of the German Supply Chain Act, which Brose is subject to beginning in 2023, this whistleblower system will also serve as a complaint mechanism for reports on possible human rights violations in employees' own business divisions and within the supply chain.

All details in connection with employees at German Brose company locations were reported by phone or email directly to the responsible Compliance Representative. The introduction of the web-based whistleblower system in Germany is scheduled to coincide roughly with the German Whistleblower Protection Act (HinSchG) in order to meet upcoming legal requirements.

Tax management

As a family-owned German company, we are aware of our responsibility to society when it comes to meeting our tax obligations. The Brose Group is committed to tax compliance via the C.A.R.E. Principles (Compliance, Attitude, Responsibility, Enforcement) in its internal Code of Conduct. This includes adhering to national and international tax laws. We also acknowledge that tax payments made by the Brose Group in specific countries are crucial revenue sources that can support public, economic and social projects.

The Executive Vice President Commercial Administration is responsible for taxes and tax strategy. He delegates tasks to Finance and Taxes Brose Group and the local Finance competence centers. Finance and Taxes Brose Group functions as the tax department for Germany and also coordinates the Brose Group's foreign tax roles. The head of Finance and Taxes and the Executive Vice President Commercial Administration share a constant exchange of information on key aspects of this topic. Among other things, these include current and future developments with respect to foreign and domestic legislation, the status of the risk assessment and the

implementation of risk-mitigating measures or controls. Furthermore, the Executive Vice President Commercial Administration keeps the shareholders and advisory board abreast of important tax-related issues and the tax risk assessment. An internal control system (ICS) for taxes was implemented to control and reduce domestic tax risks and comply with tax guidelines. Finance and Taxes Brose Group strictly adheres to tax guidelines and continuously monitors and improves processes and controls. Backed by the active support of the Executive Vice President Commercial Administration, the Brose Group has a modern, world-class tax function. Ongoing education and training opportunities for all employees via internal and external training courses ensure that this tax function continues to evolve and improve.

To review and validate our position, the Finance and Taxes group function also relies on internal and external expertise when needed. An auditing firm confirms our tax items in the annual financial statements. As part of its digitalization effort, the Brose group is working to further automate its processes and continually expand IT-based controls. Among other

things, this includes IT-assisted modeling of tax-related processes to further improve the Tax Compliance Management System (Tax CMS) along with tool-based documentation and review of potential reporting obligations within the scope of EU DAC6 Guidelines.

The Brose Group follows a management approach to taxes aimed at avoiding impermissible tax reductions and tax evasion and always ensuring compliance with statement, reporting, cooperation and documentation obligations to tax authorities.

We do not engage in aggressive tax planning activities and we pay taxes wherever we operate in a value-adding capacity. Finance and Taxes Brose Group and the decentralized tax departments maintain a professional, transparent and coopera-

tive relationship with the tax authorities. Considering stakeholder interests is important to us in order to ensure the long-term success of our company and not lose sight of our objective of achieving a balanced tax burden in the process.

Tax concerns raised by employees, customers, suppliers and other business partners can be reported via our web-based whistleblower system WhistleB. Employees at German Brose companies were able to contact the responsible Compliance Representative by phone or email during the reporting period.

Our involvement in associations, ongoing professional education and training to enhance our tax skills and an exchange with internal and external stakeholders help us constantly improve our tax position in line with our company principles.

Information and IT security

Brose's central Information Security Management System (ISMS) forms the core of our strategy for information and IT security. The Chief Information Security Officer (CISO) and his department are responsible for information and IT security in the Brose Group. As a staff department of the Chief Information Officer (CIO), it reports to the Executive Vice President Commercial Administration. This regular exchange enables the departments to engage in joint efforts to ensure corporate security, product safety and data privacy.

Reviewing risks

We use the Basic Protection (*IT-Grundschutz*) Compendium promulgated by the German Federal Office for Information Security (BSI) to assess threats. The Information Security Working Group reports existing threats to the CISO's teams on a quarterly basis. Brose records the risks in the ISMS, assesses and continues to track them. We use a scanner to uncover vulnerabilities in our IT systems at a minimum of weekly intervals. The results are registered in our central ticket system for processing and automatically assigned to the respective system or application owner. The centrally defined data classification makes it easier to identify sensitive data. Brose also prepares for cyberattacks with the help of regular security training

courses. A global guideline provides deadlines for deploying software updates. The deadlines are based on the Common Vulnerability Scoring System (CVSS) and the threat levels for the individual devices.

To provide our customers with proof of compliance with minimum information and IT security standards, we regularly undergo TISAX (Trusted Information Security Assessment Exchange) certification testing. 17 locations in China, North America, Mexico, Europe and India were successfully audited according to Assessment Level 2 in 2022.

Involving employees and business partners

All employees must complete an e-learning course on cybersecurity followed by an exam each year. Additional e-learning modules covering information and IT security topics supplement these mandatory courses. We build on this training by raising awareness among employees with measures designed for specific topics and target groups. These training courses include on-site events and practical recommendations for action. We plan additional instruction for employees in HR roles and in the development departments, because they frequently come into contact with sensitive data in their day-to-day work.

Data privacy

We are also aware of our responsibility when it comes to data privacy and believe that compliance with legal guidelines goes without saying. We rely on our employees' cooperation to meet this goal. For example, the Brose Code of Conduct and binding internal processes for all employees and functions ensure data is handled in accordance with data protection legislation.

The European Union's General Data Protection Regulation (GDPR) plays a crucial role here. The EU Data Protection Management System was established to meet the standards outlined in the regulation. It is based on the VdS guidelines for implementing the DSGVO (VdS 10010:2017-12 (01)). The data protection manager and the local data protection coordinators and data protection officers ensure compliance with the GDPR. To this end, the data protection manager regularly reports to the Compliance Committee and exchanges information on strategies, processes and existing threats with the CISO as part of the Information Security Working Group.

Internal guidelines on compliance with the regulation apply to all employees at our European locations. All employees with access to a PC must complete an e-learning course on EU data protection every two years. Their employment contract also requires them to maintain confidentiality. We raise awareness of issues related to data protection laws among employees with measures designed for specific topics and target groups. Employees in HR roles and in the IT and development departments frequently come into contact with large volumes of sensitive and personal information in their day-to-day work, which is why they will receive additional instruction in the future.

To ensure that personal data remains adequately protected even when tasks are outsourced to service providers, we will conclude the legally necessary contracts (in particular according to Article 28 GDPR) with suppliers who process orders and information for us. In the year under review, only minor incidents were reported, the causes of which we immediately remedied.

Sustainable procurement

Brose is working on establishing the most efficient and resource-conserving company-wide methods of purchasing raw materials and products while considering both internal and external supply chain sustainability requirements.

The Supplier Innovation and Sustainability team is responsible for coordinating sustainability requirements within the supply chain. The team's tasks include ensuring suppliers comply with requirements and continuously further developing the corresponding processes. Our Code of Conduct for Suppliers is the framework for compliance with sustainability requirements. To continuously expand and establish our processes, we participate in industry initiatives aimed at improving transparency in our supply

chains, realize regular benchmark meetings with leading businesses in the automotive sector and unrelated segments and convey our insight through training courses and supplier discussions within our supply chain.

High standards and initiatives for more sustainable procurement

We rely on premium quality suppliers and set high standards for purchased parts and capital goods to exceed our customers' expectations. Even before awarding a contract, Brose conducts a thorough review of the supplier's technology and process capabilities. Acceptance of the Brose Code of Conduct, where we have compiled our high social, ethical and environmental standards,

forms the basis for our continuing collaboration. Regular progress checks are carried out once a contract has been awarded. The supplier must deliver precise information regarding the project and the project development status. Upon series start we perform additional assessments and evaluate compliance with our high quality standards. Our guidelines are aligned with those of the automotive industry in accordance with IATF 16949 (International Automotive Task Force).

To satisfy the constantly rising automotive market demands for sustainable procurement, Brose is not only a founding member of the RSCI (Responsible Supply Chain Initiative), but also provides the chair who spearheads the initiative. RSCI focuses on compliance with standards relating to human rights, forced and child labor, occupational health and safety and environmental protection, and is an essential component of risk management in relation to our suppliers. The sharing platform delivers comparable audit results and thus leads to mutual acknowledgment of these outcomes in the supplier network. In addition, Brose is part of the Sustainability Task Force of the German Association of the Automotive Industry (VDA), where we collaborate with automakers and tier-1 suppliers to create unified standards for protecting the environment and human rights.

Launched in 2022, RSCI prevents multiple audits and minimizes auditing expenditure overall throughout the industry. Brose commissioned the first of these audits in 2022. They will be conducted in 2023 and then transferred to regular operations in supply chain risk management. At the same time, these efforts also take into consideration the sustainability requirements of a wide range of stakeholders in our industry.

To structure Brose requirements and make these available to suppliers, we consolidated them into two Brose standards on sustainability alongside the Supplier Code of Conduct. We use these standards to describe the requirements and expectations we have of our suppliers to determine and successively improve their ecological footprint and work together with Brose to achieve long-term climate neutrality targets in both our processes and the products we deliver. We have specific requirements regarding the emission reduction steps needed to achieve 2025, 2030 and 2035 milestones and climate neutrality in 2039, and to increase the use of secondary material and recycle in the products we procure.

2022 marked the first time we surveyed the status of suppliers with regard to their ability to implement the Brose standards. The findings on emissions and processes, energy consumption and material usage obtained from this survey are a solid foundation for further implementing our Brose sustainability strategy with our suppliers. We will also use these insights to estimate the amount of support our suppliers require to implement sustainability requirements and respond by continually adapting our education and training offers.

We demand zero-defect products from our suppliers based on the principle of avoiding errors throughout the entire supply life cycle. Suppliers must provide detailed documentation of their quality management measures. This includes initial sample documents or proof of qualification and requalification of the delivered parts. We take a similar approach to supplier approval for capital goods.

We strive for positive, collaborative partnerships with all of our suppliers, a consistent quality management system and continuous improvements to processes and products. We use audits to ensure the presence of effective management systems (IATF 16949). The validity of the certification is reviewed on a regular basis and considered in our supplier rating.

Supplier assessment of ecological aspects

At Brose our approach is to map the entire production and product life cycle in the most ecological way possible. Our environmental management system is based on the ISO 14001 standard. We also expect our suppliers and delivered parts to meet the highest ecological production and product life cycle standards possible. The Code of Conduct for Suppliers requires them to be socially responsible and comply with all applicable laws. We perform a specific review of ecological criteria for new suppliers.

To support our suppliers' efforts to implement environmental protections, we launched a series of training courses in 2020. They cover the necessary standards and additional expectations Brose has on suppliers. Topics not only include environmental protection but also the sustainable reduction of emissions in our suppliers' products and processes. In late 2021 we expanded our training program into three different modules and offer them in all of the regions where Brose purchases goods. These training courses were offered and held in Asia, North America and Europe in 2022. A total of 19 participants from 13 different

Brose suppliers attended these training courses, which were held both as in-person and online events. Pilot projects were launched for 2023 to increase the reach of the training courses and the information presented therein and make them more appealing to suppliers.

Employment conditions along with ethical and moral principles

In the spirit of our Code of Conduct and company principles, we encourage employees to exercise their freedom of association and engage in collective bargaining. These principles apply in the same way to every vendor the Brose Group works with. We have high expectations of ourselves and our suppliers when it comes to employment conditions. Our Supplier Code of Conduct is an integral part of every Brose supply contract. To our knowledge, none of our vendors tolerates child labor or dangerous working conditions. Similarly, to our knowledge, we work exclusively with suppliers that do not subject their employees to forced or compulsory labor. Moreover, we are unaware of any cases where suppliers do not meet our company's ethical and moral principles.

We always review every new supplier's capability and performance. We use the supplier onboarding process, supplier self-assessments and additional evaluations of key issues such as innovative strength or environmental management systems for this purpose. As part of the process, Brose sends all potential suppliers a Self-Assessment Questionnaire (SAQ). This Self-Assessment Questionnaire requires suppliers to make explicit statements regarding their moral principles and internal compliance rules, among other topics.

Among other things, companies must be able to provide information on whether they can assure that no child or forced labor and no discrimination is tolerated on the basis of gender, race, skin color or similar. These questions are based on the Code of Conduct that is binding for all Brose Group employees worldwide and is a fundamental part of our supplier management. Our Global Terms and Conditions of Purchase are available online at: <https://www.brose.com/de-en/purchasing/general-terms-and-conditions-of-purchase/>

To underscore our efforts beyond our corporate and supply chain boundaries, Brose is an active member of the sector dialogs with the automotive industry as part of the National Action Plan for Business and Human Rights (NAP)

promulgated by the German Federal Ministry of Labor and Social Affairs. Key members include reputable manufacturers and suppliers alongside countless non-government organizations and stakeholder groups. Brose expressly welcomes the recommendations for action drafted during the sector dialogs, as they provide us with valuable orientation aids for implementing the due diligence obligations outlined in the German Supply Chain Act, whose requirements Brose has consistently reviewed and embedded into its procurement processes and strategies since the law was published in July 2021.

Goods procurement in the regions and localization rate

Around 1,280 suppliers from 55 countries throughout the world deliver products to the various locations of the Brose Group. During the 2022 fiscal year we procured 53 percent of goods and services from suppliers in Europe, 25 percent from North America, 21 percent from Asia and 1 percent from Brazil. Our suppliers' share of value added is about 60 percent.

The overall localization rate within the respective regions is 87 percent. This is just one of the ways we strengthen local economies and optimize transport routes, while simultaneously creating more local jobs.

When procuring new systems we also ensure that they meet our high environmental and energy efficiency standards. Our internal Production Equipment Specifications "Work Safety and Environment – Brose Norm (BN) 589580" are always an integral part of our technical specifications, which ensures these environmental and energy efficiency standards are firmly anchored in the procurement process. The BN 589580 standard defines minimum requirements for protection and prevention in planning, producing and building production equipment. Alongside economic efficiency, worker safety and environmental protection are criteria set by our own standard.

Stakeholder engagement in purchasing

The Brose Group values continuous communication with suppliers and customers and works hard to maintain the best possible business relationships, for example by conducting regular supplier surveys. We use these to determine whether our vendors continue to meet Brose's high standards.

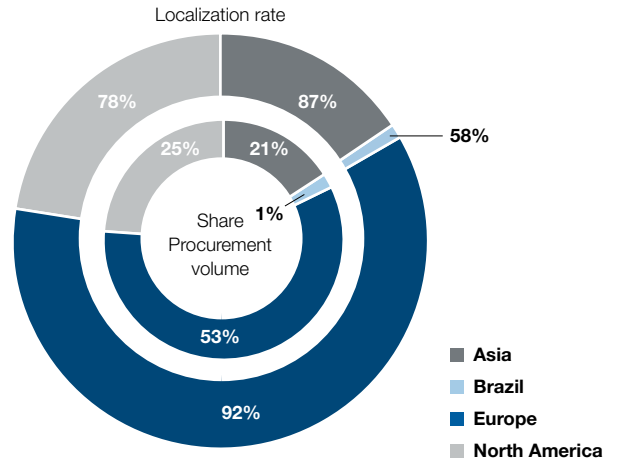
Sustainability was one of four focus topics at the annual Brose Technology Day in 2022. Around 1,000 guests were able to meet with suppliers on-site to find out more about their individual contributions to sustainability and share ideas and information on the implementation of Brose projects. Topics covered everything from digitalization solutions to emissions calculations, low-emission steels in Brose products and questions concerning supplier transparency on human rights, occupational safety and environmental protection.

One supplier received its first supplier award for outstanding achievements and efforts in the area of sustainability.

The awards ceremony took place during TechDay with the executive management board attending and will now be held on an annual basis.

Share of procurement volume and localization rate

in percent by region



Environment

In the context of our identity as a family-owned company with global operations and an over 110-year corporate history, environmental protection and resource conservation are high priorities for Brose. Our environmental management system is based on international standards and is located in the central division Production. The Occupational Safety and Environment (ZAU) department is responsible for topics such as the environment, occupational safety, energy and fire pre-

vention. As a result, ZAU sends defined targets to locations via the EHS program every three years and follows up on these targets.

When it comes to materials, Brose considers the carbon footprint from raw material extraction to recycling. We also test multimaterial systems, recyclate granulate, biopolymers and natural fiber-reinforced composite materials.

Product life cycle, environmental management and energy management

Our “Guidelines for environment, energy and occupational safety and health” document our commitment as a globally operating company to utilizing environmentally friendly technologies. We monitor compliance with all rules and laws related to the environment and work to counteract violations. The Brose Group records all incident-related pollution. No significant pollution due to waste, chemicals or uncontrolled emissions released into the environment was reported during the period under review. No fines or other non-monetary sanctions were issued in 2022.

Brose has balanced the ecological footprint of its products for over two decades with the assessment standard it developed in-house (Brose Norm 590020). This tool not only evaluates carbon emissions over the entire life cycle, but also compares criteria such as material and resource efficiency, the share of regranulate and recyclate, material and thermal recyclability and the material used for packaging and packability with a predecessor or reference product. We also determine the share of reusable components in our products and aim to minimize the use of resources. In addition,

we make efforts to bundle material and product transports. From the top echelons of management to individual employees, Brose is committed to the steady improvement of the ecological efficiency of our business. This is defined in the Brose Code of Conduct.

Our annual certification according to DIN EN ISO 14001 shows how efficient our environmental management system is in all of the production locations of the Brose Group. Our process management is also certified according to IATF 16949.

To improve the energy efficiency of our production and infrastructure, we have also introduced in select locations an energy management system that is certified according to the requirements of the DIN EN ISO 50001 standard. In 2021 the system was expanded to include the Taicang/China location, meaning that 18 locations were certified with the energy management system. A total of 55 percent of Brose employees worked at an ISO-50001-certified location in 2022. We publish the respective ISO certificates on the Brose website.

Sustainable product and technology innovations

In terms of company policy we are always reducing damaging environmental effects across the entire life cycle of our components and systems. Our “Guidelines for environment, energy and occupational safety and health” form the basis for this. When reducing damaging environmental impacts, the focus is on lightweight design along with the corresponding savings in energy and resource consumption. But the selection of materials also has a major impact on the ecobalance of our products, which is why we try to use simple, recyclable materials whenever possible and determine a recyclability rate for each product family. Energy efficiency is yet another factor that plays a key role in selecting the right supplier when procuring new systems.

We have representatives at the group and business division levels who are responsible for product safety. Since they are often assembly components, Brose products do not usually require their own certification. However, in individual cases they may be certified by the German Federal Motor Transport Authority (KBA). Risk assessments are performed according to the FMEA method, with improvement measures being implemented until there are no more assessments classified as critical and approval is granted.

We reduce the carbon footprint of the products themselves and our production as a whole by incorporating manufacturing processes that avoid waste along with energy-efficient technologies. Our extensive expertise and knowledge of materials and processes is a key advantage, demonstrated for instance in our increased usage of plastics with recycle or an improved ecobalance.

To reduce carbon emissions in production and during the service life of our products, we constantly strive to improve

them, with smaller form factors and lower weights being among our highest priorities. We made significant progress with multiple products in every business division during the reporting year. The basis used for calculation is the simplified Life Cycle Assessment according to Brose Norm BN 590020, which is based on EN-ISO 14040, 14044 and 14067. It is performed in a special tool whose features, such as the data basis, undergo continuous enhancement. The defined service life is based on a useful life of 200,000 km, taking diesel, gasoline and electric motors into account.

The reduction is calculated using the difference between the carbon footprint and the reference product and the number of products produced in the first twelve months. The three business divisions employed savings measures such as weight reduction and logistics optimizations to save a total of 345,356 t of CO₂ in 2022.

This reduction translates to an average of 4.1 percent of the annual product-related carbon emissions. We achieve this through measures whose impact can be presented by the simplified Life Cycle Assessment as CO₂ equivalents. These measures include lowering material and energy usage, achieving weight savings and reducing hazardous substances and emissions in general.

The Brose Group participates in official audits and certifications. Our ISO 14001 and ISO 50001-certified management systems for energy and the environment assure compliance with the relevant, industry-specific environmental requirements in product design and manufacturing. Using international standards makes Brose products more transparent and easier to compare.

Energy and emissions

In 2022 total energy consumption among all Brose locations was 1,544,835,600 MJ. This includes consumption of energy sources such as electricity, gas, district heating and heating oil that we need for our manufacturing processes and administration buildings.

The main type of energy Brose uses is electricity (58 percent), followed by gas. The majority of gas consumed goes toward our own electricity production and paint finishing systems.

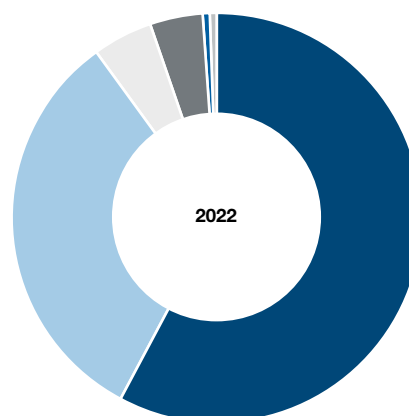
The share of renewable energy in power consumption is 43 percent; the share of renewable energy in total energy consumption is 26 percent.

The energy intensity of the Brose Group during the reporting year is 338 kWh/thousand euros. We believe this ratio of energy consumption to plant costs excluding material and tool costs is relatively low.

Energy consumption

in megawatt hours by energy type

	2020	2021	2022
	MWh	MWh	MWh
■ Power	216,298	242,787	250,076
■ Natural gas	127,239	137,059	140,020
■ Fuels	21,449	20,651	20,933
■ District heating	14,766	16,918	17,082
■ Heating oil	932	499	444
■ Liquid gas	689	559	566
Total	381,373	418,473	429,121



Measures for reducing greenhouse gases

As part of our environmental program, we set targets to reduce our annual energy consumption by 3 percent by the end of 2024, thereby simultaneously cutting greenhouse gas (GHG) emissions. We defined absolute values based on energy consumption in 2019 as target figures. We also aimed to reduce product-related carbon emissions in the three business divisions by 220,000 t during this period.

During the 2022 reporting year, we implemented 40 individual measures in our production locations designed to increase energy efficiency and reduce greenhouse gas-

es. This saves us 1.2 GWh annually. The measures were primarily related to cross-sector technologies deployed across various manufacturing processes, such as compressed air, lighting, cooling or ventilation.

We also installed yet another energy-efficient servo press at the Coburg location in 2022. Based on manufacturer specifications, the unit uses about 40 percent less energy than conventional presses thanks to the servo-mechanical drive and the installed energy recovery system. We confirmed this technical data with internal measurements.

With a 77-percent reduction in energy consumption, expectations surrounding the energy savings potential were significantly exceeded.

Energy savings thanks to efficiency measures

in megawatt hours

	2020	2021	2022
MWh	1,629	1,795	1,249

We also placed an order for two drive-in climatic chambers with CO₂ as a refrigerant instead of R23 (fluoroform) in the freezing stage. The climatic chamber will be used in the testing area for access & closure systems. We worked with our system manufacturer to implement the first project of this size using CO₂. This measure enables us to mitigate the risk of serious environmental damage due to refrigerants in the event of an incident. Each system reduces global warming potential by 114 t CO₂ equivalents. Successively replacing the climatic chambers also allowed us to raise the overall efficiency of our Exterior testing area by 2 percent.

The Brose CO₂ balance is based on the international Greenhouse Gas Protocol standard. Emissions comprise:

- Direct emissions from oil and gas consumption along with the Brose fleet and Brose Flugservice GmbH (Scope 1)
- Indirect emissions from generated power and district heating (Scope 2)

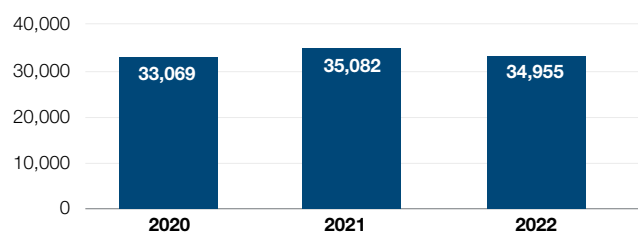
- All additional, indirect emissions from manufacturing and transport processes in the supply chain and other indirect emissions arising through the use of our products or waste disposal. This also includes emissions generated by business travel (Scope 3).

The CO₂ equivalent for Scope 1 and Scope 2 reporting is calculated by multiplying primarily local emissions factors with the computed fuel consumption. In certain locations we also use factors from the Intergovernmental Panel on Climate Change (IPCC) database.

The CO₂ equivalent for Scope 1 emissions from all of the Brose Group locations in the 2022 fiscal year is 34,955 t. Scope 1 emissions remain at the previous year's level. It was possible to reduce Scope 2 emissions to 88,567 t CO₂ equivalents due to the higher share of renewables.

Scope 1 emissions

in tons of CO₂ equivalent.

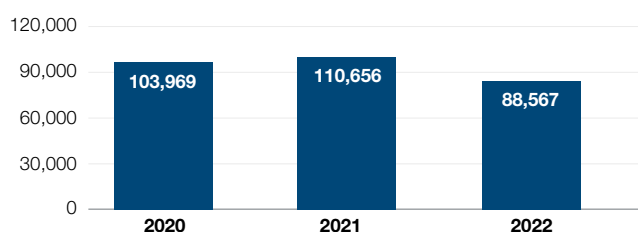


Emissions from generating purchased energy

We include local emissions factors in our calculations of emissions from purchased energy. Total Scope 2 emissions in the Brose Group broken down by percentage is 27 percent in our locations in North and Central America, 55 percent in our Asian locations and 18 percent in Europe – which also includes Brazil and South Africa for organizational reasons.

Scope 2 emissions

in tons of CO₂ equivalent.

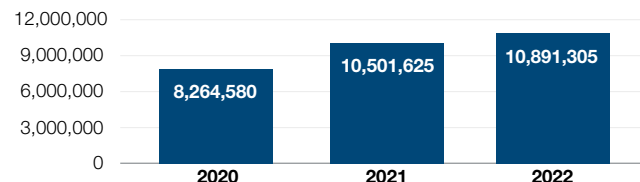


Emissions from the downstream value chain

The total of all Scope 3 emissions from the Brose Group locations in the 2022 fiscal year is 10,891,305 t of CO₂ equivalents. Most of our Scope 3 emissions are associated with the use of our products in our customers' finished products. We consider the following factors when determining these Scope 3 emissions: useful life, drive type and part weight.

Scope 3 emissions

in tons of CO₂ equivalent.



Determining the intensity of GHG emissions

The intensity of greenhouse gas emissions (GHG) in the Brose Group is reported annually in the Carbon Disclosure Project. Three different quotients are provided. They refer to the ratio of Scope 1 and Scope 2 emissions to annual sales, number of employees and energy utilized. The purchase of electricity with a lower carbon footprint and the renewed increase in production output improve the key figures.

Intensity quotient of GHG emissions

in tons of CO₂ equivalent and percent by category

	2020	2021	2022	Difference in percent vs. previous year
t CO ₂ /million euros in sales	27.5545	27.0888	19.3003	-28.8%
t CO ₂ /employee	5.417	5.6988	4.6847	-17.8%
t CO ₂ /MWh	0.3603	0.3465	0.2878	-16.9%

Material and resource efficiency

The Brose Group is aware of its responsibility when it comes to conserving our earth's limited resources. We are working on this topic in many different areas of the business in order to identify and achieve potential related to more efficient use of resources. Our goal is to manufacture products that are free from hazardous substances to protect our consumers' health.

We installed an additive manufacturing system, e.g. for our electric air conditioning compressor housing, for the tool-free, material-efficient production of metal components. We expanded the scope of components for the initial equipment of production vehicles during the reporting year. Additive manufacturing processes augment conventional processes in meaningful niche applications and special variants. Compared to conventional manufacturing methods, material expenditure decreases of up to 90 percent can be achieved provided the product is designed with additive manufacturing guidelines in mind. The elimination of tools saves materials, money and time. This enables the production of vehicle components that

are more efficient both in terms of materials and costs than their traditional counterparts. In the scenario implemented for two customers with a volume of 1,500 units, additive manufacturing enabled wall thicknesses to be significantly reduced, in some cases even halved. The production-optimized design made it possible to achieve emissions savings of 10 to 20 percent compared to conventional production. These calculations use the cradle-to-gate method as the basis for analysis, from resource extraction (cradle) to the factory gate. Furthermore, a new aluminum material was introduced to the additive manufacturing materials portfolio during the year under review. The material is produced on the basis of sustainable secondary aluminum. This is intended to produce much of the production scope in the future, product specifications permitting. Moreover, Brose managed to release resource-conserving polymer materials and lightweight materials that we assessed using testing in our own Technical Center in Coburg for production during the year under review. During testing we collected data on mechanical performance, processing properties, odors and emissions values in production, among other parameters.

Use of materials for products

in tons by material

	2020		2021		2022	
	Use of materials	Difference in percent vs. previous year	Use of materials	Difference in percent vs. previous year	Use of materials	Difference in percent vs. previous year
Steel	324,617	-14.75%	420,445	+29.52%	401,599	-4.48%
Filled/reinforced plastics	63,746	-6.18%	68,095	+6.82%	87,727	+28.83%
Copper/copper alloys	9,017	-37.78%	15,540	+72.34%	10,639	-31.54%
Plastic	14,704	+0.1%	13,685	-6.93%	21,191	+54.85%
Aluminum/aluminum alloys	14,744	-5.78%	10,388	-29.54%	17,116	+64.77%
Other metals	6,796	-31.03%	7,382	+8.62%	8,998	+21.89%
Elastomers	1,177	+53.66%	1,398	+18.78%	1,002	-28.33%
Magnesium/magnesium alloys	727	+101.94%	887	+22.01%	831	-6.31%
Zinc/zinc alloys	691	-0.1%	620	-10.27%	602	-2.90%
Other	0	-100* %	0	0	0	0
Total	436,220	-13.67%	538,440	+23.50%	549,704	+2.09%

*Other absorbed in listed materials

Use of secondary raw materials

in tons by material

	2020		2021		2022	
	Use of materials	Share of secondary raw materials	Use of materials	Share of secondary raw materials	Use of materials	Share of secondary raw materials
Steel	324,617	142,832	420,445	105,111.25	401,599	100,399
Plastic	78,450	23,535	81,780	3,271.2	109,919	4,396
Aluminum	14,744	8,846	15,540	6,216	17,116	6,846
Copper	9,017	3,877	10,388	0	10,639	0
Total	426,828	179,090	537,048	114,598.45	539,272	111,641

Waste treatment and prevention

In general, we try to avoid generating waste whenever possible, which is why we use returnable packaging for shipments. However, since it is not possible to stop waste from being generated entirely, we separate it by type in our locations to ensure effective disposal and recycling. The waste generated in our locations comprises: scrap for recycling, household or commercial refuse, metal waste and special waste.

We set a key target in 2022: implementing waste prevention and/or reduction projects by the end of 2024 and reducing at least 5 percent of the amount of waste generated at our production locations (1,641 tons).

Documenting waste paths helps ensure that waste is transported away and recycled or disposed of in accordance with legal requirements. When selecting disposal companies we

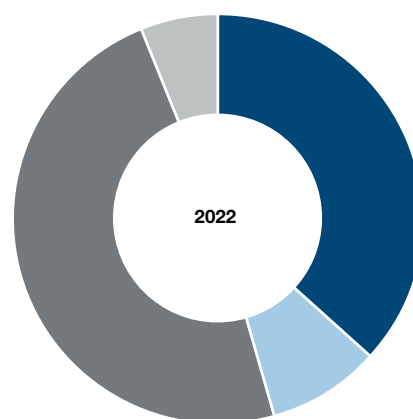
consider legal requirements, existing permits and completed service provider audits to ensure the various types of waste are disposed of in a professional manner. Waste is almost exclusively sent to local disposal specialists. Waste is never transported across borders and residual materials are never exported.

We also assess the reliability of our disposal specialists each year. As in previous years, most (98 percent in the reporting year compared to 98.1 percent in the previous year) of our disposal companies were rated as exemplary. We have not determined any violations against legal requirements among any of the disposal companies. We expect 2 percent (previous year: 1.9 percent) of the disposal companies to implement improvement measures, particularly with respect to documentation.

Amount of waste types⁵

in tons

	2020	2021	2022
■ Scrap for recycling/energy recovery	13,599	13,571	13,770
■ Household/commercial refuse	2,627	3,021	3,365
■ Metal waste (scrap)	13,594	16,087	18,048
■ Special waste	2,130	2,308	2,276
Total	31,950	34,987	37,459



⁵Deviations possible due to rounding.

Water and effluents

There has been no change in the total water volume in fiscal year 2022 compared to 2021. In relation to sales and the number of employees, respectively, the demand for water has decreased somewhat. Water consumption per employee and workday is approximately 76 liters. Water is obtained as well water (30 percent) and municipal water in potable quality (70 percent). We use fresh water to cool production processes, as process water in surface technology, to apply cooling lubricants in washing systems, to water green spaces, in the canteen and in break rooms and for cleaning buildings.

We want to continue to reduce our demand for water with a consistent water management system. Our focus lies on water with high purity levels and processes that result in effluents with high levels of pollution. This is why we introduced a system in 2016 that enables us to measure and evaluate our water consumption along with steps for reducing it. This system is designed to uncover the reduction potential of our “water footprint” and visualize this information in the “Water Saving Actions” report. The weighted inclusion of water flows in the “Water SharePoint” by region, level of purity or use does not contribute locally to an increase in transparency and identification of savings potential. There will no longer be a “Water Footprint SharePoint” in 2023, and water consumption will only be recorded via the general environmental performance indicator system.

The savings potential in surface technology is still the most relevant, as this is where the highest water consumption rates are seen. It has a 98 percent share of our process water requirement, which corresponds to 12 percent of all fresh/potable water needed. This is why we are further developing the new waste water concept for the surface coating system: evaporators keep water inside the plant in separate circulation systems. This more energy-intensive process only offers ecological advantages in regions with less water and in areas with unsuitable public drainage systems.

The WWF “Water Risk Filter” was used to determine the locations in areas with “Water Stress”. We introduced an in-house weighting system for reducing fresh water and effluents. It considers the availability of fresh water in the region, the effluent contaminant load and the infrastructure required for wastewater treatment.

Resource-conserving systems at our locations

In general, when procuring new systems we focus on de-

creasing water demand and contaminant load in wastewater while ensuring ground water and soil remain protected. This is accomplished by identifying systems that play a key role in water conservation early on in the procurement phase. Environmental experts identify all relevant requirements for the system using the “EHS Tracker” template that accompanies the procurement process and define these in the technical specifications so that they are taken into account by the plant manufacturer. Regular inspection and maintenance work ensure safe operation of systems that process substances that could contaminate water.

One example of our efforts in this area is the dramatic reduction of the specific water consumption of our nine-zone system for cathodic dip painting, specifically due to recirculation, cascades, bath maintenance measures and process control. The latest-generation systems consume 5.6 liters per square meter of painted surface. The effluents we treat in our own plants are emptied into the public sanitary sewers. This helped cut the water requirement in half again at the effluent-free CDP plant in China.

Paint finishing systems require sterile water with low conductivity, which is why we desalinate fresh water using reverse osmosis. The saliferous water is led in through the sewer. Since the Querétaro-Aeropuerto (Mexico) plant is located in an arid region, the saliferous concentrate from the reverse osmosis system is mixed together with rain water in a collecting tank and then used to water green spaces. This allows us to reduce the plant’s fresh water requirements by 40 m³ daily.

Specific water removal

Brose uses a variety of sources for its daily water needs. Sanitary and social services used over 39 percent of fresh water during the year under review; 12 percent was used as process water for surface technology. We used 47 percent of fresh water for irrigation and 2 percent for cleaning and washing processes. Well water is used almost exclusively for cooling purposes in our German locations; it is led back to the ground water via drainage shafts wherever possible.

Treated and reused water

Brose has effluent treatment systems, but it does not have its own water treatment systems. The reason for this is the position of our locations where a well-developed municipal infrastructure ensures the corresponding water treatment, thereby enabling water to be returned to surface water. Our

Querétaro Aeropuerto/Mexico location is one exception. Here effluents are treated in the industrial park's own effluent treatment system and provided to the businesses located there again for reuse. We are aware of our responsibility when it comes to a resource as valuable as water and we are working hard to conserve potable water as much as possible. At the same time, very few of our production processes require water.

Effluent discharge systems and water quality

The Brose Group generated 621,000 m³ of effluents in 2022. Due to the high water quality we can lead part of this back into the storm water sewer either directly or following treatment. More than anywhere else, this is possible in our European locations. The ground water the Hallstadt location takes for cooling purposes is used in separate cycles and monitored systems and can be reintroduced via drainage shafts after use. Effluents from paint finishing systems are treated in a batch plant prior to being led into the sanitary sewer. A chemical process is used to remove heavy metals, oils and lubricants.

We are increasing our use of sand traps and gasoline traps to irrigate our parking areas. To ensure smooth operation of these systems, we inspect them according to the same crite-

ria in all of our locations. The remaining water that is not led away via storm water sewers or ground water is disposed of via the public sanitary sewer system. These systems are subject to effluent regulations in the respective municipalities.

Thanks to efficiently designed plants and optimized processes, water consumption for our technical processes at the locations has now been optimized to the greatest possible extent. This is demonstrated, for example, by the "Responsible Use of Water Resources" award presented by the state of Querétaro to the Aeropuerto plant in Mexico. The fact that only three of the seven environmental clusters were able to achieve the water savings target outlined above during the reporting period is due in particular to the low reduction potential that remains.

Further considerations and reviews with regard to economically efficient and meaningful potential showed that the locations had already reached a high standard in 2021 and that there was no need to set a new target for reducing the water footprint in the 2022/2024 environmental program. There is scope for reductions in the irrigation of green areas that we will continue to keep and maintain for the time being. In some locations, the use of drip irrigation systems or resistant grass species is already reducing water demand.

Biodiversity

Biodiversity – the science of varied lifeforms – governs the protection of ecosystems on land and in the water. The progressive fragmentation and destruction of natural habitats is considered to be the greatest danger for the biological diversity of our planet. Biodiversity is also viewed as one of the most valuable foundations of human welfare.

Scientists see negative influencing variables on biodiversity among other things in soil sealing, climate change, increased concentrations of CO₂ in the atmosphere and in high levels of nitrogen in our waters. The latter is not only caused by

over-fertilization, but also by vehicle emissions. As a globally operating company, it is important to us to have a positive impact on these influencing variables. For Brose the primary course of action is not only to achieve lower carbon emissions in our locations, but also to reduce the weight of our products. After all, if vehicles weigh less, then carbon and other harmful emissions may also decline during the life cycle in which our products are integrated. Moreover, material-efficient components and processes reduce the consumption of natural resources and space.

Employees and society

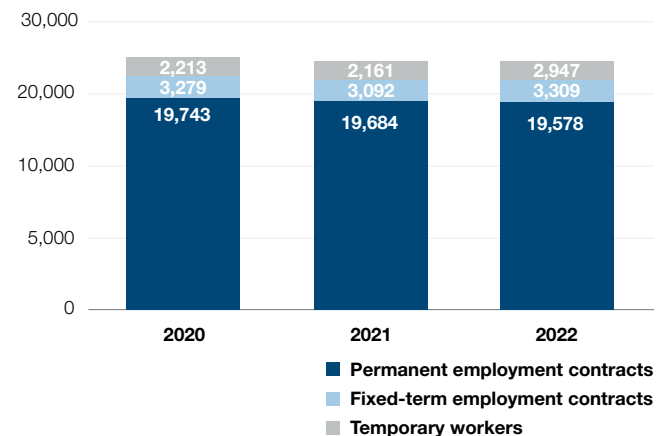
Qualification and development, working environment and social benefits paired with forward-thinking HR concepts help us deploy employees where they are needed while giving them what they need to grow, enhance their loyalty to the company and establish Brose as an attractive employer worldwide.

Restructuring HR activities

HR activities were realigned in 2022 as part of the transformation. This includes both the global organizational structure and the type of services performed. Further adjustments to the global HR organizational structure and the implementation of new technical standards, such as the new HR IT platform, will be completed in 2023. At the same time, HR processes are being streamlined and digitalized to simplify and reduce standardized administrative tasks.

Employees

by employment contract (excluding joint venture)⁶



⁶Due to the differences in the data available on our joint venture, our report does not include it to improve comparability. This also results in adjustments to the data for 2020 and 2021.

Performance, compensation and fair wages

All of the companies of the Brose Group offer our employees compensation and additional benefits regardless of employees' gender, religious denomination, heritage, age, disability, sexual orientation or country-specific characteristics. Brose respects the right to appropriate remuneration based on legally guaranteed minimum wages, employee performance and the respective labor market. All employees thus receive remuneration commensurate with their work. Gender differences are attributable to individual lifestyles and personal development paths.

Comparative studies are conducted annually with the support of an independent, external service provider to analyze the current market level. The analyses are incorporated into considerations for both basic and total compensation. This means that all employees receive compensation packages that are competitive in the relevant markets in which they work.

The company's financial situation and the employee's individual performance are used for changes in wages. At Brose we use the annual objective agreement and the performance appraisal process for this purpose. Supervisors evaluate their employees based on their performance and share confidential feedback with them. Around 9,300 employees and managers worldwide participate in this ob-

jective agreement and performance appraisal process. In 2022 about 73 percent of participants were male and 27 percent female. Supervisors arrange clear, manageable and motivating assignments and achievable results with their employees.

As a family-owned company, we are keenly aware of our responsibility towards our employees. This is why we inform our employees of changes within the company as quickly as possible and proactively help them qualify for new assignments within the Brose Group or when changing jobs.

Attractive benefits and rewards

Brose also relies on a comprehensive package of voluntary benefits tailored to the needs of its locations to strengthen its appeal as an employer. This package is available to all of our employees. In addition to health management, it also encompasses services such as catering, company sports activities, a company and private pension plan and discounts on merchandise in the Brose Shop

Brose offers a bike leasing campaign for employees at its German locations featuring the slogan "Keep fit, protect the environment and save money". We work with a leasing partner to provide the bikes to our employees free of

VAT. They also save taxes because the lease payment is deducted from their gross pay. This also applies to car leasing options additionally offered to Brose employees in Germany.

Contractually agreed or voluntary profit-sharing bonuses paid out to our employees depend on the results of the corporate group and whether employees achieve their personal objectives.

Equal pay for equal work

With respect to gross annual income, the income ratio of women to men across all employee groups is more than 90 percent. Differences can be found in personal paths through life and development, which all have an impact on wages earned. The three main locations in Coburg, Bamberg and Würzburg with a total of around 6,200 employees were used to calculate the income ratio. Only core staff members are counted here. At the German locations, collective agreements either apply directly or there are company regulations based on collective agreements.

Standardized and comparable job profiles

Until now our corporate group has had more than 10,000 different job descriptions that define tasks, objectives and qualifications and were used for various HR processes. This is why the “Global Job Architecture” (GJA) project was further refined during the reporting year. It drafts uniform, transparent role descriptions worldwide. Tasks, responsibilities and competencies are defined for each profile and supplemented with standardized qualification requirements. This enables employees and supervisors to determine what development and income opportunities exist, what further training is needed and what qualifications are required to pursue a particular advancement opportunity. Moreover, the data obtained can be used for system-supported planning of personnel costs, HR requirements and succession management.

The GJA's database and current application capabilities were tested in the fall of 2022 with a pilot group of approximately 1,300 employees in various functions. The global rollout and a follow-up project to expand data quality and application capabilities were approved for 2023/2024 following a successful pilot phase.

Social benefits in focus

Brose is always reviewing its range of voluntary social benefits. There is a special focus on aspects pertaining to the work-life balance, employee counselling and preventive health care. An audit performed by the certifica-

tion firm berufundfamilie Service GmbH provides valuable insight on how we can further develop the programs we offer in this area. We have been conducting regular (re) certifications with binding target agreements with this independent partner since 2010. Since the third successful certification, we have participated in what are known as dialog processes, in which the individual maturity level of our family and life phase-oriented HR policy is examined every three years for potential for improvement and corresponding recommendations for action are developed.

We encourage a healthy work-life balance. The Brose Kids Club is firmly established as its own brand in the Brose Group product portfolio. Depending on the location, it is open to employees' children between the ages of one and 14 and comprises the following modules: crèche, kindergarten, nursery, youth academy and options for caring for children during school breaks. Around 14 people are employed in the childcare facilities at the headquarters in Coburg and at the largest production facility in the Brose Group in Ostrava/Czech Republic alone. New openings at the Bamberg, Prievidza/Slovakia and Pančevo/Serbia sites are planned for the 2023 and 2024 fiscal years.

In addition, the “FamilyNet” project launched at the Franconian locations by social and health management has proven itself quite effective. Alongside targeted orientation for impats (foreign workers), people returning from locations abroad and new employees, “FamilyNet” also offers personal support for their family members. Such programs are designed to strengthen social ties to the region and help avoid the loss of specialists.

Due to demographic developments in Germany, we also rely on the range of family care services for employees at the Coburg and Bamberg locations. Employees can take advantage of short-term care options provided by a non-profit cooperation partner. Brose cooperates with a charitable organization focused on the city and district of Coburg, known as the Caritasverband für die Stadt und dem Landkreis Coburg e.V. Sensible options for expanding this offer are reviewed every two years.

Company pension

Provisions for a company pension plan and similar obligations of the Brose Group worldwide totaled 523 million euros at the end of the 2022 reporting period (according to IAS 19). The various pension plans in Germany are mainly company-funded, direct commitments. For the majority of employees, these consist of defined contribution plans. The amount of the contribution depends on the employ-

ees' income in particular. Beyond this, there are also contribution plans based on final salaries from the past. Participating in deferred compensation enables employees to build up an additional insurance-based pension plan,

which is managed by external pension providers. Foreign pension plans under deferred compensation partly consist of contributions made by employees and the company.

Systematic employee development

We value employees who are willing to learn and support them with comprehensive training opportunities in a variety of formats, including on-site training courses, virtual and online training courses for extending and building product, methodological, leadership and language skills and personal development. On-the-job training also ensures professional qualification.

Our internal training program focuses on the requirements of the company and helps us meet legal requirements and business-critical demands while taking into account economic, ecological and social goals. In 2022, over 17,000 participants attended internal training courses (indirect employees). Brose simultaneously further developed its online training portfolio to foster a lifelong and self-determined learning culture and provided new virtual classroom training, educational videos and online training courses.

Each of Brose's approximately 4,200 active LinkedIn Learning users completed three hours of learning content on average in 2022, viewing around 220,000 educational videos on the global online learning platform LinkedIn Learning. In addition, the entire range of Brose learning courses is available and documented in the myLearning learning management system (SAP SuccessFactors). It facilitates and promotes self-directed and goal-oriented learning in everyday work life.

In terms of sustainability, all our employees and managers are required to complete the "Fundamentals of Sustainability" course, which will be further expanded in 2023.

Varied career paths

For Brose, systematic development of experience and expertise as well as a uniformly high standard of quality are indispensable in order to effectively prepare for management activities or assignments in project management or specialist careers. That is why we introduced a new career planning system in 2021. Career modules@BROSE focuses on acquiring cross-divisional and interdisciplinary knowledge, international

experience and managing a global project. In 2022 even greater attention was paid to career modules as a development prerequisite for effective succession planning.

The systematic development of top talent was another focus of HR development activities in 2022. Our goal was to fill 75 percent of vacant leadership positions from our own ranks. To ensure we have successors to fill key positions in our company, we launched leadership development programs that last anywhere from 15 to 18 months. In addition, the process of internal succession planning for key positions was systematized and rolled out uniformly throughout the group.

Since the beginning of 2022, the Performance And Talent Management (PTM) process has been mapped uniformly in SAP SuccessFactors through the introduction of myHR (SAP SuccessFactors). The revised process and system promote employee development, the accurate filling of internal vacancies, succession planning and the systematic identification of key players and high-potential employees in the Brose Group worldwide.

Performance appraisal interviews as part of the annual Performance and Talent Management (PTM) process form the basis for assessing the performance of all employees worldwide. The PTM system provides information required for individual performance review and development discussions. In the commercial sector, a simplified process is carried out.

Apprenticeship training: the foundation for the future

We believe that a solid career orientation is indispensable in helping high school students transition effectively into their new careers. This is why Brose targets young people early on: from job shadowing and events like "Girls Day" or "Girls for Technology Camp" to information sessions at schools or career fairs – our instructors and apprentices are on hand with advice and practical assistance to help facilitate career orientation for all interested parties. We are also active

on various social media channels to provide insights into everyday training and are involved with the Wissensfabrik Deutschland and the Junge Forscher und Forscherinnen initiative, which encourages innovative approaches to supporting school projects.

Brose has offered apprenticeships for over 90 years – during the reporting year nearly 400 apprentices and dual-track students learned a vocation at Brose. Over 40 percent of these people were in our international locations in the US, Brazil, Canada, France, the Czech Republic, Slovakia and Great Britain. The range of apprenticeship occupations encompasses eleven industrial/technical and commercial vocations and ten dual-track studies programs. We are continuously expanding the range of dual vocational training programs.

After adding the new specialization “Embedded Systems” to the Electrical Engineering degree program in 2020, we introduced the “Computer Science – Intelligent Systems” degree program in 2022. These qualifications will ensure our apprentices are well-equipped for the IT job market.

Building expertise in production

In order to remain an attractive employer for our production

employees and retain them over the long term, we need measures tailored to their needs and the reality of today’s working environment. To this end, we are expanding the degree of automation and digitalization at our plants in the medium to long term, strengthening their competitiveness and implementing accompanying personnel measures.

We launched the “Upskilling Blue Collars” project in 2022 to ensure systematic and standardized development of employees in manufacturing. A global process for identifying potential helps us find the most promising and motivated production employees, who then participate in development programs such as training courses to further hone their knowledge and skills. We aim to achieve an internal development rate of 75 percent using these methods. Human Resources Brose Group steers the process.

Furthermore, we are working on measures to create an attractive and healthy working environment. These measures are intended to increase loyalty among production employees. Our goal is to sustainably reduce absenteeism and employee turnover to levels well below the market average.

Corporate diversity

Our corporate group is present on virtually every continent. Around 68 percent of our employees work in foreign locations. Together we represent over 94 countries with all of their diverse cultures and value systems. We view this diversity as an opportunity to learn something new every day. It is accompanied by globally organized collaboration that also involves our international customers and business partners. This requires openness, connected thinking and action from everyone involved. Diversity is also reflected in how we promote and develop all of our employees – regardless of their age or gender.

To increase the percentage of women in technical areas in particular, Brose has spent years supporting measures to interest women in technical career profiles early on in life. These efforts range from career orientation initiatives for girls to internships or college or degree theses for aspiring female engineers all the way to mentoring programs that pair experienced women in management positions with young female engineers. Completing career modules to systematically expand experience and skill sets or participating in our three-step career path concept can help them develop and grow into responsible technical and management positions.

Collaboration in a global team

Every workday at Brose is international when you are communicating with so many project teams in so many different languages in our locations around the world. Many employees in development, production and administration already work in a global network on a daily basis – within our company and with customers, partners and suppliers. And more and more employees go to foreign locations to work on temporary assignments. Intercultural training courses educate

all Brose employees on international challenges and ensure effective and successful collaboration. Nevertheless, if our employees become aware of incidents of discrimination, they are required to inform their supervisor and the responsible HR manager immediately. They can also contact the Brose Group's Legal & Compliance department. Irrespective of this, every employee has the option of contacting the head of HR or the relevant employee representative in confidence.

We are unaware of any cases of discrimination in Germany during the period under review. We also have no information or knowledge of such incidents at our foreign locations.

During the 2022 reporting year, we revised the Brose Code of Conduct, which is binding for all employees. The topic of "Fairness and diversity" and protected characteristics against discrimination were overhauled in the process. Brose respects internationally recognized human rights and promotes the principles of the United Nations Global Compact, because insults, discrimination and harassment contradict our basic principles of cooperation and will not be tolerated.

Rather, we believe an appreciation of "otherness" is one of the keys to global business success. We explicitly document this in our company principles, in particular under the principle "Respect". We value employees with a strong global orientation – an asset that enables them to collaborate well, understand their environment and act effectively.

This includes an understanding of other cultures and the ability to handle ambiguity and diversity. We offer tailored intercultural training courses specifically for this purpose.

Occupational health and safety

Corporate health management at Brose and our workplace health promotion are aimed at building and expanding employee resources and resilience. Corporate health management focuses on evaluated processes (steering committees and working groups), a guiding culture (health mission) and responsible leadership (FIRST principles). Our social and health management combines socially integrative employee and family programs with preventative and acute health management offers. We are also a member of the Bundesverband Betriebliche Soziale Arbeit e.V., a federal association promoting corporate social work, and the Corporate Health Alliance. Our objective is to minimize the physical and mental stress our employees face and make them more aware of their own health with preventative and reactive health promoting activities. Workplace health promotion is centered on employee behavior (lifestyle enhancement) as well as on a positive working environment (workplace enhancement). This takes place, for example, through:

- Concerted individual actions such as training courses, presentations, workshops, event days as lifestyle enhancement offers on topics such as nutrition, exercise, relaxation and stress management
- Sustainable health programs such as Brose Check-Up, MobilCheck, hazard assessments for psychological stressors in the workplace, company integration management
- Digital offers such as online courses on nutrition, exercise, quitting smoking and an app dedicated to balancing a career with caring for a family member, particularly during the reporting year
- The use of health promoters or social measures such as systemically oriented employee consultations and other offers to help resolve conflicts like mediation.

Corporate health management considers all legal requirements, is based on applicable standards and guidelines and is constantly updated as part of a control loop (PDCA cycle). Each year, Brose focuses on a different area of workplace health promotion with extensive communication and topic-specific gifts such as fascia balls or special campaigns, such as the “10,000 steps a day” challenge.

These offers are accessible to all employees via various channels, including the myBrose app, the intranet, notices and health promoters. The latter are involved as representatives of the workforce in the Health working group. Information on current workforce needs is gathered in specific em-

ployee surveys, like the global employee survey conducted at the end of 2022 at 55 locations with a total of 26,000 participants. The focus was on topics such as working environment and conditions, recognition and fair reward, leadership, engagement and commitment, and collaboration. This survey will be evaluated in 2023. We also perform feedback surveys on workplace health promotion offers. Employees can reach the corporate health management contacts named on the intranet or in the app directly at any time.

Industrial medicine, physical therapy and company sports

The legal requirements governing comprehensive industrial medical support for all employee groups and types of contracts focus primarily on preventative health offers that meet employee needs. For example, our Closed-Loop Activity Program offers employees a cyclical program featuring prevention, acute care and rehabilitation services. All offers are clearly available on the Brose intranet. Campaigns are also announced via the myBrose app and by email. Industrial employees also regularly learn about the offers via the health promoters and can obtain information on monitors in the production area. A printed health guide flyer also clearly summarizes all related offers and points of contact. From the initial diagnosis to treatment, we improve regeneration in a network comprising industrial medical care, post-care physical therapy and psycho-social support, while shortening paths and preserving the work capacity of all of our employees.

Preventing work-related accidents

Our goal is to prevent work-related accidents in all areas of our company. Group-wide accident statistics consider accidents involving all Brose employees as well as agency workers and temporary employees. The figures do not include accidents involving employees from external companies. Hazard assessments are performed for all workplaces and activities to prevent accidents. The hazards that are identified are assessed using a risk matrix based on the probability of occurrence and the extent of damages. Intolerable risks are mitigated using the appropriate protective measures. Technical precautions take precedence over organizational and personal protective measures.

The efficacy of the protective measures is reviewed and ensured through regular technical tests or safety inspections. Supervisors document work-related accidents that occur despite preventative measures and analyze them with oc-

occupational safety specialists and additional experts like the company doctors if necessary. Employees at certain locations can even report near-misses and unsafe situations themselves via the myBrose App.

There are also many opportunities for employees to actively participate in preventive measures relating to occupational health and safety, such as the company suggestion system, submission of proposals via the works council to the occupational health and safety committee or participation in the incident analysis carried out by the supervisor (near-miss, accident, unsafe situations).

Accidents resulting in more than three days of lost time must be reported. All locations comply with applicable laws. Wherever it seems reasonable and possible, German requirements – including those of the trade association –

are applied worldwide. 126 such accidents were reported group-wide during the year under review. There were 117 accidents in plant functions, three in the business divisions and six in the group functions. There were no fatal accidents in the Brose Group in 2022.

The number of incidents per thousand employees (TMQ) is a yardstick for measuring the frequency with which accidents occur while the accident severity is used to determine the average number of days lost due to incidents. The number of incidents per thousand employees is determined for a rolling 12-month period. Part-time and full-time workers are evaluated. Figures are not presented by gender, religion or ethnic group. The number of incidents per thousand employees was 4.8 for the group as a whole during the year under review.

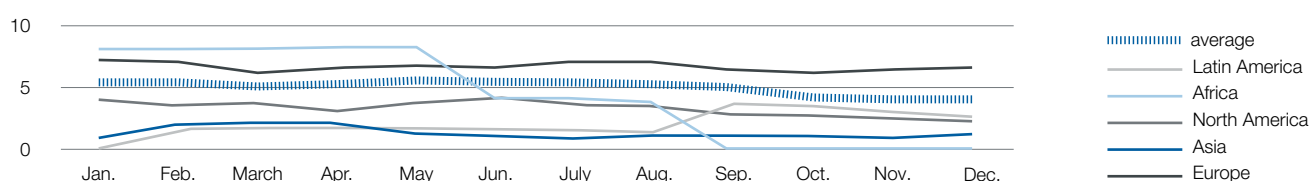
Number of work-related accidents >3 days and severity level

in number of days lost per number of accidents by region

	2020		2021		2022	
	Number of work-related accidents	Number of days lost per number of accidents	Number of work-related accidents	Number of days lost per number of accidents	Number of work-related accidents	Number of days lost per number of accidents
Europe	137	25	115	31	101	26
North America	19	38	31	34	17	77
Latin America	0	0	0	0	2	15
Asia	17	5	5	10	6	22
Africa	0	0	2	15	0	0
Total	173	25	153	31	126	33

Incidents per thousand employees >3 days in 2022

by region



Ergonomics in the workplace

Brose takes safeguarding the health of its employees very seriously. This is why we further improved ergonomics in our production workplaces around the world during the reporting year.

We established the “ergonomic check-up” to clearly assess our global locations and the work systems in place there. We evaluate existing and planned work systems using the traffic light method. Now only older systems have “red” workplaces with very strenuous tasks. Targeted selection of employees and job rotation help us alleviate possible negative impacts of these workplaces. The objective is to eliminate the “red” workplaces.

Specifically, we are relieving the burden on our employees by increasing the use of robots and automation for strenuous work. Ideally, these measures will also shorten assembly times and increase efficiency. One example of this is the

automation of the previously manual press-fitting process for a housing in Pune/Hinjewadi. In addition, fully automated lifting frames for more ergonomic handling of small parts containers were purchased in Hallstadt, for example.

Physiotherapists at the locations are also regularly involved in workplace inspections. They assess ergonomic aspects from a medical perspective and offer employees advice on healthy sequences of motion in the workplace. In the reporting year and in 2023, they will also receive external training on workplace ergonomics.

Brose received several awards in the area of occupational safety and sustainability in the year under review (e.g. Ostrava: Safe Company Award; Coventry: ROSPA Silver Award; Door systems business division: Nissan Sustainability Award). Brose has also been nominated for additional awards that are still pending final decision.

Social commitment

Our family-owned company embraces its responsibilities towards society and sponsors projects in the areas of sports, education, culture and society. We cooperated with partners, initiatives and institutions in 20 countries for this purpose in 2022. Our public and social commitment plays a crucial role in securing Brose's long-term competitiveness. Our shareholders are committed to positioning Brose as a promoter of social, educational and cultural projects. In view of the recent crises and challenging economic conditions, we adjusted the financial scope of our involvement during the reporting year. In total, we reduced our expenses by 5 percent compared to the previous year.

Sports

Sport is more than just a hobby for Brose, as it requires dedication, discipline, passion and team spirit – qualities with which Brose also identifies. Consequently, promoting sports is extremely important to us and helps increase the attractiveness of our locations and our company.

Education

Education is an important prerequisite on the path to personal success, whether at work or in one's personal life. It drives all forms of societal and technological progress. As a globally operating, family-owned company, systematically fostering young peoples' careers is an integral part of the Brose identity.

Social projects

As a family-owned company, it is important to Brose to help people who face difficult situations. We make a conscious effort to concentrate our social commitment on the regions surrounding our locations, where our proximity gives us keen insight into the unique local needs and challenges.

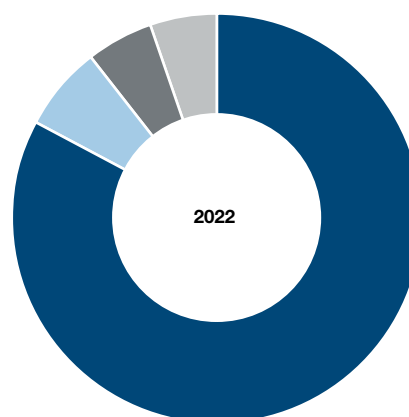
Culture

Whether music, painting, literature, architecture or other forms of creative expression: culture moves and connects people across all borders. It creates and strengthens core values such as tolerance and humanity. Alongside talent and skill, it demands from artists extraordinary passion, ambition and dedication. All of these traits and motivating factors can also be found in the Brose canon of values. This is why we have been involved in international cultural sponsoring for many years.

Investments in the community

in thousands of euros by area

	2020	2021	2022
■ Sports	5,859	4,327	4,135
■ Education	275	390	338
■ Culture	207	255	251
■ Social projects	245	292	262
Total	6,586	5,264	4,986



Max Brose Hilfe

At Brose, helping those in need dates all the way back to our company founder. The non-profit organization Max Brose Hilfe e.V. supports social and humanitarian projects in his name. Every employee of the Brose Group can request support for projects they are personally committed to. It makes no difference whether applicants seek support for far-away aid organizations or become involved in helping out with associations or other institutions right on their doorsteps. The prerequisite for funding is: the employee must already be involved there – whether through voluntary work or monetary contributions – and the recipient must be an eligible charitable institution or non-profit organization.

Michael Stoschek, Max Brose's grandson and Chairman of the Administrative Board, endowed Max Brose Hilfe with one million euros when it was established in 2017. The association also receives donations from employees and other sponsors. 100 percent of these funds are used for projects and aid measures. The Brose Group supports the association's work by assuming the administrative costs incurred.

Annex

Key figures

Environment

Scope 1 emissions

in tons of CO₂ equivalent by country

	2020		2021		2022	
	Absolute	Difference in percent vs. previous year	Absolute	Difference in percent vs. previous year	Absolute	Difference in percent vs. previous year
Germany	17,072	-14.60%	16,492	-3.40%	15,902	-3.58%
USA	4,535	-10.04%	6,055	+33.50%	6,158	+1.67%
Czech Republic	3,588	-14.35%	3,595	+0.20%	3,747	+4.23%
Canada	2,046	-18.00%	1,704	-16.72%	1,864	+9.39%
Mexico	1,844	-23.71%	1,975	+7.10%	2,153	+9.01%
Great Britain	1,847	-23.39%	1,986	+7.53%	1,581	-20.39%
Rest	2,137	-19.21%	3,275	+59.44%	3,550	+8.40%
Total	33,069	-15.61%	35,082	+6.36%	34,955	-0.36%

Scope 2 emissions

in tons of CO₂ equivalent by country

	2020		2021		2022	
	Absolute	Difference in percent vs. previous year	Absolute	Difference in percent vs. previous year	Absolute	Difference in percent vs. previous year
China	30,561	-19.10%	33,921	+10.99%	44,432	+30.99%
USA	14,922	-5.00%	16,562	+10.99%	15,325	-7.47%
Mexico	10,474	-30.04%	11,638	+11.11%	13,139	+12.90%
Germany	8,602	-29.85%	8,640	+0.44%	301	-96.52%
Canada	357	-86.60%	285	-20.17%	287	+0.70%
Great Britain	1,763	-30.07%	1,544	-12.42%	1,430	-7.38%
Slovakia	1,558	+28.13%	814	-47.75%	0	-100.00%
India	1,232	+21.95%	267	-78.33%	568	+112.73%
Czech Republic	32,217	+14.78%	34,368	+6.68%	12,453	-63.77%
Rest	2,283	-20.51%	2,617	+14.63%	632	-75.85%
Total	103,969	+13.99%	110,656	+6.43%	88,567	-19.96%

Scope 3 emissions

in tons of CO₂ equivalent by category

	2020		2021		2022	
	Absolute	Difference in percent vs. previous year	Absolute	Difference in percent vs. previous year	Absolute	Difference in percent vs. previous year
Use of sold products	6,541,994	-11.44%	8,323,234	+27.23%	8,443,439	+1.44%
Purchased goods and services (direct)	1,299,771	-9.03%	1,678,268	+29.12%	1,874,292	+11.68%
Processing of sold products	179,100	-13.29%	225,980	+26.18%	257,297	+13.86%
Capital goods	96,013	7.12%	86,634	-9.77%	73,175	-15.54%
Upstream transport and distribution	58,659	11.35%	76,515	+30.44%	103,925	+35.82%
Employee commuting	28,345	-52.40%	37,804	+33.37%	46,041	+21.79%
Purchased goods and services (indirect)	25,011	-21.95%	28,476	+13.85%	39,623	+39.15%
Business travel	11,402	-59.54%	12,861	+12.80%	15,574	+21.10%
Downstream transport and distribution	17,593	-22.31%	23,686	+34.63%	29,383	+24.05%
End-of-life treatment of sold products	5,671	-7.32%	7,022	+23.82%	7,368	+4.93%
Waste generated in operations	1,021	-19.23%	1,145	+12.14%	1,187	+3.60%
Total	8,264,580	-11.53%	10,501,625	+27.07%	10,891,305	+3.71%

Amount of waste types⁷

in tons by regions

2020	Scrap for recycling/energy recovery	Household/commercial refuse	Metal waste (scrap)	Special waste	Total
Asia	1,491	440	593	164	2,688
North America	5,790	811	2,984	287	9,872
Europe	5,553	1,327	9,919	1,652	18,451
Latin America	558	31	49	27	665
Africa	207	18	49	0	274
Total	13,599	2,627	13,594	2,130	31,950
Difference in percent vs. previous year	-17.12%	-24.81%	-21.00%	-12.53%	-19.20%

2021

Asia	1,835	479	900	391	3,605
North America	5,372	1,026	3,833	100	10,331
Europe	5,444	1,471	11,220	1,742	19,915
Latin America	736	34	43	75	888
Africa	147	10	90	0	247
Total	13,571	3,021	16,087	2,308	34,987
Difference in percent vs. previous year	-0.21%	+15.00%	+18.34%	+8.36%	+9.51%

2022

Asia	1,838	539	1,692	444	4,513
North America	5,736	1,260	3,811	122	10,929
Europe	5,444	1,449	12,496	1,674	21,063
Latin America	664	70	38	35	807
Africa	88	49	10	0	147
Total	13,770	3,366	18,048	2,276	37,459
Difference in percent vs. previous year	+1.47%	+11.42%	+12.19%	-1.39%	+7.07%

⁷Deviations possible due to rounding.

Total water consumption

in cubic meters by source and region

	2020			2021			2022		
	Well water	Fresh water	Total	Well water	Fresh water	Total	Well water	Fresh water	Total
Asia	6,031	115,960	121,991	13,540	118,024	131,564	11,830	105,504	117,334
North America	4,203	176,214	180,417	5,135	157,192	162,327	4,315	185,886	190,201
Europe	225,993	204,047	430,040	207,938	211,609	419,547	196,759	198,557	395,316
Latin America	0	6,538	6,538	0	7,113	7,113	155	7,106	7,261
Africa	0	6,371	6,371	0	6,368	6,368	0	4,481	4,481
Total	236,227	509,131	745,357	226,613	500,306	726,919	213,059	512,552	725,611

Effluent discharge rates

in cubic meters by disposal type and region

2020	Storm water sewer	Public sanitary sewer	Ground water	Total
Asia	0	61,308	0	61,308
North America	20,849	74,025	0	94,874
Europe	226,354	135,644	90,668	452,666
Latin America	0	6,432	0	6,432
Africa	0	2,124	0	2,124
Total	247,203	279,533	90,668	617,404

2021

Asia	2,914	75,070	0	77,984
North America	24,409	97,958	0	122,367
Europe	215,078	139,083	94,240	448,401
Latin America	0	7,107	0	7,107
Africa	0	7,296	0	7,296
Total	242,401	326,515	94,240	663,156

2022

Asia	0	65,426	0	65,426
North America	11,788	115,484	11,788	127,272
Europe	189,602	161,474	189,602	425,498
Latin America	0	1,623	0	1,623
Africa	0	0	0	0
Total	201,390	344,007	201,390	427,121

Employees and society⁸

Employees

by group (excluding temporary workers, excluding joint venture)

	2020			2021			2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Salaried employees	6,860	2,534	9,394	6,921	2,556	9,477	6,965	2,609	9,574
Indirect cost laborers	3,285	445	3,730	3,083	441	3,524	3,072	452	3,524
Direct labor	5,880	3,578	9,458	5,784	3,597	9,381	5,697	3,705	9,402
Apprentices	375	65	440	333	61	394	337	50	387
Total	16,400	6,622	23,022	16,121	6,655	22,776	16,071	6,816	22,887

Employees

by region (excluding temporary workers, excluding joint venture)

	2020			2021			2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Germany	6,336	1,773	8,109	6,041	1,669	7,710	5,788	1,571	7,359
Europe (excluding Germany)	3,784	2,285	6,069	3,899	2,301	6,200	3,829	2,247	6,076
China	2,215	630	2,845	2,143	688	2,831	2,285	779	3,064
East Asia	156	67	223	162	65	227	160	62	222
North America	3,632	1,767	5,399	3,595	1,818	5,413	3,718	2,028	5,746
South America	277	100	377	281	114	395	291	129	420
Total	16,400	6,622	23,022	16,121	6,655	22,776	16,071	6,816	22,887

⁸ Due to the differences in the data available on our joint venture, our report does not include it to improve comparability. This also results in adjustments to the data for 2020 and 2021.

New entries

by age (excluding temporary workers, excluding joint venture)

	2020		2021		2022	
	Total	Percentage of designated work-force groups	Total	Percentage of designated work-force groups	Total	Percentage of designated work-force groups
under 20	228	51.6%	203	57.3%	293	76.9%
20-29	1,297	27.1%	1,586	34.6%	2,172	46.7%
30-39	764	9.6%	1,195	14.9%	1,689	21.3%
40-49	499	9.7%	502	9.7%	694	13.1%
50-59	115	3.0%	189	5.0%	229	6.2%
from 60	9	1.0%	16	1.7%	33	3.4%
Total	2,912	12.6%	3,693	16.2%	5,110	22.3%

New entries

by gender (excluding temporary workers, excluding joint venture)

	2020		2021		2022	
	Total	Percentage of designated work-force groups	Total	Percentage of designated work-force groups	Total	Percentage of designated work-force groups
Male	1,899	11.6%	2,487	15.4%	3,300	20.5%
Female	1,013	15.3%	1,206	18.1%	1,810	26.6%
Total	2,912	12.6%	3,693	16.2%	5,110	22.3%

New entries

by region (excluding temporary workers, excluding joint venture)

	2020		2021		2022	
	Total	Percentage of designated work-force groups	Total	Percentage of designated work-force groups	Total	Percentage of designated work-force groups
Germany	211	2.6%	351	4.6%	435	5.9%
Europe (excluding Germany)	1,481	24.4%	1,411	22.8%	1,364	22.4%
China	155	5.4%	395	14.0%	797	26.0%
East Asia	27	12.1%	39	17.2%	35	15.8%
North America	1,006	18.6%	1,418	26.2%	2,360	41.1%
South America	32	8.5%	79	20.0%	119	28.3%
Total	2,912	12.6%	3,693	16.2%	5,110	22.3%

Exits

by age (excluding temporary workers, excluding joint venture)

	2020		2021		2022	
	Total	Percentage of designated work-force groups	Total	Percentage of designated work-force groups	Total	Percentage of designated work-force groups
under 20	64	14.5	67	18.9	89	23.4
20-29	1,027	21.4	1,230	26.8	1,456	31.3
30-39	935	11.7	1,327	16.6	1,446	18.2
40-49	474	9.2	640	12.4	703	13.3
50-59	231	6.1	381	10.2	346	9.4
from 60	189	22.0	249	27.1	156	16.3
Total	2,920	12.7	3,894	17.1	4,196	18.3

Exits

by gender (excluding temporary workers, excluding joint venture)

	2020		2021		2022	
	Total	Percentage of designated work-force groups	Total	Percentage of designated work-force groups	Total	Percentage of designated work-force groups
Male	1,955	11.9	2,715	16.8	2,788	17.3
Female	965	14.6	1,179	17.7	1,408	20.7
Total	2,920	12.7	3,894	17.1	4,196	18.3

Exits

by region (excluding temporary workers, excluding joint venture)

	2020		2021		2022	
	Total	Percentage of designated work-force groups	Total	Percentage of designated work-force groups	Total	Percentage of designated work-force groups
Germany	395	4.9	757	9.8	571	7.8
Europe (excluding Germany)	992	16.3	1,068	17.2	1,136	18.7
China	292	10.3	544	19.2	516	16.8
East Asia	13	5.8	31	13.7	24	10.8
North America	1,137	21.1	1,429	26.4	1,890	32.9
South America	91	24.1	65	16.5	59	14.0
Total	2,920	12.7	3,894	17.1	4,196	18.3

GRI Services reviewed that the GRI content index is clearly presented, in a manner consistent with the Standards, and that the references for disclosures 2-1 to 2-5, 3-1 and 3-2 are aligned with the appropriate sections in the body of the report.

Statement of use	Brose Fahrzeugteile SE & Co. KG has reported in accordance with the GRI Standards for the period from 1 January to 31 December 2022.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	-

General disclosures		Page	Comment
GRI 1	Foundation 2021		
GRI 2	General Disclosures 2021		
GRI 2-1	Organizational details	5	
GRI 2-2	Entities included in the organization's sustainability reporting	3	Deviations are indicated by footnotes.
GRI 2-3	Reporting period, frequency and contact point	3	
GRI 2-4	Restatements of information	3	Restatements are indicated by footnotes.
GRI 2-5	External assurance		The report has not undergone an external audit.
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GRI 2-8	Workers who are not employees	5, 41	
GRI 2-9	Governance structure and composition	5, 9	
GRI 2-10	Nomination and selection of the highest governance body	5	
GRI 2-11	Chair of the highest governance body	5	
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	9, 10	
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GRI 2-17	Collective knowledge of the highest governance body	9-10	
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GRI 207-2	Tax governance, control, and risk management	13-15	
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