bilsteingroup®

bilstein group Sustainability Strategy

January 2026 version

www.bilsteingroup.com

bilstein group Profile

Total turnover in 2025

1.3 bn Euro

Logistics centres in key markets with a total storage area of

195.000 sqm

2,900 **employees**

Delivering goods and services to

170 **countries**

23 **subsidiaries**

located in Europe, Africa, Asia, North and South America and the Middle East

>80,000 **replacement parts**

for passenger cars, commercial vehicles and off-highway vehicles

Mission and Vision

The bilstein group is a family-run business now in its seventh generation, headquartered in Ennepetal, Germany. As a supplier and manufacturer of replacement parts for the Independent Automotive Aftermarket (IAM), we offer repair solutions for all common vehicle types in the passenger car and commercial vehicle sectors.

Ensuring sustainable global mobility has always been our driving force:

“Mobility is our driving force” – that is the guiding principle of the bilstein group.

For over 180 years, the bilstein group has stood for quality, reliability, and entrepreneurship. As a family-run company, we have always thought across generations – with the aim of shaping economic success responsibly and making our contribution to sustainable mobility.

We firmly believe that environmental responsibility, social standards, good corporate governance and economic success are inextricably linked. These four dimensions form the foundation of our sustainability strategy.

We use sustainability as an opportunity – for profitable growth, innovation, and for a positive impact along our entire value chain.

As a family-run business, we take a long-term, intergenerational view and aim to combine commercial success with social responsibility, thereby making a significant contribution to sustainable mobility.

With this strategy, we set clear goals, create commitment, and align our organization with future challenges. In this way, we ensure that the bilstein group will remain a strong, responsible partner for customers, employees, and society in the coming decades.

Strategic Action Areas

Environment	Social	Governance
Circular economy 1. Waste prevention 2. Remanufacturing 3. Packaging **Climate protection** 4. E-mobility 5. Renewable energy and energy efficiency 6. Greenhouse gas emissions	**Innovations** 1. Digitalization 2. Information and communication 3. Innovative product portfolio **Our employees** 4. Working conditions 5. Equal opportunities and diversity 6. Young talent	**Human rights** 1. Human rights and environmental standards along our value chain 2. Responsibility toward society **Sustainability in the supply chain** **Products and services**

8 DECENT WORK AND ECONOMIC GROWTH

Economic Success

The bilstein group combines economic success with responsibility and uses sustainability as an opportunity for growth and positive benefits.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Environment

Circular Economy

Waste prevention
The bilstein group consistently integrates the principle of waste prevention into all its business processes.

Remanufacturing
By actively promoting repair, reconditioning and reuse, a responsible product lifecycle – particularly for turbochargers – is ensured.

Packaging
Packaging is being progressively optimised throughout the entire supply chain. The focus is on increasing recyclability, optimising material efficiency and improving data transparency among suppliers.

KPIs

- 95% recycling rate for waste by 2030
- 70% recyclability of supplier packaging by 2030

Environment

Climate Protection

E-mobility
By continuously expanding its product portfolio in the field of e-mobility and proactively responding to market trends, the bilstein group is strengthening its market position in the long term.

Renewable energy and energy efficiency
Business processes are continuously improved and optimised for energy efficiency. Through further expansion, particularly of photovoltaic systems, the proportion of renewable energy in total energy consumption is being increased.

Greenhouse gas emissions
Greenhouse gas emissions are being consistently reduced. This includes, among other things, the targeted expansion of the electric vehicle charging infrastructure at the bilstein group's sites and the enhancement of monitoring systems to ensure greater transparency regarding energy consumption.

KPIs

- Number of items suitable for electric and hybrid vehicles
- Increase of the share of renewable energy sources by 50% by 2030 (base year: 2022)
- Achieve climate neutrality at German sites by 2045 (in accordance with German legislation)
- Avoid increase in Scope 1 & Scope 2 emissions
- Increase transparency regarding Scope 3 emissions

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Social

Innovations for Our Customers

Information and communication
The bilstein group maintains open and transparent communication with customers and partners.

Innovative product portfolio
An innovative and market-responsive product portfolio ensures long-term customer satisfaction.

Digitalization
Targeted digitalisation optimises processes, boosts efficiency and delivers lasting improvements to the customer experience.

KPIs

- Continuous improvement of the overall customer satisfaction index
- Increase in the customer satisfaction index for sustainability

4 QUALITY EDUCATION

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

Social

Our Employees

Young talents & demographic change
Talent is actively sought out and continuously developed in order to proactively address the challenges posed by demographic change.

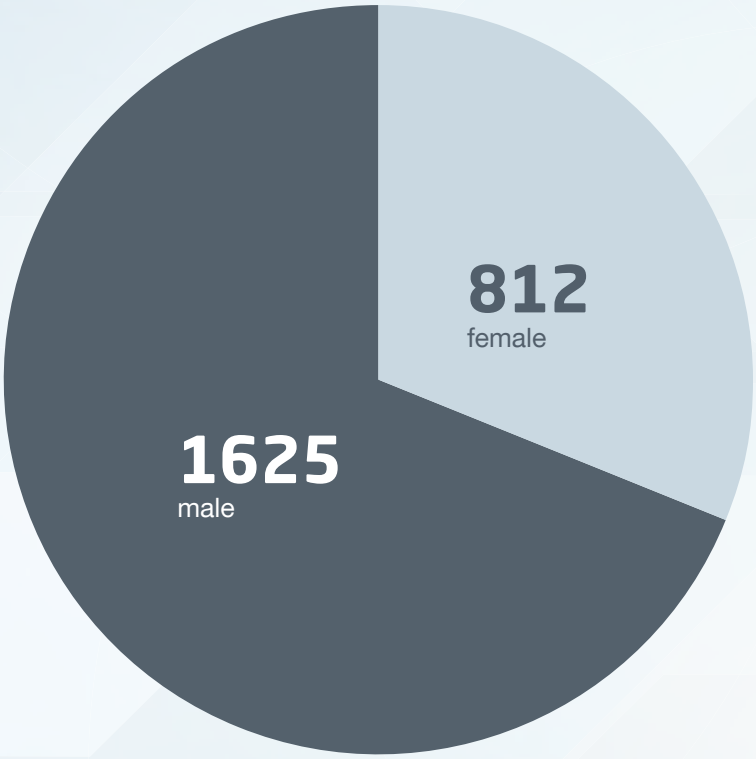
Working conditions
Attractive working conditions and job security help to create a positive working environment.

Equal opportunities and diversity
We constantly promote and consistently strengthen a diverse, inclusive and non-discriminatory corporate culture.

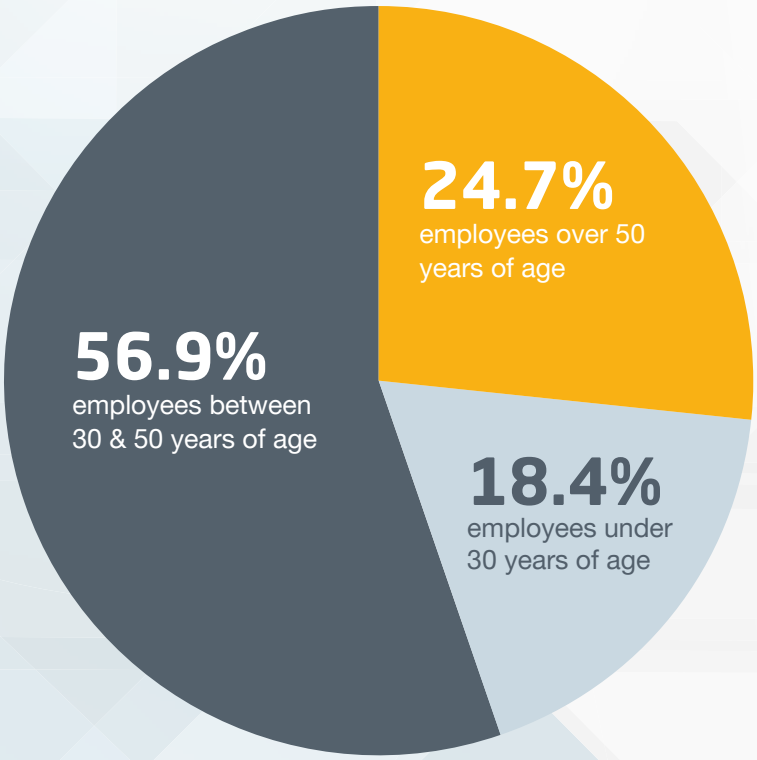
KPIs

- Training hours per person
- Reduction in LTIFR
  (Lost Time Injury Frequency Rate)
- Development of technical and methodological skills, as well as language qualifications
- Proportion of employees with individual development plans
- Proportion of women in management positions and in the overall workforce

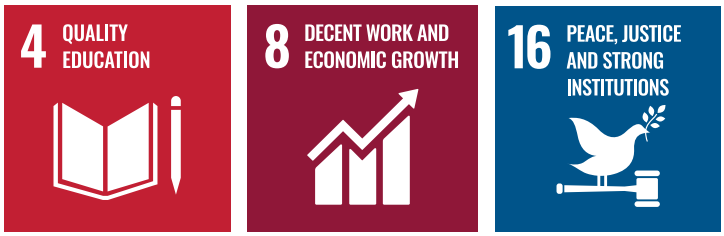
Employee Data



Number of Employees 2024



Global Diversity Indicators



Governance

Corporate Governance

Compliance
Transparency and legal certainty are strengthened in the long term through systematic monitoring and regular training on relevant regulations and sanctions.

Corporate culture
Continuous review and active shaping of the corporate culture ensure a positive and sustainable working environment.

KPIs

- Increase in the proportion of staff training in the areas of conduct, compliance and governance
- Increase in length of tenure

Governance

Human Rights

Human rights and environmental standards
High standards for human rights and environmental protection are ensured throughout the entire value chain. Suppliers are required to sign a Code of Conduct before being awarded larger purchase volumes. ESG assessments are becoming an integral part of the supplier selection process. Data quality and transparency regarding products and product information are continuously being improved.

Social responsibility
The positive impact of the company's activities on society is being specifically strengthened and expanded.

KPIs

- Percentage of purchasing volume with suppliers who have signed our Code of Conduct - 95% by 2030
- Percentage of items with evaluable test reports and product details - 75% by 2030
- Percentage of suppliers whose ESG score flows into the supplier evaluation - 100% by 2027

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