



# 2025 Sustainability Report

## ESRS S1

# Sustainability Report – Social Information

## Own Workforce (ESRS S1)

### Material Impacts, Risks and Opportunities Related to Own Workforce

AUMOVIO has assessed the potential and actual negative and positive impacts as well as risks and opportunities related to sustainability in accordance with the regulatory requirements and as described in the [General Disclosures \(ESRS 2\)](#) sub-chapter. The general disclosures include an overview of the assessment of all identified impacts, risks and opportunities (IROs), including the time horizons considered.

In this IRO assessment, the following material potential and actual negative and positive impacts, risks and opportunities related to own workforce were identified. They have been grouped into IRO clusters for easier understanding and reading. The descriptions of the potential negative impacts and risks are presented from a gross perspective, which, on the basis of the applied methodology, does not take into account mitigation through the management approaches of AUMOVIO as described in the respective IRO cluster. This perspective is used to determine where appropriate management approaches are relevant and corresponding reporting is required. As actual impacts, potential positive impacts and opportunities are reinforced by AUMOVIO's management approaches, the descriptions take into account the results of the measures currently in place.

The descriptions of the IROs are each to be considered separately, which can result in repetitions.

#### Further Information on the IRO Assessment in Relation to Own Workforce

In the IRO assessment, AUMOVIO identified both actual and potential positive and negative impacts on its own workforce in the topic areas of labor standards, employee engagement and organizational development, employee privacy, and occupational safety and health as described at the beginning of this subchapter. These impacts are associated with AUMOVIO's strategy and business model and relate in particular to countries, markets, industries and business activities that are critically or significantly exposed to such impacts.

The identified actual and potential impacts on own workforce are important for adapting the strategy and business model. The process for developing actions and strategic decisions based on the identified impacts is described as part of the management approaches.

As indicated by the respective descriptions, all identified risks result directly from identified actual and potential impacts as well as from the dependence on own workforce as an important intangible resource. They are also based on the breadth and diversity of countries, markets, industries and business activities in which AUMOVIO operates.

Therefore, the risks are inherently linked to AUMOVIO's strategy and business model.

The consolidation at group level of the assessment of the impacts, risks and opportunities for own workforce includes AUMOVIO's entire workforce. Links to business activities, the product portfolio and the value chain are taken into account where relevant.

In general, our activities have an actual or potential positive or negative impact on the entire workforce of AUMOVIO – both own employees and non-employees. The group of non-employees includes leased employees.

The IRO assessment led to a deeper understanding of which parts of the workforce are at greater risk of harm based on particular activities, contexts or characteristics. This understanding results in particular from the consideration of industry specifics, regional characteristics and potential discriminatory features as part of the IRO assessment, as described in the respective IROs.

AUMOVIO operates in many industries, countries and markets worldwide and is therefore also represented in regions where there is considerable potential for negative impacts with regard to child labor, in particular Brazil and India.

The same also applies to forced labor (including so called debt bondage), in particular in China, Mexico and India.

The assessment of the material negative impacts related to own workforce was integrated into the general impact, risk and opportunity assessment following the defined methodology (see the overview in the [Material Impacts, Risks and Opportunities](#) section in the [General Disclosures \(ESRS 2\)](#) subchapter).

The reported positive impacts on the workforce are related to the activities described under the management approach for the respective IRO cluster.

The material impacts on own workforce are not directly related to transformation resulting from our “climate action” strategic action field, such as the transition to zero-tailpipe-emission vehicles.

Material risks arising from the impacts and dependencies on own workforce relate to AUMOVIO’s entire workforce.

## IROs and Management Approaches for Own Workforce

This section describes the management approaches that AUMOVIO pursues in order to address the material impacts on own workforce and the associated material risks. These are subdivided into the following areas: labor standards, employee engagement and organizational development, employee privacy, and occupational safety and health.

## Labor standards

Labor standards	Description	Type of IRO	Value Chain	Time Horizon
	S1.1 Considering the countries, markets and business activities in which AUMOVIO operates, incidents related to inadequate wages within own operations could potentially occur.	Potential negative impact	Own operations	•
	S1.2 Considering the countries, markets and business activities in which AUMOVIO operates, incidents related to gender inequality and unequal pay for equal work within own operations could potentially occur.	Actual negative impact	Own operations	••
	S1.3 Considering the countries, markets and business activities in which AUMOVIO operates, incidents of discrimination due to gender, age, race, skin color, health status, disability, social or ethnic origin, nationality, sexual orientation, political opinion, religion, beliefs or any other characteristics protected by applicable laws and regulations within own operations could potentially occur.	Potential negative impact	Own operations	•
	S1.4 Considering the markets and business activities in which AUMOVIO operates, incidents of forced labor and modern slavery (including debt bondage) within own operations could potentially occur.	Potential negative impact	Own operations	••
	S1.5 Considering the markets and business activities in which AUMOVIO operates, incidents related to child labor and young workers within own operations could potentially occur.	Potential negative impact	Own operations	•
	S1.6 With its implemented remuneration systems, AUMOVIO could potentially have a positive impact on the market environment by paying adequate wages if it is assumed that this could put pressure on other market participants to also pay adequate wages.	Potential positive impact	Own operations	•
	S1.7 With its implemented remuneration systems, AUMOVIO could potentially have a positive impact on the market environment by enforcing gender equality and equal pay for equal work if it is assumed that this could put pressure on other market participants to also enforce gender equality and equal pay for equal work.	Potential positive impact	Own operations	•
	S1.8 AUMOVIO's business is exposed to working condition-related regulations, standards, requirements and contractual agreements with customers that could result in higher operating costs (e.g. labor costs).	Risk	Own operations	••
	S1.9 If serious incidents related to forced labor, child labor, employee privacy or other human rights in own operations occur, AUMOVIO could face potential product boycotts that lead to sales losses in the respective business activities.	Risk	Own operations	••
	S1.10 AUMOVIO falls under various regulations, standards and related sanction schemes regarding discrimination in own operations. If requirements are not adequately managed and due diligence processes fail, AUMOVIO could face fines, penalties, remedy costs or business on hold for the respective business activity.	Risk	Own operations	••

• short-term; •• medium-term; ••• long-term

AUMOVIO has defined an approach for managing labor standards for its own workforce as part of its Sustainability Due Diligence System (Sus DD System). This approach is intended to prevent and reduce actual and potential negative impacts and risks, as well as strengthen positive impacts, with regard to working time, discrimination, forced labor, child labor, adequate wages, fair pay, and other human rights and working conditions. In line with these labor standards, AUMOVIO aims to provide fair pay for all employees, as anchored in the sustainability protected rights. Under these protected rights, remuneration paid to employees must comply with all applicable wage laws and regulations, including those relating to minimum wages, living wages, overtime hours and legally mandated benefits. Employees should be compensated for overtime in a reasonable way, in compliance with local laws and regulations. Deductions from wages as a disciplinary measure are not permitted. Furthermore, for each pay period, employees should receive a timely and understandable wage statement that includes sufficient information to verify accurate remuneration for work performed.

AUMOVIO is committed to fostering a culture of fairness, well-being and engagement for an empowered workforce. As part of the SUS DD System, AUMOVIO has implemented Sustainability Protected Rights in the area of labor standards, including no child labor, fair payment, equal treatment, no forced labor or modern slavery, freedom of association and adequate working conditions, including reasonable working time.

With the specific protected right for equal treatment, AUMOVIO is committed to creating a working environment that is free from discrimination, including harassment, in any form. This is an integral part of the management system and is supported by dedicated diversity management aimed at promoting equal opportunities and advancing diversity and inclusion.

The protected right explicitly refers to the creation of a working environment free from any form of discrimination based on gender, age, race, skin color, health status, disability, social or ethnic origin, nationality, sexual orientation, political opinion, religion, beliefs or any other characteristics protected by applicable laws or regulations.

The topic of inclusion and actions for people from vulnerable groups of employees is also covered by this protected right.

The management approach additionally covers the prevention of potential trafficking in human beings, forced labor or compulsory labor, and child labor. AUMOVIO firmly rejects any form of child labor and does not employ people under the age of 15, the age at which compulsory schooling ends, or the applicable country's minimum age for employment – whichever is higher. Young employees under the age of 18 must be treated with special diligence. AUMOVIO also firmly rejects any form of forced labor, modern slavery, debt bondage, trafficking in human beings or any other form of labor not performed voluntarily. Workers must be provided with documented employment terms or an offer of employment in a language they are able to understand. Migrant workers must be treated with special diligence.

The management approach directly covers AUMOVIO's own workforce, while the Sustainability Protected Rights also include non-employees.

Overall accountability for the SUS DD System, including the Sustainability Protected Rights for labor standards, lies with the Executive Board. The latter has appointed a human rights officer who manages the system. The specific human relations (HR) frameworks for labor standards are defined and implemented by the respective HR departments in accordance with the company structure. Responsibility for implementation of labor standards lies with the management of the respective legal entities.

The SUS DD System comprises a comprehensive set of processes designed to ensure the effective management of labor standards, including working time, discrimination, forced labor, child labor, adequate wages, fair pay, and other human rights and working conditions. These processes include strategy development and implementation, regulations interpretation, impact and risk management, grievance management (including whistleblowing) and training. To monitor the effectiveness of the system, a multi-stage control process based on the Three Lines Model has been established. The first line consists of local operational HR departments which implement operational tasks at the business and location level in accordance with the SUS DD System and associated HR rules. The second line, represented by non-operational HR departments and roles, oversees the system, roles, responsibilities and their effectiveness. The third line is Group Internal Audit, whose remit includes conducting a risk-based review of the adequacy and effectiveness of the SUS DD System. In 2025, the protected right of working conditions including working hours was reviewed in accordance with risk-based audit planning.

Specific prevention and remediation actions are defined for the respective Sustainability Protected Rights in the area of labor standards and are implemented by the legal entities. These include self-assessments, the implementation of appropriate rules and instructions, careful analysis of the working environment to identify potential negative impacts, the introduction of improvement measures and control mechanisms, and raising awareness, particularly among managers.

Adequate wages and fair pay are explicitly addressed within the SUS DD System as part of the applicable labor standards. AUMOVIO's general remuneration processes involve employee representatives and consider market benchmarks to prevent inadequate wages. Additional prevention and remediation actions include regularly verifying compliance with national or local legislation, clearly communicating remuneration principles to employees, ensuring timely and regular payments, and reviewing and updating benchmarks as needed. Employees must receive understandable wage statements for each pay period, providing sufficient information to verify accurate compensation. Overtime compensation must comply with local laws and be reasonable, and wage deductions as a disciplinary measure are prohibited.

The effectiveness of these processes is monitored through an annual review of the SUS DD System by the Executive Board, which evaluates the system – including labor standards processes – for adequacy, effectiveness and potential improvements. The SUS DD System is also integrated into AUMOVIO’s overarching internal control system, risk management system and compliance management system. The effectiveness of the management approach to adequate wages can additionally be measured using the specific metric “Own employees who did not receive an adequate wage (in %)” (see the [Adequate wages](#) section).

In line with the Sustainability Protected Rights, the SUS DD System also defines the framework for taking remediation actions in own operations. All identified violations must be addressed promptly, and remediation actions must be implemented without delay. These actions are designed not only to end the violation but also to ensure that similar issues are prevented in the future.

The SUS DD System and the general processes of the whistleblowing system define specific processes to prevent discrimination and outline the actions to be taken if incidents are identified, as described in the [Business Conduct and Corporate Governance \(ESRS G1\)](#) subchapter. The subsidiaries are instructed to ensure non-discriminatory practices for all employees at every stage of employment, from recruitment, through remuneration, training and promotions, to termination and retirement.

The SUS DD System is formalized by a dedicated rule. This forms the overarching framework and serves as the basis for further rules, defining the working standards in greater detail. They are complemented by special processes that are focused on diversity and belonging. Additionally, respect for human rights and fair working conditions are embedded in AUMOVIO’s Code of Conduct, which forms the basis for collaboration among all employees.

AUMOVIO’s management approach to respect for human rights and labor standards is in line with both international frameworks and local regulations. These include the internationally recognized conventions on human rights, such as the United Nations Guiding Principles on Business and Human Rights.

AUMOVIO’s management approach to respect for human rights and labor standards follows applicable local laws and is also in line with the key points of the International Bill of Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises. Thus, AUMOVIO’s Sustainability Protected Rights serve as a global minimum standard for all AUMOVIO locations and form the basis for compliance with local laws and regulations. Monitoring adherence to these standards is anchored in the SUS DD System review process, including a revision of its rules and processes if required.

The most important stakeholder perspective to be considered in the management approach to labor standards is the perspective of employees. AUMOVIO has established various formats to incorporate their interests into the management system. These include involving the respective works councils and employee representatives as well as topic-specific workshops and conferences, which are defined as actions in the labor standards rules. Another format is regular employee surveys, which in 2025 were conducted in the form of “pulse checks” as part of the spin-off activities. The surveys ask AUMOVIO’s employees about different topics related to the company’s transformation, including engagement, strategy, commitment and leadership. The integration of these interests into the system is carried out as part of the annual review process.

To ensure a comprehensive understanding and engagement related to labor standards within the organization, AUMOVIO communicates the management approach through diverse channels. These include our website and internal communication platforms that provide training and information. In addition, posters and on-site training courses make relevant information available to employees who do not have access to the IT infrastructure. Through integration into the onboarding process, new employees are familiarized with these standards from the outset.

Furthermore, stakeholders involved in implementing the management approach have clearly defined roles within the SUS DD System and are trained in their associated responsibilities to enable effective collaboration and execution of the management approach.

## Employee engagement and organizational development

Employee engagement & organizational development	Description	Type of IRO	Value Chain	Time Horizon
	S1.11 The automotive industry and thus AUMOVIO's business is undergoing a significant transformation. This involves managing additional tasks with fewer positions, reduced workplace flexibility and the adoption of shift models, potentially resulting in negative impacts on employees' work-life balance if not managed carefully. This impact excludes working time.	Potential negative impact	Own operations	●
	S1.12 The automotive industry and thus AUMOVIO's business is undergoing a significant transformation, including transformation projects, site closures and restructuring, which could potentially result in negative impacts on employees' job security.	Potential negative impact	Own operations	●
	S1.13 AUMOVIO creates jobs and provides secure employment and qualifications in countries, markets and certain business activities, potentially resulting in a positive impact for employees and local markets.	Potential positive impact	Own operations	●
	S1.14 AUMOVIO maintains social dialogue through various channels and takes into account the representation of its own workforce as well as employee engagement, for example in the form of employee surveys, potentially resulting in a positive impact on its employees and their representatives.	Potential positive impact	Own operations	●
	S1.15 The implemented training and skills development programs for AUMOVIO's own workforce could potentially have a positive impact on its own workforce and on the market environment, as this could put pressure on other market participants to also offer training and measures for skill developments on this scale.	Potential positive impact	Own operations	●
	S1.16 AUMOVIO operates in markets with strong competition, in particular for skilled workers. If the company does not succeed in recruiting, retaining and training qualified employees or managing employee turnover appropriately, this could lead to business interruptions and productivity losses in the respective business activities.	Risk	Own operations	●●

● short-term; ●● medium-term; ●●● long-term

At AUMOVIO, employee engagement and organizational development are central to our sustainability strategy. We believe that secure employment, a good working environment and opportunities for growth are essential to building an empowered workforce that can successfully navigate the transformation of our industry.

There was an increased need for social dialogue in 2025, as AUMOVIO was spun off as an independent company from the former parent company Continental AG. The spin-off impacted AUMOVIO's workforce, affecting employees in the central functions in particular. Through our management approach, we strive to shape the transition of our industries in close collaboration with employees, ensuring that economic and social needs are balanced. This dialogue fosters trust and provides a platform for developing solutions together to address future challenges.

Creating a good working environment for the employees is a priority for AUMOVIO. We are committed to establishing working conditions that support work-life balance and promoting flexibility and well-being for all employees, regardless of their working time model. In doing so, we consider the specific requirements of the diverse markets in which we operate and the different types of activities performed. A particular focus is placed on addressing the challenges faced by employees working in shift models, where balancing professional and personal life can be especially demanding.

To prepare our workforce for the future, AUMOVIO promotes continuous learning and development. We provide opportunities for employees to acquire new skills and adapt to evolving requirements, which can reduce the risk of skill gaps and potential business interruptions.

The management approach covers all of AUMOVIO's own employees, with varying areas of focus depending on the respective work models.

Employee matters and social dialogue are primarily regulated by labor law, which forms the basis for defining the formal accountability for our management approach. This includes the responsibilities of the Supervisory Board, the Executive Board, the management boards of AUMOVIO's legal entities and co-determination bodies such as works councils.

Overall accountability for the governance framework lies with the Executive Board. Governance of specific actions and frameworks is managed by non-operational HR functions, while operational local HR departments and managers are responsible for implementation in accordance with the company structure.

Accountability for training and skills development, including related tools and the learning landscape, also lies with HR functions across the organization. The frameworks for specific training – such as those related to safety, health and compliance – are defined by the respective functions. Skills development measures are implemented under the management responsibility of the respective legal entities.

Social dialogue and employee engagement are managed through a variety of processes. Formalized mechanisms include employee representation through works councils or similar structures, and regular employee surveys, which in 2025 were conducted in the form of brief questionnaires called “pulse checks.”

In addition, AUMOVIO fosters dialogue through townhall meetings, networks, open calls and online platforms.

To ensure secure employment, AUMOVIO has implemented processes, projects and measures that mitigate the negative impacts of transformation while creating positive impacts such as job creation and upskilling. Key elements include:

- Contract design focused on long-term offers, complemented by flexible working time, mobile work options and other benefits to proactively reduce turnover.
- Future readiness through opportunities that prepare employees for the job market of tomorrow.
- Internal mobility supported by a global internal job market.
- External transitions, particularly in Germany, where transformation is significant due to digitalization and technological change.

Flexibility and employee benefits are another part of our approach. AUMOVIO also offers various working time models, sabbaticals, family-related leave (including legally regulated parental leave) and partial retirement. Additional benefits include childcare services and sports programs at select locations. We are actively expanding flexible work options and involving production-facing employees in this process. For shift models, dedicated processes aligned with local laws enable greater flexibility. Implementation varies by location to reflect local needs and regulations.

Training and skills development are supported by AUMOVIO’s comprehensive learning landscape. This framework includes function- and business-specific training to meet regulatory and operational needs, as well as overarching programs such as leadership development. A dedicated learning platform is used to disseminate these offerings, and additionally categorizes them by topic and manages training allocation. It also enables monitoring of individual programs. Alignment on training needs is an integral part of the employee-supervisor dialogue, ensuring personalized development through standardized processes.

The effectiveness of these approaches is assessed through multiple channels:

- Employee survey, which gathers feedback on engagement, flexibility, work-life balance and stress levels.
- HR processes and metrics such as percentage of employees covered by employee representation and employee turnover.
- Platform-supported monitoring of participation in training courses and progress achieved, as well as active collection of feedback on completed training units.

The processes are governed by AUMOVIO’s internal HR rules and by-laws, agreements with works councils and country-specific regulations in adherence with local laws. Actions to improve work-life balance are defined through dedicated internal frameworks and localized rules, supported by a comprehensive set of guidelines, tools, methods and upskilling initiatives to promote flexible work models across the organization. Training and skills development are also anchored in specific HR rules, ensuring a structured framework for continuous learning.

Key aspects of secure employment and social dialogue are primarily governed by local laws, regulations and regulatory provisions. Our practices for promoting a healthy work-life balance are based on research findings and recognized best practices rather than specific external standards.

Social dialogue is, by definition, an interest-based exchange with employees and their representatives. AUMOVIO systematically considers employee interests through formalized mechanisms such as co-determination practices, including employee representation on the Supervisory Board, the involvement of the Group Works Council in relevant decision-making processes, and close collaboration with works councils at various levels.

Additional channels include regular feedback processes integrated into engagement formats and training courses, as well as regular employee surveys conducted as “pulse checks.” These gather employee opinions on topics such as commitment, strategy, engagement and leadership. Survey results are recorded, consolidated and analyzed through an established process, providing actionable insights for continuous improvement.

Beyond these formal structures, AUMOVIO fosters transparency and dialogue through townhall meetings, networks, open calls and online platforms. Employees are the most important stakeholders in the area of training and skills development. Their interests are addressed through feedback on training materials, topic-specific learning communities on internal platforms, and regular employee-supervisor dialogue to align individual development needs with available opportunities.

AUMOVIO uses a wide range of communication and dialogue formats such as townhall meetings to foster transparency and engagement. Information on secure employment, social dialogue and flexibility measures is shared through established internal communication channels, often in the context of ongoing restructuring. This includes intranet, newsletters and dedicated channels managed by local works councils, as well as on-site communication to reach employees without IT access.

For training and skills development, employees have access to a dedicated learning platform that provides an overview of available programs and categorizes these by topic. In addition, topic-specific learning communities offer targeted information for employees in specific areas. These platforms, along with local communication channels, ensure that all employees can access relevant information at any time. AUMOVIO also uses its communication channels to share guidance on improving work-life balance, complementing the broader engagement and development initiatives.

### Employee privacy

Employee privacy	Description	Type of IRO	Value Chain	Time Horizon
	S1.17 Considering the size of AUMOVIO’s workforce and the amount of sensitive data being processed, incidents related to the infringement of own employees’ privacy rights may occur.	Potential negative impact	Own operations	●
	S1.18 AUMOVIO falls under various regulations, standards and related sanction schemes regarding the protection of employee’s privacy. If requirements are not adequately managed and due diligence processes fail, AUMOVIO could face fines, penalties, remedy costs or business on hold for the respective business activity..	Risk	Own operations	●●

● short-term; ●● medium-term; ●●● long-term

To protect employee data, AUMOVIO has established a corporate-wide management approach that addresses compliance with data protection regulations, minimizing the risk of data breaches, safeguarding personal data and promoting awareness of data protection within the company. AUMOVIO thereby aims to ensure that personal data is processed worldwide in accordance with the following general data protection principles: lawfulness, fairness, transparency, purpose limitation, data minimization, accuracy and time-limited storage.

The management approach covers AUMOVIO’s own employees as well as the personal data relating to potential or former employees, customers, suppliers, other business partners, interested parties and other affected parties.

In accordance with the General Data Protection Regulation (GDPR), responsibility for compliance with data protection requirements lies with the management of the respective AUMOVIO company, which determines the purposes and essential means of processing personal data. Employees and functions at all levels that process personal data act under the supervision of the responsible company and are responsible for compliance with the applicable directives, guidelines and instructions. The Privacy central function is responsible for defining and implementing the data protection management framework. The Head of Privacy and regional compliance officers also support the companies with implementation.

The processes for implementing and monitoring the management approach include the following steps as part of our data protection program: secure collection, processing, storage and disposal of data. To ensure that data is protected throughout these steps, AUMOVIO has implemented technical and organizational measures such as encryption of sensitive data or access controls to protect data from unauthorized access. Furthermore, AUMOVIO adheres to the principle of data minimization, meaning it only collects and processes the data necessary for specific purposes. A regular privacy impact assessment is used to identify critical areas for action and initiate appropriate actions based on the results. Another key process within the data protection program is regular training of employees on data protection.

The management approach is based on the national data protection regulations of the countries in which AUMOVIO operates, and is intended to ensure appropriate application of data protection worldwide in accordance with the applicable statutory provisions.

To monitor the effectiveness of the program, questions on data protection are included in both the regular audit questionnaire and the risk assessment questionnaire. The results of the evaluation are reported by the Chief Data Compliance Officer to the respective management as well as to the Executive Board.

Data protection is an integral part of the Code of Conduct for employees and is thus firmly anchored in the foundation of cooperation at AUMOVIO.

This approach serves to ensure compliance with the data protection regulations relevant to AUMOVIO, such as the EU General Data Protection Regulation.

By definition, the most important stakeholders with regard to employee privacy are AUMOVIO's employees. Their interests are defined in the relevant data protection laws. Concerns or complaints can be submitted via the channels provided for this purpose. The Head of Privacy and central Privacy Officer are supported by regional compliance officers in their efforts to ensure that these concerns are taken into account and integrated into the management approach.

AUMOVIO informs employees about data protection measures and processes through internal communication channels. The Compliance & Security department manages dedicated formats, including topic-specific information pages, an internal newsletter and regular training sessions to keep employees informed and engaged. Additionally, stakeholders involved in implementing the management approach receive specialized training and information through structured meeting formats and relevant rule documents.

## Occupational safety and health

Occupational safety & health	Description	Type of IRO	Value Chain	Time Horizon
	S1.19 AUMOVIO operates in an industry where employees are exposed to numerous sources of mental health hazards, potentially resulting in negative impacts on their mental health.	Potential negative impact	Own operations	●
	S1.20 AUMOVIO's employees are exposed to numerous potential sources of physical health hazards, particularly the use of machinery, handling of hazardous substances and ergonomics, which resulted in a certain number of recorded accidents and incidents related to the physical health of own workforce in 2025.	Potential negative impact	Own operations	●

● short-term; ●● medium-term; ●●● long-term

AUMOVIO has established a comprehensive management system for occupational safety and health in order to mitigate the impacts on employees in relation to health hazards such as the use of machinery, handling of substances of concern, ergonomics and psychosocial hazards. The system is aimed at implementing prevention actions and eliminating hazards to ensure the well-being of all employees.

The management approach covers AUMOVIO's own employees directly and non-employees indirectly.

Accountability for the occupational safety and health management approach lies with the management of the respective legal entities, as legally required in most countries. The framework for occupational safety and health is defined by the safety and health organization, which also provides support with implementation. Responsibility for implementing occupational safety and health matters is delegated to the location managers who are supported by dedicated environment, safety and health (ESH) managers. Oversight of the overall management approach is exercised by the Executive Board. Furthermore, individual accountability plays a crucial role, as every supervisor and employee has a personal responsibility to uphold safety and health practices in their respective function.

Occupational safety and health matters are managed through AUMOVIO's ISO 45001-compliant occupational safety and health management system, which comprises processes and programs for complying with safety and health requirements for all locations.

Key elements of this system include specific processes that define organization, implementation, reporting and training for relevant safety and health topics such as occupational safety, health management, occupational medicine, ergonomics in the workplace and handling of substances of concern (see also the management approach to [Substances of concern and substances of very high concern](#) in the [Pollution \(ESRS E2\)](#) subchapter).

The processes include the establishment of a clear structure for allocating resources and defining roles and responsibilities within the organization, risk and impact management for identifying and mitigating potential hazards, consistent and transparent communication, as well as training and skills development for employees on individual topics. Prevention actions are implemented on a site-specific basis in line with the overall processes.

Reporting processes have been introduced to monitor the system, and internal audits are carried out on a regular basis. To support this monitoring, AUMOVIO has implemented targeted programs, such as its internal safety and health management system audits, to control compliance with internal standards and identify opportunities for improvement. Furthermore, external ISO 45001 certifications validate the effectiveness of the management system at many locations. In addition, AUMOVIO monitors the effectiveness of the management system with different metrics reported in the respective sections, such as occupational safety and health management system certification (ISO 45001 or similar), employee coverage or sickness rate.

The occupational safety and health management system also includes dedicated management of incidents in the workplace.

The specific processes, responsibilities and monitoring measures are defined in the rules governing occupational safety and health. The location-specific occupational safety and health management systems further specify the requirements in relation to local needs.

When developing and implementing its management approach, AUMOVIO considers a variety of external standards and commitments to create alignment with international best practices and legal requirements. Besides ISO 45001 as the international standard for occupational safety and health management systems, these include frameworks and standards such as the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work and other relevant human rights frameworks as outlined in the management approach to labor standards.

AUMOVIO considers its employees' interests in alignment with both internal and external requirements. For this purpose, employees and their representatives are involved in the relevant processes to incorporate their perspectives, for example through ESH committees or consultations with works councils.

To maintain transparency across all levels of the organization, the management approach is communicated via AUMOVIO's internal communication platforms. These channels are also actively used to share information with employees on topics such as ergonomics or mental health and to provide them with personal tools. Another important component is training on occupational safety and health, which additionally includes mandatory training courses for employees and supervisors. These are either conducted on site or can be accessed via AUMOVIO's learning platform as presented in the management approach to employee engagement and organizational development. For additional local communication, the ESH managers identify and assess the local requirements and advise the location managers.

## Processes for engaging with own workers and workers' representatives about impacts

AUMOVIO uses various channels to engage with employees in its own workforce. This engagement is part of the continuous development of the described management approaches. The general process for incorporating the perspectives of its own workforce into the strategy is described in the [Consideration of stakeholder interests and views](#) section in the [General Disclosures \(ESRS 2\)](#) subchapter of this sustainability report.

AUMOVIO has a comprehensive internal communication system that includes networks to exchange information and experiences as well as newsletters, webcasts and townhall formats to keep employees informed. An important format for engaging with the workforce and gaining insights into their interests is the regular employee survey, which in 2025 was conducted as short surveys known as “pulse checks.” These surveys gather feedback on different topics such as engagement, strategy, commitment and leadership. These overarching channels are complimented by local communication.

Additionally, AUMOVIO is in constant dialogue with employee representatives. In Germany, employee representatives are part of AUMOVIO SE's Supervisory Board. Employees are also represented by local works councils or similar bodies so their interests can be taken into account in strategic decisions and processes wherever possible.

Engagement with employees therefore takes place both directly and indirectly via employee representatives.

The network channels described are continuously open for engagement, while formats such as webcasts are held on an ad hoc basis.

AUMOVIO has established dedicated networks to engage with marginalized groups in its own workforce.

The channels are managed by AUMOVIO's HR and communication departments across the organization. The Executive Board member for Human Relations has overarching responsibility and is informed by the departments on employees matters.

An important tool for measuring the effectiveness of engagement is the employee survey, which in 2025 was conducted while AUMOVIO was still part of the Continental Group. This survey records feedback on communication and employee commitment. A similar employee survey is to be conducted at AUMOVIO in fiscal 2026. Preparations for development of the survey began back in fiscal 2025. The communication channels also include direct feedback options. Furthermore, the metric on the percentage of employees covered by employee representation serves as an indicator for social dialogue coverage.

## Processes to remediate negative impacts and channels for own workforce to raise concerns

### Grievance channels for own workforce

AUMOVIO has established dedicated mechanisms to enable its own workforce to raise concerns.

These are part of a comprehensive whistleblowing system that comprises three channels: an integrity portal, an integrity hotline and an integrity email address, as described in more detail in the [Business Conduct and Corporate Governance \(ESRS G1\)](#) subchapter of this sustainability report. Employees as well as third parties outside AUMOVIO can use these channels to report violations of legal regulations, fundamental values and ethical standards. The platform and hotline are managed by a third-party service provider. The integrity email address is managed directly by the AUMOVIO case management team.

The channels are explicitly open for all employee matters.

The integrity channels can be accessed via our website, internal communication channels or an international phone hotline. They are available worldwide in many different languages and accessible 24/7, creating broad availability by overcoming barriers such as time zones and languages.

To raise awareness of the whistleblowing system, AUMOVIO has implemented various channels and formats, including intranet articles and formats, compliance newsletters, mandatory training and local on-site communication. AUMOVIO does not explicitly assess the extent to which its own workforce is aware of these channels and places its trust in them.

To protect users of the whistleblowing system, information on all kinds of potential violations can be reported anonymously. Reporting and investigation information is treated confidentially in accordance with applicable laws throughout the entire case management process. The whistleblowing process complies with the German Whistleblower Protection Act and relevant international legislation.

The whistleblowing system is governed by a dedicated rule that defines roles and responsibilities along the process steps of reporting, report administration and substantiation, investigation and sanctioning – in an end-to-end process. Case management will also be subject to internal audits. In addition, AUMOVIO's publicly available rules of procedure provide transparency on the handling of cases. Furthermore, AUMOVIO's employees take part in mandatory training on the topic of whistleblowing.

### Remediation processes

When complaints are received via the whistleblowing channels or through audit findings, AUMOVIO follows a structured process to investigate and address the respective cases. Remedial actions must be implemented in due time and must be aligned with AUMOVIO's frameworks. Based on these frameworks, the respective legal entities must implement actions to resolve the violation effectively and prevent similar incidents in the future. The remediation actions related to submitted cases are tracked via compliance case management software. Relevant information, including on tracking effectiveness, can be found in the [Business Conduct and Corporate Governance \(ESRS G1\)](#) subchapter, in the management approach to business conduct, corporate governance and corporate culture, and in the Prevention and detection of corruption and bribery subsection, which describes the whistleblowing system in detail.

## Targets Related to Own Workforce

With regard to its own workforce, AUMOVIO has set itself time-bound targets related to reducing the accident rate and the continually high level of engagement among own employees. The target for engagement among own employees will apply from 2026.

Occupational health and safety are an integral part of AUMOVIO's responsibility to ensure the physical and mental integrity of our employees. The creation of safe and healthy working conditions is of central importance here. Reducing the accident rate focuses on prevention actions that are designed specifically to prevent work-related injuries and eliminate hazards. The accident rate is defined as the number of work-related accidents resulting in days of absence from work per 1 million working hours.

We have set ourselves the public sustainability target of reducing the accident rate to 0.8 by 2030.

The interim target for the 2030 target is to reduce the accident rate to 0.9 by 2027.

The scope of the target includes the own employees and subsidiaries worldwide.

The target addresses the creation of safe and healthy working conditions and prevention actions, in particular to counteract the effects and risks associated with health hazards. The corresponding processes are described in the management approach for occupational health and safety. Indirectly, the target also addresses employee engagement and organizational development, with a focus on developing skills and awareness.

Progress in achieving the target is measured using the metric "Accident rate of work-related accidents with lost work days (number of accidents per 1 million working hours)."

This metric is subject to continuous monitoring and reported at least once a year.

The target was defined based on different internal calculations, taking into account the related challenges as well as potential. The metric is calculated according to a defined methodology and has been collected for several years.

AUMOVIO has set up a special EHS community in which EHS managers can exchange best practices and insights between different teams across organizational levels, and lessons learned are made available to all employees in a database set up specifically for this purpose. This serves to promote the continuous improvement of AUMOVIO's overall safety efforts.

Employee representatives were actively informed about the target-setting process and its result.

The involvement of the affected interest groups, identification of lessons learned and potential for improvement, for example via networks, is presented in the key actions for target achievement.

The target was set for the first time in 2025 and was not changed during the reporting period.

## Key Actions for Target Achievement

The key actions to implement the accident rate target include a set of prevention initiatives and programs that are rolled out via the comprehensive occupational health and safety management system. Given the nature of the target, promoting safety awareness is also an important management task in addition to the key actions.

When defining appropriate actions, AUMOVIO took into account the context of the automotive industry and megatrends as well as previous years' data on the effectiveness of applied actions and their impact on the development curve.

The defined levers that have been implemented to achieve the target of reducing the accident rate focus on prevention actions to avoid work-related injuries. This includes a comprehensive incident management tool for analyzing incidents that occur, as well as regular meetings to discuss common causes. The knowledge gained from this can be used to define additional individual prevention actions. Furthermore, the technical safety standards are subject to continuous review and reinforcement, particularly for high-risk activities. In order to foster a culture of safety and safe behavior, AUMOVIO plans to introduce a program to promote safety awareness for leaders as well as programs to promote safe behavior.

These actions are aimed not only at achieving the target, but also at increasing safety awareness among employees in general.

By mitigating the underlying negative impacts, it is assumed that the actions also mitigate to some extent the potential risks arising for the company from possible incidents.

No material positive impacts related to occupational safety and health were identified.

Additionally, no material opportunities were identified.

Key resources for the action plan include the expenditure for the incident management tool.

The actions related to the target for the accident rate support the management approach to occupational safety and health by striving to reduce potential negative impacts on own workforce, also in the event of conflicting economic and social interests.

The key actions focus on all our own employees worldwide. Due to the nature of the prevention measures, other employees are also involved on an indirect basis.

The actions include short-, medium- and long-term measures.

The key actions for target achievement are not directly related to a specific remedial process. Where relevant, remediation actions are based on the general processes, as described for the whistleblowing system.

The effectiveness of the actions in terms of impacts and risks is measured indirectly through the target achievement progress.

## Capital expenditures and operating expenditures for key actions to achieve the target related to the own workforce

<b>OpEx for key actions</b>	<b>2025</b>
OpEx for key actions to achieve the target related to own workforce, in € millions	0.1

**Definitions, assumptions and calculation methods:**

- The data for operating expenditure (OpEx) related to preventive measures and initiatives to increase safety awareness is collected by the legal entities of AUMOVIO.

<b>Planned OpEx for key actions</b>	<b>Next 5 years</b>
Planned OpEx for key actions to achieve the target related to own workforce, in € millions	0.7

**Definitions, assumptions and calculation methods:**

- The time horizon applied is in line with the approved long-term planning over a period of five years, in line with financial planning.  
- The data for operating expenditure (OpEx) related to preventive measures and initiatives to increase safety awareness is collected at group level based on the operating expenditure incurred in the reporting year in accordance with the table above.

<b>CapEx for key actions</b>	<b>2025</b>
CapEx for key actions to achieve the target related to own workforce, in € millions	0

**Definitions, assumptions and calculation methods:**

- The data for capital expenditure (CapEx) related to preventive measures and initiatives to increase safety awareness is collected by the legal entities of AUMOVIO.

<b>Planned CapEx for key actions</b>	<b>Next 5 years</b>
Planned CapEx for key actions to achieve the target related to own workforce, in € millions	0

**Definitions, assumptions and calculation methods:**

- The time horizon applied is in line with the approved long-term planning.  
- The data for capital expenditure (CapEx) related to preventive measures and initiatives to increase safety awareness is collected at group level based on the operating expenditure incurred in the reporting year in accordance with the table above.

## Metrics Related to Own Workforce

### Characteristics of the company's employees

#### Own employees (headcount)

In the economic report within the management report, the number of employees is disclosed under the Employees subsection in the Earnings, Financial and Net Assets Position section. It should be noted that the two metrics differ in terms of their definition.

Own employees by gender (as at 31.12.)	Headcount
Male	52,707
Female	26,359
Other	-
Not reported	2
<b>Total number of own employees</b>	<b>79,068</b>

**Definitions, assumptions and calculation methods:**

- Includes own employees of AUMOVIO with a valid and active employment contract as at December 31, 2025. Interns, apprentices and non-employees are not included.  
- The gender distribution is based on the information documented by employees in AUMOVIO's systems. This information thus represents AUMOVIO's knowledge, considering local legislation and co-determination. The gender "Other" includes employees who identify as non-binary or have not provided any information.  
- The data is collected by the legal entities of AUMOVIO.

Average number of own employees	Headcount
Average number of own employees	83,445

**Definitions, assumptions and calculation methods:**

- Includes own employees of AUMOVIO with a valid and active employment contract in the reporting year. Interns, apprentices and non-employees are not included.  
- The average is the total headcount at the end of each month divided by 12.  
- The data is collected by the legal entities of AUMOVIO.

**Countries in which AUMOVIO employs >10% of the total number of own employees**

	Female	Male	Other	Not reported	Total
Germany	3,617	12,463	0	1	16,081
Mexico	5,185	6,321	0	0	11,506
Romania	4,242	7,496	0	0	11,738
China	3,792	5,578	0	0	9,370

**Definitions, assumptions and calculation methods:**

- Includes own employees of AUMOVIO with a valid and active employment contract as at December 31, 2025. Interns, apprentices and non-employees are not included.
- The data is collected by the legal entities of AUMOVIO.

**Own employees by type of contract**

	Female	Male	Other	Not reported	Total
Employees	26,359	52,707	0	2	79,068
Employees with permanent employment	24,678	49,623	0	2	74,303
Employees with temporary employment	1,664	3,101	0	0	4,765
Employees without guaranteed working hours	0	0	0	0	0

**Definitions, assumptions and calculation methods:**

- Includes own employees of AUMOVIO with a valid and active employment contract as at December 31, 2025. Interns, apprentices and non-employees are not included.
- The gender distribution is based on the information documented by employees in AUMOVIO's systems. This information thus represents AUMOVIO's knowledge, considering local legislation and co-determination. The gender "Other" includes employees who identify as non-binary.
- The data is collected by the legal entities of AUMOVIO.

## Employee turnover

Employee turnover	2025
Number of employees who left the company	12,716

**Definitions, assumptions and calculation methods:**

- Includes own employees of AUMOVIO with a valid and active employment contract in the reporting year. Interns, apprentices and non-employees are not included.
- Termination of the employment relationship is defined as voluntary resignation by the employee, termination of the contract by AUMOVIO, retirement, fatal accident at work, termination agreement between AUMOVIO and the employee or the end of a temporary contract.
- The data is collected by the legal entities of AUMOVIO. For retirement and fatal accidents at work, the metric contains a small amount of extrapolated data for parts of AUMOVIO that did not report data directly.

Employee turnover	2025
Employee turnover, in %	15

**Definitions, assumptions and calculation methods:**

- Includes own employees of AUMOVIO with a valid and active employment contract in the reporting year. Interns, apprentices and non-employees are not included.
- Employee turnover is defined as the number of employees who left the company in relation to the average number of employees.
- The data is collected by the legal entities of AUMOVIO.

## Collective bargaining coverage and social dialogue

Coverage rate	Workplace representation (for EEA countries with a significant number of employees)
0-19%	
20-39%	
40-59%	
60-79%	
80-100%	Germany and Romania

**Definitions, assumptions and calculation methods:**

- Includes own employees of AUMOVIO with a valid and active employment contract as at December 31, 2025. Interns, apprentices and non-employees are not included.
- Countries in the European Economic Area (EEA) with a significant number of employees are countries in which AUMOVIO employs >10% of the total number of its own employees.
- The data is collected by the legal entities of AUMOVIO.

AUMOVIO has signed an agreement with the European Works Council (EWC) supporting employee representation and social dialogue at the European level.

## Diversity

	2025
<b>Gender diversity – senior executives and executives (as at December 31)</b>	Number of employees (headcount)
Female	284
Male	1,095

**Definitions, assumptions and calculation methods:**

- Includes own employees of AUMOVIO with a valid and active employment contract as at December 31, 2025. Interns, apprentices and non-employees are not included.
- The gender distribution is based on the information documented by employees in AUMOVIO's systems. This information thus represents AUMOVIO's knowledge, considering local legislation and co-determination. This metric considers the female gender and the male gender.
- Senior executives and executives are defined by AUMOVIO's grading system.
- The data is collected by the legal entities of AUMOVIO.

	2025
<b>Gender diversity – share of female and male senior executives and executives (as at December 31), in %</b>	
Female	21
Male	79

**Definitions, assumptions and calculation methods:**

- Includes employees of AUMOVIO with a valid and active employment contract as at December 31, 2025.
- The gender distribution is based on the information documented by employees in AUMOVIO's systems. This metric considers the female gender and the male gender.
- Senior executives and executives are defined by AUMOVIO's grading system.
- The data is collected by the legal entities of AUMOVIO. This metric is calculated by dividing the number of female or male senior executives and executives by the total number of senior executives and executives at the end of the reporting year.

	2025
<b>Own employees by age group (as at December 31)</b>	
under 30 years old	14,290
30-50 years old	51,419
over 50 years old	13,359
<b>Total number of own employees</b>	<b>79,068</b>

**Definitions, assumptions and calculation methods:**

- Includes employees of AUMOVIO with a valid and active employment contract as at December 31, 2025. Interns, apprentices and non-employees are not included.
- The data is collected by the legal entities of AUMOVIO.

	2025
<b>Own employees by age group (as at December 31), in %</b>	
under 30 years old	18
30-50 years old	65
over 50 years old	17
<b>Total number of employees</b>	<b>100</b>

**Definitions, assumptions and calculation methods:**

- Includes employees of AUMOVIO with a valid and active employment contract as at December 31, 2025. Interns, apprentices and non-employees are not included.
- The data is collected by the legal entities of AUMOVIO.

## Adequate wages

AUMOVIO considers equal treatment as a protected right. This therefore drives its strategy for the remuneration of all employees – executives and non-executives alike.

	2025
<b>Adequate wage</b>	
Own employees paid below an adequate wage, in %	0

**Definitions, assumptions and calculation methods:**

- Includes employees of AUMOVIO with a valid and active employment contract as at December 31, 2025. Interns, apprentices, non-employees and expatriates are not included.
- Wage data is defined as base salary.
- An adequate wage is defined as a wage that satisfies the needs of the employee and their family, considering the given national economic and social conditions.
- The data is collected by the legal entities of AUMOVIO. Adequate wages are in accordance with the applicable national laws. If not available, national or sub-national minimum wages as established by legislation or collective bargaining are considered. If not available either, benchmarks meeting relevance criteria are considered.
- For parts of AUMOVIO that do not report data directly, the assessment of the risk of inadequate wages is based on the RVCDDS risk assessment of the RVC commitment to "fair payment."

## Occupational safety and health

As part of the management approach to occupational safety and health, AUMOVIO carefully monitors the effectiveness by means of dedicated metrics.

Coverage of management systems for occupational safety and health	2025
Percentage of people in own workforce covered by a safety and health management system (as at December 31), in %	100

### Definitions, assumptions and calculation methods:

- Includes employees of AUMOVIO with a valid and active employment contract as at December 31, 2025. Interns, apprentices and non-employees are not included.
- Rules are mandatory for all of AUMOVIO's own employees.

Fatalities as a result of work-related injuries and work-related ill health	2025
AUMOVIO's own employees	0

### Definitions, assumptions and calculation methods:

- Includes own employees of AUMOVIO with a valid and active employment contract in the reporting year.
- The data is collected by the individual locations. Includes fatalities as a result of work-related injuries and work-related ill health.

Fatalities as a result of work-related injuries and work-related ill health	2025
Other workers on AUMOVIO sites	0

### Definitions, assumptions and calculation methods:

- Other workers at AUMOVIO locations are defined as persons who work at AUMOVIO's locations and who do not belong to AUMOVIO's own workforce.
- The data is collected by the individual locations. Includes fatalities of other workers at AUMOVIO's locations as a result of work-related injuries or work-related ill health.

Reportable work-related accidents	2025
Number of reportable work-related accidents	290

### Definitions, assumptions and calculation methods:

- Includes own employees of AUMOVIO with a valid and active employment contract in the reporting year. Interns, apprentices and non-employees are not included.
- The definition of work-related accidents is based on the ESRS. Work-related accidents are accidents that occur during working hours, are work-related and result in an injury leading to death, sick day(s), limited capacity to work or transfer to another job, medical treatment beyond first aid, loss of consciousness or significant diagnosed injuries. Commuting accidents are considered if AUMOVIO is responsible for the transportation.
- The locations determine the reportable work-related accidents according to the above definition.

Rate of all reportable work-related accidents	2025
Rate of all reportable work-related accidents (number of work-related accidents per 1 million working hours)	1.9

### Definitions, assumptions and calculation methods:

- Includes own employees of AUMOVIO with a valid and active employment contract in the reporting year. Interns, apprentices and non-employees are not included.
- The definition of occupational accidents used by AUMOVIO is based on the statement published by the ESRS and is derived as follows: Work-related accidents (workplace accidents) are accidents that occur during working hours, are work-related and result in an injury leading to death, sick day(s), limited capacity to work or transfer to another job, medical treatment beyond first aid, loss of consciousness or significant diagnosed injuries. Commuting accidents are considered if AUMOVIO is responsible for the transportation.
- Working hours are defined as paid working time.
- The data is collected by the individual locations. The number of reportable work-related accidents is multiplied by 1 million and then divided by the total number of working hours.

Accident rate	2025
Accident rate of work-related accidents with lost workdays (number of accidents per 1 million working hours)	1.1

### Definitions, assumptions and calculation methods:

- Includes own employees of AUMOVIO with a valid and active employment contract in the reporting year. Interns, apprentices and non-employees are not included.
- Work-related accidents are accidents that occur during working hours and are work-related. The accident must result in one or more days lost after the day of the accident to be counted.
- Working hours are defined as paid working time.
- The data is collected by the individual locations. The number of work-related accidents is multiplied by 1 million and then divided by the total number of working hours.
- The metric is company-specific.

Sickness rate	2025
Sickness rate, in %	2.4

**Definitions, assumptions and calculation methods:**

- Includes own employees of AUMOVIO with a valid and active employment contract in the reporting year. Interns, apprentices and non-employees are not included.
- Sickness includes paid and unpaid sick days.
- The data is collected by the individual locations. This metric is calculated by dividing the total paid and unpaid sick days by the total number of working hours.
- The metric is company-specific.

Coverage of occupational safety and health management systems	2025
Occupational safety and health management system certification (ISO 45001 or similar)	
Employee coverage (as at December 31), in %	77

**Definitions, assumptions and calculation methods:**

- Includes own employees of AUMOVIO with a valid and active employment contract as well as non-employees as at December 31, 2025. Interns and apprentices are not considered.
- Valid certificates and concluded recertifications are considered, as well as ongoing recertifications, if the achievement of recertification was considered highly probable.
- The data is collected by the individual locations. A small number of employees who could not be assigned are considered not to be covered. This metric is calculated from the ratio of own workforce working at a certified location to the total number of AUMOVIO's own employees.
- The metric is company-specific.

## Remuneration metrics

Gender pay gap	2025
Gender pay gap, in %	35.0

**Definitions, assumptions and calculation methods:**

- Includes own employees of the AUMOVIO Group with a valid and active employment contract as at December 31, 2025. Interns, apprentices, non-employees and expatriates are not included.
- The gender distribution is based on the information documented by employees in AUMOVIO's systems. This metric considers the female gender and the male gender.
- Salary or remuneration is defined as base salary, cash allowances and benefits in kind (e.g. non-cash benefits, company cars).
- Changes in pension values are not taken into account.
- The data is collected by the legal entities of AUMOVIO. For parts of AUMOVIO that do not report data directly, an extrapolation of the primary data is used.

Remuneration ratio to the CEO	2025
Annual remuneration ratio to the CEO	129

**Definitions, assumptions and calculation methods:**

- Includes own employees of AUMOVIO with a valid and active employment contract as at December 31, 2025. Interns, apprentices, non-employee and expatriates are not included.
- Pay data or remuneration is defined as base salary, cash allowances, benefits in kind and company cars.
- Changes in pension values are not taken into account.
- The data is collected by the legal entities of AUMOVIO. For parts of AUMOVIO that do not report data directly, a calculation method is applied based on the country average, calculated using primary data. If the data is not available, valid external statistics are used.
- The metric is calculated as the ratio of the CEO's total annual remuneration to the median total annual remuneration of the company's own employees excluding the CEO's remuneration. Based on the appointment of the CEO during the year, the target remuneration was used.

## Incidents, complaints and severe human rights impacts

Cases of discrimination	2025
Total number of cases of discrimination, including harassment	26

**Definitions, assumptions and calculation methods:**

- Incidents are complaints under investigation
- Includes incidents of discrimination, including harassment that involve a person belonging to AUMOVIO's own workforce and that were reported in AUMOVIO systems during the reporting year.

Complaints related to social or human rights matters	2025
Total number of complaints related to social or human rights matters other than discrimination	63

**Definitions, assumptions and calculation methods:**

- Includes incidents relating to social or human rights matters (excluding discrimination) that involve a person belonging to AUMOVIO's own workforce and that were reported in AUMOVIO systems during the reporting year.
- Duplicates are included in the result.
- The data is collected through the various complaint mechanisms of AUMOVIO.

<b>Fines, penalties and compensation in connection with human rights violations</b>	<b>2025</b>
Total amount of fines, penalties and compensation in connection with human rights violations, in € millions	0

**Definitions, assumptions and calculation methods:**

- Fines, penalties and compensation paid out during the reporting year are included.
- The data is collected through the various complaint mechanisms of AUMOVIO. Includes incidents relating to social or human rights matters that were reported in AUMOVIO systems during the reporting year and that involve a person belonging to AUMOVIO's own workforce.

Related expenses within the meaning of the ESRS are reported in the consolidated financial statements under **Other expenses** in the consolidated statement of income.

<b>Severe human rights incidents related to own workforce</b>	<b>2025</b>
Total number of known incidents of severe human rights violations related to own workforce	0

**Definitions, assumptions and calculation methods:**

- The severity of incidents is regularly evaluated as part of case management in the SUS DD System.
- The incidents considered are severe incidents relating to human rights that were reported in AUMOVIO systems during the reporting year and that involve a person belonging to AUMOVIO's own workforce.
- The data is collected through the various complaint mechanisms of AUMOVIO.

<b>Fines, penalties and compensation for severe human rights violations</b>	<b>2025</b>
Total amount of fines, penalties and compensation for severe human rights violations related to the own workforce, in € millions	0

**Definitions, assumptions and calculation methods:**

- The severity of incidents is regularly evaluated as part of case management in the SUS DD System. Fines, penalties and compensation paid out during the reporting year are included.
- Includes severe incidents related to human rights that were reported in AUMOVIO systems during the reporting year and that involve a person belonging to AUMOVIO's own workforce.
- The data is collected by the legal entities of AUMOVIO.

Related expenses within the meaning of the ESRS are reported in the consolidated financial statements under **Other expenses** in the consolidated statement of income.

