20/21

SUSTAINABILITY SUMMARY REPORT



This report is issued by
JOYSONQUIN Automotive Systems GmbH
and is applicable for all global entities

JOYSONQUIN
AUTOMOTIVE SYSTEMS

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Dr.-Ing. Torsten Winterwerber, Dr. Johannes Klein

Foreword

Climate change is the most important challenge of our times and a top priority for Joyson Quin.

We are committed to supporting carbon reduction trough building our own actions and leading by example.

During the year, we have made great progress and many remarkable projects and initiatives are launched globally.

We are proud of our committed and highly engaged team.

Dr. Torsten Winterwerber



Dr.-Ing. Torsten Winterwerber
Chief Executive Officer and President, Europe

Introduction



From left to right: Bin Xu: Vice President - Dr.-Ing. Torsten Winterwerber: Chief Executive Officer and President, Europe - Yuda Liu: Chairman of the Board and President, China - Dr. Johannes Klein: Chief Financial Officer and Vice President

2021 continued to be different and we had to learn to live the new “normal”. But each challenge offers opportunities.

In 2020 we started to roll-out our JoysonQuin Core Values on a global scale.
For the issued year, we took the time to define those values for ourselves. We started new employee initiatives, enhanced training opportunities, and focused our social and global mindset. As a global company, we have a responsibility to guide our goals towards a sustainable future.

The Management Team of JoysonQuin, 2021

VISION

We are reliable pioneers who provide innovative, sustainable, and emotional solutions to enhance the automotive driving experience.

MISSION

With China, Germany and USA as our primary regions, we provide superior automotive trim parts and high voltage charging systems of technical innovation and excellent quality, while reducing our environmental footprint. We encourage our global teams to learn continuously and enable them to realize their full potential. We create “Win-Win” solutions for our customers around the world and value for all stakeholders.

JOYSONQUIN

#CoreValu

CORE VALUES

Integrity

Providing excel ent products and servic
and business ractices; being honest
company.



Employee encouragemen

Encouragement and reward should be gi
performance, motivation and study in bu
sibilities and leg al compliance.

Emphasis on outstanding

Taking respons bility for work results an
paying attentio to work efficiency and

Support fo change

Actively facing to the reform, actively
procedures an methods, advocating
striving for bette performance.

High perfo mance team

Focusing on tea m target and the overal
each other, stic ing to disciplines, emph
and trusting in thers.

Diversity and inclusion

Respecting diversified cultural backg
JOYSONQUIN from across the world
working atmosphere and creating an
employees.



Sustainability

Drive sustainable and innovative produc
ard the environment. We take respons
products, CO2-neutral manufacturing a

Integrity

Our journey started with INTEGRITY.
We were questioning ourself about the meaning of integrity and found a definition for ourselves: “Follow your actions, your conviction and work towards it. We were looking for the story of exactly these type of colleagues. Who was working accordingly and is a representative example of an integer person and have been thrilled about the number of nominations and all the stories our colleagues showed integrity, even though, it was not the easy way.”



A SMALL MESSAGE TO OUR EMPLOYEES:

We surprised you with a small flyer - on your desk or in digital form via teams - and got you thinking. The focus was on the question of which employee at JOYSONQUIN had acted with particular integrity and acted as a role model. Many stories of our everyday heroes came together here.

Employee encouragement

Laozi, chinese Philosoph

LEARNING IS LIKE ROWING AGAINST THE CURRENT. IF YOU STOP, YOU DRIFT.


1 EINFÜHRUNG

Der JQ Trainings-Kompass – unsere Übersicht und Orientierung für die verschiedenen Weiterbildungsmöglichkeiten bei JOYSONQUIN – ist kompakt zusammengeführt in einem einzigen Dokument.

Unsere Mitarbeiter sind für die aktive Entwicklung Ihrer beruflichen Laufbahn verantwortlich und werden dabei von Ihren Vorgesetzten unterstützt. Der JQ Trainings-Kompass hilft dabei einen ersten Überblick zu gewinnen, um die entsprechenden Vorbereitungen und Überlegungen zu treffen, um so im persönlichen Gespräch mit dem Vorgesetzten die entsprechenden Grundsteine für die persönliche und fachliche Weiterbildung zu legen.

Der JQ Trainings-Kompass informiert alle Mitarbeiter zu allgemeinen und individuellen Weiterbildungen, sowie zu fachspezifischen und fachüber-

greifenden Schulungsangeboten. Ei
sind aufgrund der Komplexität nur c
beschrieben, für weitere Information
nen die HR Abteilung gerne zur Verfüg
stimmen Themen wurden die benötig
lare als Link hinzugefügt, sodass Sie
dazugehörigen Dokument weitergelei

Weiterbildung ist sehr vielfältig und
daher bietet JQ kein Standardpaket fü
arbeiter an, sondern wir schauen uns
hängig von Ihren beruflichen und priv
sowie den unternehmerischen Inte
notwendigen Kompetenzfeldern, Ihre
Entwicklungswege an. Besonders w
ist der eigene Antrieb und die Motivat
ruflich weiterzuentwickeln oder zu ver
so können wir gemeinsam einen ma
derten Weiterbildungsplan für Sie era

2 EINSTIEG BEI JQ

Hello & Wel

Ihr Einstieg bei JQ – der erste Arbeitstag steht an, den alle neuen Mitarbeiter gemeinsam mit einem Welcome Event starten. Hier werden die wichtigsten Informationen zum Arbeitsalltag und zur Organisation besprochen. In den weiteren Wochen und Monaten lernt der neue Mitarbeiter sein Team, die Schnittstellen und die Spielregeln in der JQ Welt kennen. Spätestens nach drei Monaten gibt es das erste Feedbackgespräch mit dem Vorgesetzten und nach ca. vier bis fünf Monaten auch automatisch ein Gespräch mit der HR Abteilung, um den Stand der Einarbeitung zu besprechen. Mit dem Probezeitabschlussgespräch wird die sechsmonatige Probezeit abgerundet und die ersten Schulungsbedarfe werden in der Qualifikationsmatrix festgehalten.


3 QUALIFIKATIONSMATRIX

Die Qualifikationsmatrix – kurz die Qualmatrix oder anders gesagt Ihr persönlicher Schulungsplan, ist ein wichtiges Instrument der Personalentwicklung, denn hiermit erstellt jede Führungskraft gemeinsam mi dem Mitarbeiter einen jährlichen, individuellen Schulungsplan.

Die Basis für jede Qualifikationsmatrix ist die jeweilige Stellenbeschreibung, denn aus den definierten Aufgabenfeldern für Ihre Stelle ergeben sich bestimmte Kompetenzfelder. Diese benötigen Sie auf dieser Stelle, um die geforderten Aufgaben ausführen zu können. Das bedeutet die Qualimatrix wird einmal für Ihre Stelle definiert und jedes Jahr überprüft.

Wie stark eine Kompetenz wie z.B. Produkt-/Prozesskenntnis ausgeprägt sein muss, also ob Sie Expertenkenntnisse darin haben müssen oder ob vielleicht auch Grundkenntnisse ausrichen, wird von der Führungskraft im Vorfeld festgelegt (in der SOLL Spalte = erforderliche Kompetenz), siehe untenstehendes Bild.

Im jährlichen Mitarbeiterentwicklungsgespräch (MEG) werden die verschiedenen Kompetenzfelder besprochen und die Führungskraft füllt gemeinsam mit Ihnen die IST-Spalte (= bestehende Kompetenz) aus und bewertet Ihren individuellen Kompetenz- grad.

Wenn es zwischen der SOLL und IST-Spalte eine Abweichung gibt, muss diese Kompetenz des Mitarbeiters weiterentwickelt und eine entsprechende Entwicklungsmaßnahme definiert werden. Da man nicht gleichzeitig an allen Kompetenzen arbeiten kann, ist es die Aufgabe der Führungskraft, die wichtigsten Kompetenzfelder auszuwählen, an denen Sie zunächst für die nächsten 12 Monate arbeiten und weiterwachsen sollen.

Bitte berücksichtigen Sie hierbei einen wichtigen Punkt – Personalentwicklung bzw. Kompetenzentwicklung. Sie ist ein Prozess über mehrere Jahre, weshalb die Qualimatrix in jedem Jahr überprüft und neu angepasst wird.



Sprachkurse, Besuch im Werk und vieles mehr

Our second Core Value was all about the encouragement of our Team and improving our skills. Everyone could give feedback to their Team members and colleagues and reward them for their support, which we set in action with a small contest.

We promote and reward our employees for their innovation, outstanding performance, motivation, personal development, having the courage to take risks and to assume to responsibility (e.g. the Trainings – Compass). Continuing education should not be a privilege of only certain employees. Instead, every employee at JoysonQuin has an opportunity to actively shape it`s professional career.

It is important to us that our employees are up to date and aware of all further education, as well as training opportunities that we offer. We want our people to learn the skills they need to succeed. We also produced our first JoysonQuin podcast regarding our offered trainings.

To strengthen our team, we want to focus on the Core-abilities of each emloyee and help developing new strengths. To coordinate the training, we developed the "Traingskompass". Here our employees can find general trainings, but also for each personal development, employees can choose for new opportunities. With a qualification matrix we can see the development of the individual with internal or external trainings, Trade fair visits, Online seminar, Coaching or Lectures.

Diversity and Inclusion



“Our team work together every day across national and cultural boundaries. People are our priority. Diversity enriches our cooperation and we can not only learn from each other, but also support each other.”

JoysonQuin

But diversity at JoysonQuin is so much more.

Discrimination has no place in our company. Through the international network of our employees, customers, investors, and suppliers, we communicate with other cultures daily. Respect and acceptance are our top priorities. We want to use diversity to overcome daily challenges and develop creative approaches to solutions.

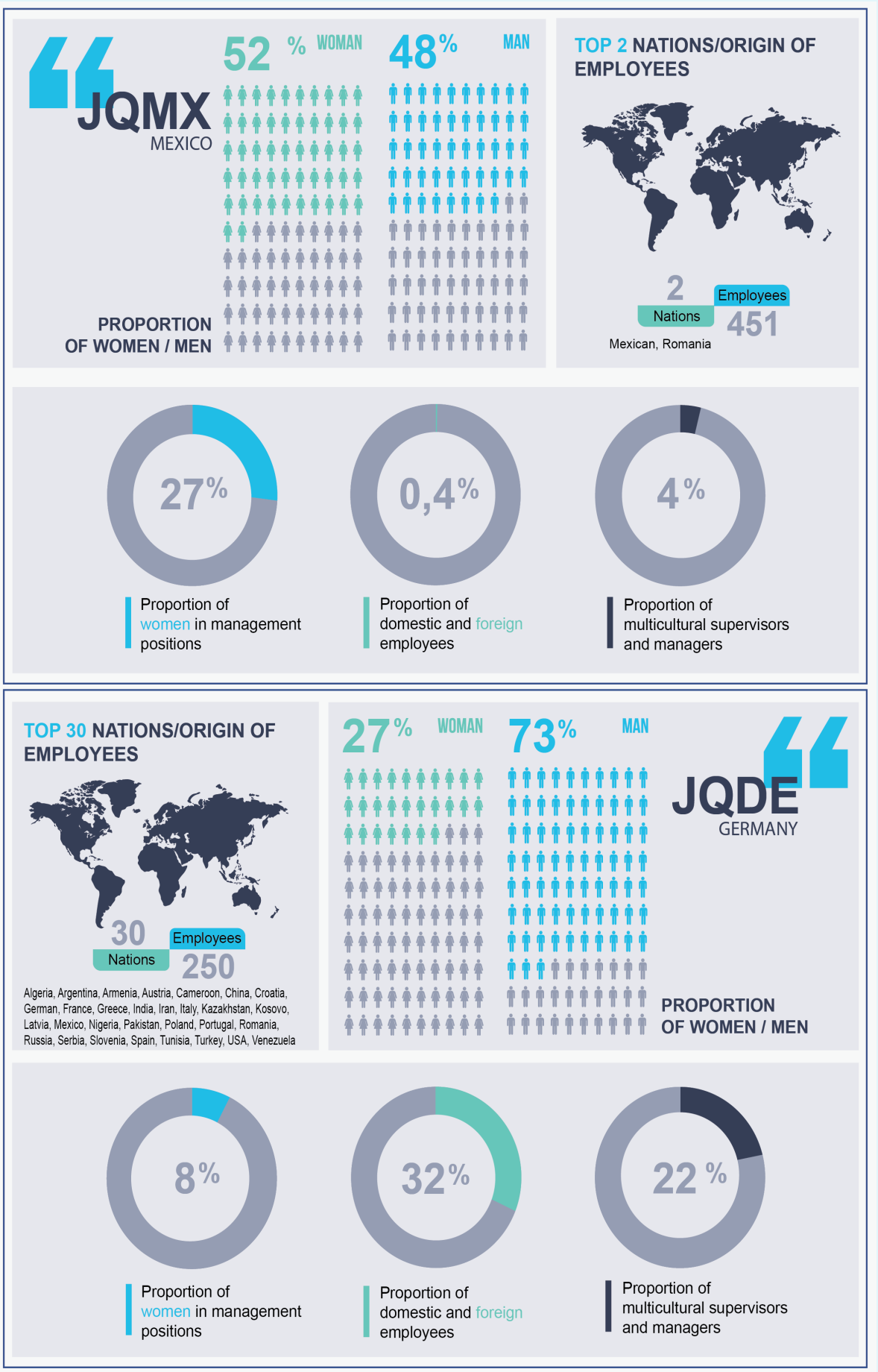




One of our highlights for 2021 was our “International Day” event, hosted at our Headquarter in Rutesheim, Germany. At the event, we served traditional dishes from Poland, Romania, Mexico, the USA, and China. We also raised awareness about cultural facts from the countries where our manufacturing plants are located. We are very proud of the diversity we have in all our plants, and it is always a pleasure learning about our colleagues’ different cultures. We also organized fun activities at the event, for the children of our employees, like a drawing contest, inspired by their definition of the diversity within the JoysonQuin family.

See the amazing results, sent us to all over the world.

Diversity in our Plants



The beauty of the world lies in the diversity of its people

JQPL
POLAND

56% WOMAN

44% MAN

PROPORTION OF WOMEN / MEN

TOP 3 NATIONS/ORIGIN OF EMPLOYEES



3 Nations

Employees 346

Polish, Ukrainians, Russian

47%

Proportion of women in management positions

8%

Proportion of domestic and foreign employees

0%

Proportion of multicultural supervisors and managers

TOP 5 NATIONS/ORIGIN OF EMPLOYEES



5 Nations

Employees 13

US, Chinese, German, Mexican, Ethiopian

8% WOMAN

92% MAN

JQNA
NORTH AMERICA

PROPORTION OF WOMEN / MEN

0%

Proportion of women in management positions

38%

Proportion of domestic and foreign employees

50%

Proportion of multicultural supervisors and managers

JQRO
ROMANIA

54% WOMAN

46% MAN

PROPORTION OF WOMEN / MEN

NATIONS/ORIGIN OF EMPLOYEES



1 Nation

Employees 1024

32%

Proportion of women in management positions

100%

Proportion of domestic employees

0%

Proportion of multicultural supervisors and managers

TOP 2 NATIONS/ORIGIN OF EMPLOYEES



2 Nations

Employees 966

Chinese, German

37% WOMAN

63% MAN

JQCN
CHINA

PROPORTION OF WOMEN / MEN

27%

Proportion of women in management positions

0,1%

Proportion of domestic and foreign employees

0%

Proportion of multicultural supervisors and managers

Responsability



„We take responsibility for our work results and strive to exceed our customers‘ requirements.“

JoysonQuin

WE STRIVE TO ACT

in accordance with our values. But responsibility means much more to us. We take responsibility individually, as well as within the team. We started with some feedback rounds to gather ideas and a group discussion in our After-Workshop-Talk. By giving responsibility to the individual, the individual will work stronger towards a global goal.

Furthermore, due to the flood in Germany, JoysonQuin took responsibility and organized a donation race. The donations went to the flood victims.



Change



“We are actively using our innovative strength to seek continuous improvements in our work processes and methods. Through learning, we are always striving for improvement and personal development.“

JoysonQuin

What does Change or Change Management mean to us?
The reaction to change depends on the person, as well as the type of change. How much are we affected by the change, how much do we have to change personally? What experiences have we already had? It is normal to be surprised at first or to deny it. What does this change mean for me now? Here we first must try things out and be patient with everyone involved – everyone has their own pace. It is important that we engage with the changes and give them a chance.

The tests and trial phase. True to the motto: It could work. Ideally, the innovation then becomes a matter of course. Or could you imagine still working with punched cards and only watching black-and-white films in the evening?

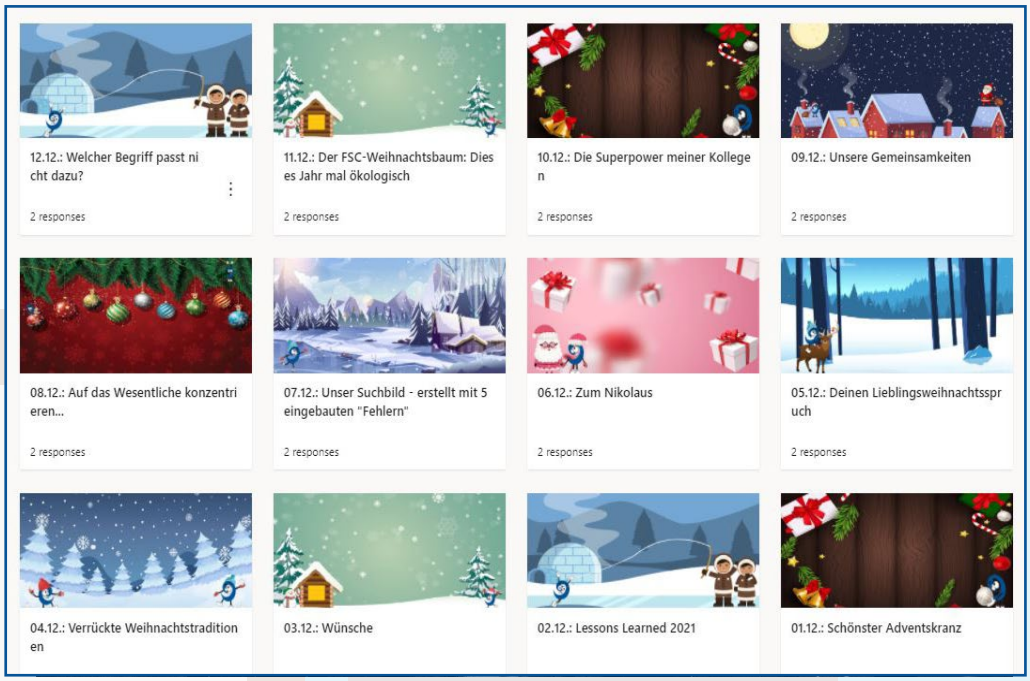
Change can be necessary for several reasons.This can be due to a change in the framework conditions. This is also the case at JoysonQuin. Our customers have different market requirements, such as new market suppliers, new technologies, or increased environmental awareness, which influences our requirements as a supplier. But internal changes, such as stronger international cooperation or personnel changes, in the team can also influence this.

On the other hand, changes may also be necessary because the current approach has not turned out to be optimal and we can save money, time, or we can improve quality. Here, it is the task of each individual to question his or her daily actions and to optimize them.

To introduce that value within the organization, we produced Follow me videos, where we showcased our Innovation in 3.5 minutes, explained our most recent changes systems and process wise, and had a deep dive on the history and innovations in the trim part business.

Powerful Team

Diversity and mutual appreciation are the keys for a powerful team.
A team is made up of very different roles, all of which play their part in the success of the project.



Our Core Value Team had a special surprise for the Joyson-Quin Family in Rutesheim this year. A digital advent calendar, full of small projects and reflective thinking games to think about the year, help build team spirit, and to find similarities within the teams. A powerful team is made from different personalities and different knowledge.

Sustainability

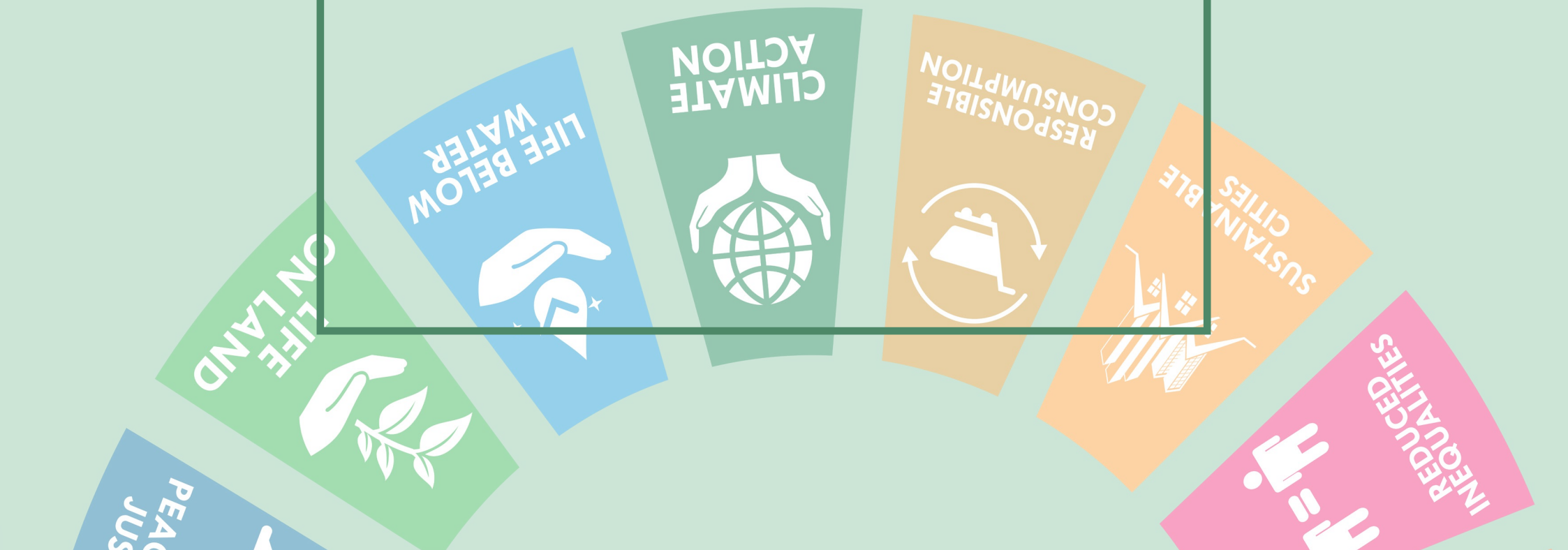


Sustainability is an especially important word these days. But what is it all about and what does it mean for us at Joyson-Quin? Here is a short preview into 2022, with our seventh Core Value: Sustainability.

Sustainability means social, environmental, and economic stability for us and future generations.
In 2021, we had two workshops to define our JoysonQuin goals, with guidance on the Social Development Goals (SDG) from the United Nations. Further, we paved the way for our internal FSC certification.

In addition to the Sustainably Goals and Strategy definition, we will be tracking KPIs and certifications. We are directing us in Customer Sustainability Requirements and go even further with our surface development studies to do our part for a sustainable future.

SOCIAL DEVELOPMENT GOALS



JoysonQuin SDGs

JoysonQuin takes environmental responsibility. Guided on the Social Development Goals (SDGs) from the United Nations. With our definition of Strategy and Goals, Customer Requirements, KPI tracking Initiatives, and internal Communication to our employees, we guide our way towards our own JoysonQuin sustainability standard.

JoysonQuin has the goal to be CO^2 neutral by 2039. We commit to invest in innovative and sustainable products and technologies.
In 2025, we committed ourselves to 75% usage of renewable energy at all sites and by 2030, we want to grow to 100% of renewable energy usage.
Furthermore, we started to implement global environmental key performance indicators, which we are collecting monthly from all sites. Here we collect information about CO^2 emissions in gram, waste, and sewage water and many more. Like this, we can control our consumption per plant and plan our next actions. The environmental compliance ISO 14001 and the safe production environment ISO 45001 are an important base for our business. Therefore, we renew our certification regularly.

For several years, we have been working with wood veneer suppliers with the FSC certification. In 2021, we decided to become FSC certified by ourselves, which we want to achieve in 2022. We are increasing strictly the recycling components and raw-material utilization for our finished products. Water is a valuable resource. Therefore, by 2030, we will have sustainable water management at our sites.

We have a zero accidents policy and work constantly towards this high standard. Therefore, we have several trainings to ensure that our employees are well protected and safe.

Diversity is one of our Core Values. We employ 36 nations globally. We also encourage gender equality with a rate above 25% of females in management positions, in 2021.

ECONOMICAL INITIATIVES

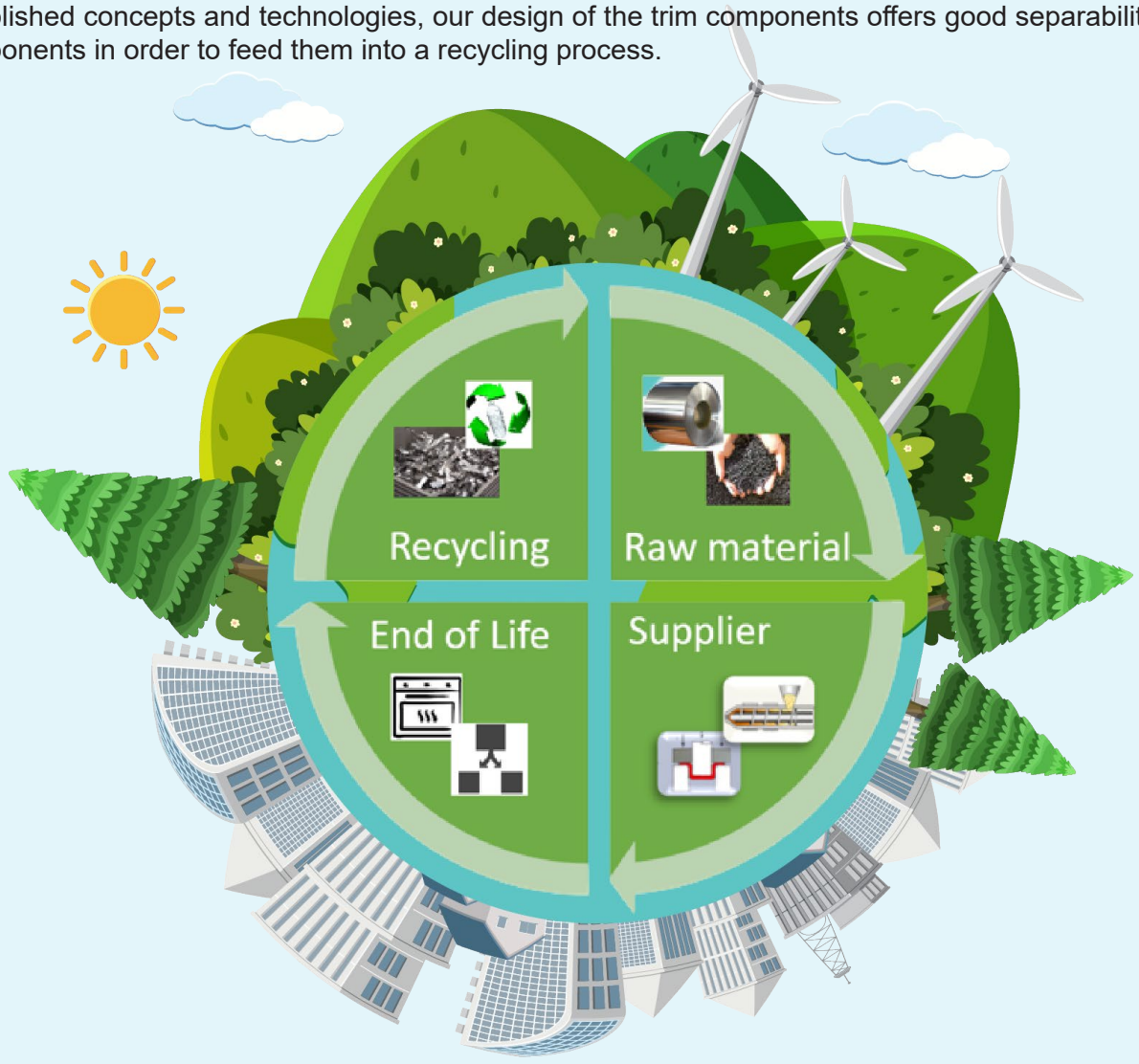


ECONOMICAL INITIATIVES

What is important to have in mind while developing new surfaces? On one hand, there is the ecological footprint, the reduction of CO^2 in the complete supply chain, the production and processes, as well as the logistics and the utilization. While on the other hand, the reduction of water usage in the whole supply chain and the focus on biobased materials. But also the reusability and severability after End of Life (EOL) are important factors.

In 2020, and ongoing in 2021, we strengthened our activities in the field of alternative aluminum alloys and environmentally friendly suppliers. We are continuously working to find suppliers who produce aluminium with a high recyclate content and a low CO^2 footprint.

The focus is on establishing the use of alloys with a high recyclate content, low material thickness and low CO^2 footprint in the interior. We are constantly expanding our portfolio and can currently offer aluminium alloys with recycling rates between 35% and 90%. By using primary aluminium, which requires up to 95% less energy in production, we contribute to the use of more sustainable materials. We select suppliers who belong to the Aluminum Stuardship Initiative (ASI) and continuously invest in modern technologies to optimize the global CO^2 footprint and increase the recyclate quota. Thanks to the use of established concepts and technologies, our design of the trim components offers good separability of the components in order to feed them into a recycling process.



This concept offers the possibility to separate the aluminum shell and the plastic carrier at the end of lifetime and/or to recycle scrap. Recycled aluminum only needs 5% of energy compared to new aluminum. The plastic could be extruded to regranulate and mixed with new plastic to create new parts.

Aluminium – a material with extraordinary properties. Through high formability, low weight, high corrosion resistance and almost complete recyclability, we make a significant contribution to sustainability with our products.

Quality Trainings

Several trainings as VDA Maturity Level Assurance (MLA) to support product – process maturity for launch, 8D5W (Problem solving) and so called VDA Field Failure guide our way to better processes and higher quality in our projects. Lean Management is an important method for companies like JoysonQuin and it is for continuous improvement.
We are aiming to have as many Six-Sigma Certified Belts in JoysonQuin as possible.

In Rutesheim, we are working on several Six-Sigma leaded projects and proud to say that we currently have 11 Six-Sigma Green Belts in training and one certified Green Belt in JoysonQuin.

Further to that, we have one Certified Master Black Belt and three Black Belts in training.

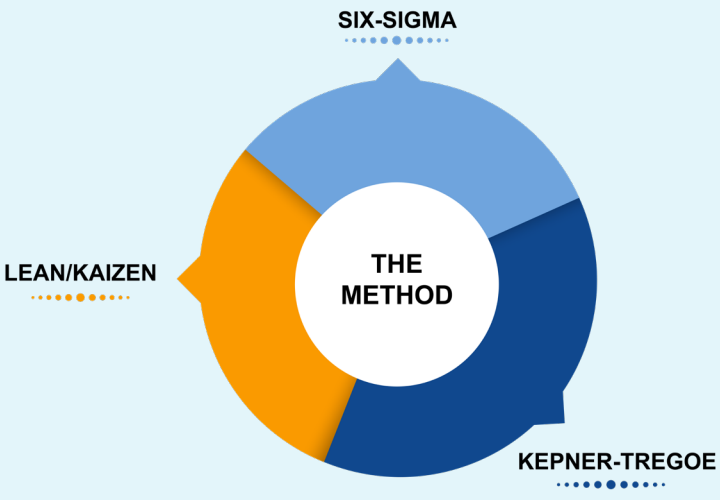
Moreover, we have several Green and Black Belt Certificates at our sites.







JoysonQuin Mexico has 7 new Green belts in 2021



Additionally, our employees accomplished 67 Kepner Tregoe Certifications in JoysonQuin Mexico. With this Problem Analysis technique, we can sustainably resolve issues when they occur.

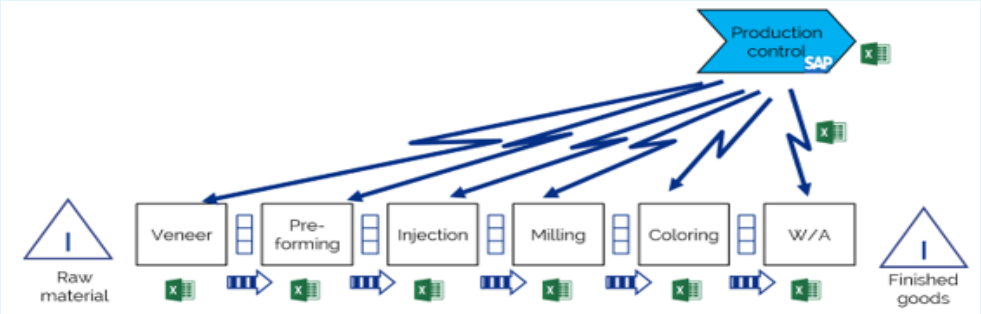
Kepner Tregoe is one of the best methodologies to systematically analyze and define a problem and support root cause analysis in a disciplined and structured manner. After the (most likely) root cause is identified, an associated corrective action will be processed for problem resolution and avoid recurrence of the issue. Kepner Tregoe is one of the improving methodologies we are using at JoysonQuin for our continuous improvement together with Six-Sigma and Lean/ Kaizen. As an example, we show you in the next chapter the JoysonQuin-PPS Concept an example for our continuous improvement works.

JoysonQuin PPS concept

JoysonQuin is based on the concept to generate a sustainable future. Therefore, we started in 2020 with the JoysonqQuin-PPS concept (Production, Planning and Control), as a new global standard.

We started to implement the new concept in June 2020, as a rough PPS concept, and ongoing with the pilot implementation operational, we could realize the first output in the end of January 2021.

PHASE 1: STARTING POINT "OLD SYSTEM"
PRODUCTION PLANNING ON EACH PROCESS LEVEL



The starting point has been our old and heavy grown production system, a planning of every single process step based on a calculation scheme (Push production). Like that we had several production layoffs and a production planning in excel. This caused stocks in each process area or delays on following processes.

PHASE 2: WORKSHOP AND OPTIMIZATION

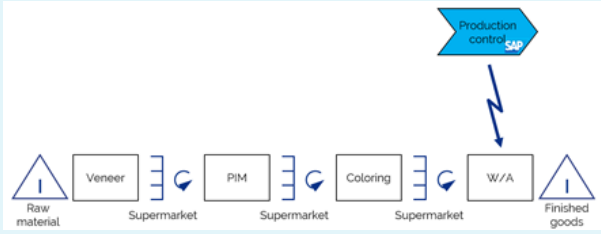
Therefore, we developed a concept of new processes according to a Lean-Production process flow.

› Implementing new PPS logic within Lean methods

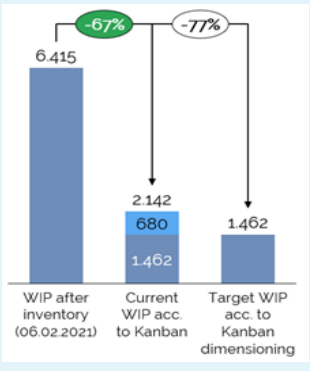
- › Optimized production flow with self-controlling Kanban (loops as in Phase 3 visible)
- › Material flow optimized under consideration of process time
- › Balanced production
- › Optimal production planning

PHASE 3: OPTIMAL PRODUCTION PLANNING AND MATERIAL FLOW "NEW SYSTEM"

With the implementation of our new model, we could optimize the production planning guided by the tact of the welding assembly (W/A). W/A is connected to daily customer call offs.



PHASE 4: EFFECTS DUE TO THE NEW PPS CONCEPT AND KANBAN



Showing effects before implementation vs. after implementation. We can see that we could reduce the stock on a high level about 67%.

> WIP level has been reduced up to 67%

JoysonQuin Innovation



Wall box concept introduction – sustainability meets individuality. Within our 'New Energy' business unit we strive to provide wallboxes of superior quality and function to our customers around the world. Next to participating in the first customer led RFQs, we introduced the JoysonQuin wallbox concept to our customer.

The concept itself gives an insight of how we at JoysonQuin see the future of charging – an individual and sustainable future. Whereas the current wallbox market allows (if at all) only very limited options to individualize your wallbox as a customer, we explicitly want to use our knowledge and technical finesse to provide exiting and interchangeable surfaces.
Thereby we allow customers to select their wallbox appearance on their individual preferences.

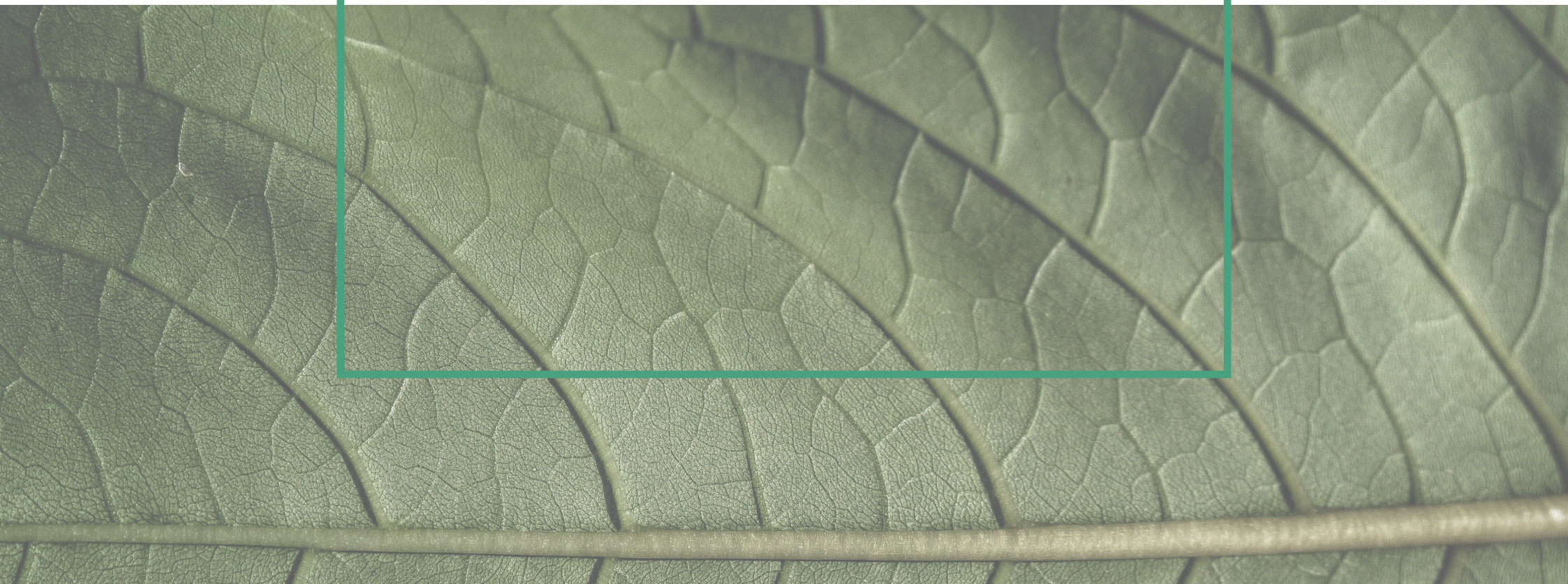
With sustainability being one of our Core Values, the JoysonQuin wallbox concept furthermore focusses on reducing the environmental footprint by concentrating on recycled materials, the usage of certified wood, or an emphasis on localization within the value chain, for example.

- Usage of recycled material for plastic components
- Usage of certified wood decor
- Emphasis on localization within the value chain
- Compensation for CO2 emissions within the production*

*Emissions that can´t be eliminated by our ongoing activities to reduce our environmental footprint shall be compensated



ENVIRONMENTAL INITIATIVES



JOYSONQUIN ENVIRONMENTAL INITIATIVES

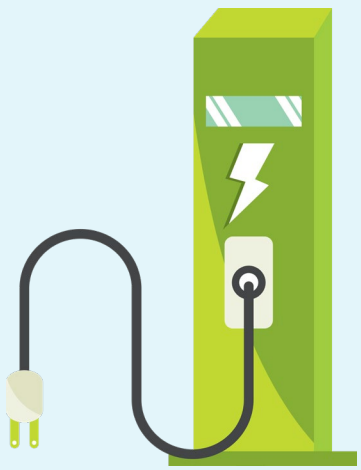
Sustainable business is one of our highest values at JoysonQuin and is the guiding principle for all of us. We focus first and foremost on the global leadership and qualification of our employees. For us, this means in particular: less energy consumption and low emissions. Through efficient processes and the use of regenerative generated energy, we are permanently reducing our consumption. Through the extended use of water-based paint systems or the use of formaldehyde-free adhesives, we are constantly reducing emissions in our environment. From Europe, to China, and North America, our employees are working with recycled materials. In this way, we sustainably conserve our earth‘s resources. Where possible, we up-cycle. Our teams are always seeking impactful projects and solutions to reduce our environmental impact. We are focusing our efforts on building awareness and conserving resources. Among our key initiatives are steps to reduce energy consumption and emissions during production. We use recycled aluminum, for instance. From Mexico to China, our teams identify opportunities to reuse materials and minimize waste. We continue to empower our people to “do more with less” by providing trainings and ensuring compliance with ISO 14001 and ISO 45001.

Initiatives in Rutesheim

Operating current projects and planning new projects come along with several initiatives to work towards our environmental global goals. Muda (jap. “waste”), avoidance of waste and resource-efficient planning might be one of the highest perspectives and most relevant actions for the prevention of unnecessary CO^2 emissions.
Another main goal - working hand in hand with avoidance of waste - are the basic principles from lean management, which can be found in the design of our processes and the continuous improvement. Hereby, we focus on the design of our products, processes, and production lines to consider minimum material and energy consumption. During the design of the raw parts, protrusions are reduced to an absolute minimum, consumption media during process design, and implementation are kept as low as possible (example: application amount of primer, varnishes, air, etc.).

In our toolingconcepts, we look for a low amount of plastic waste. For example, we try to avoid the useage of tunnel gates while injecting and realize direct injection where possible. In the procurement of equipment, we are considering the energy consumption of our manufacturing plants and monitor their status through benchmarking. In our processes, we work with demand-oriented retrieval of energy from machines and isolation of the tools by heat plates around waste heat and thus, we
avoid waste of energy.

In 2021, we installed four Wall boxes in our headquarter in Rutesheim. These Wall boxes are used for our employee parking lot, but also our customers, suppliers, and employees can charge their cars while being in the Head Office. These Wall boxes are constantly in use!



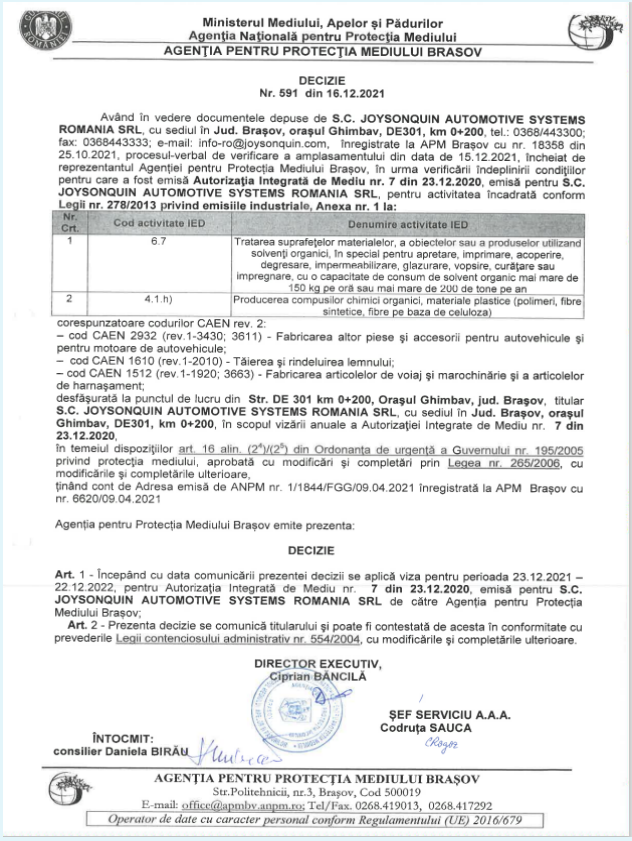
27% LEVEL OF ELECTRIC CARS/HYBRIDS IN OUR HEADQUARTER.

FORECAST 2022 INCREASE TO 38%

Initiatives in Romania

For our JoysonQuin plant in Romania, this was the year of compliance and improvement. We know in our plants that a continuous improvement is the base for a successful production unit. We made feasibility studies and VOC (volatile organic compound) emissions monitoring for compliance with new BAT (Best Available Techniques). In addition, we researched to identify PC-ABS and veneer waste recycler.
Also, here we are keeping our eye on waste reduction. We increased our recycling rates for plastic packaging and high rate the compliance with our suppliers extended responsibility for the packaging waste. Change starts in the mind of us all therefore, we had several training sessions and improvement plans for waste collection. Waste generated by workers from social activities (by equipping social areas with containers for three waste streams – plastic, cardboard, general).

Joysonquin Romania obtained in 16.12.2022 the yearly visa for the Integrated Environmental Authorization, confirming that JQRO is compliant with all national obligations regarding environmental protection.



Ministerul Mediului, Apelor şi Pădurilor
Agenţia Naţională pentru Protecţia Mediului
AGENŢIA PENTRU PROTECŢIA MEDIULUI BRAŞOV

DECIZIE
Nr. 591 din 16.12.2021

Având în vedere documentele depuse de **S.C. JOYSONQUIN AUTOMOTIVE SYSTEMS ROMANIA SRL**, cu sediul în **Jud. Braşov, oraşul Ghimbav, DE301, km 0+200**, tel.: 0368/443300; fax: 0368443333; e-mail: info-ro@joysonquin.com, înregistrate la APM Braşov cu nr. 18358 din 25.10.2021, procesul-verbal de verificare a amplasamentului din data de 15.12.2021, încheiat de reprezentantul Agenţiei pentru Protecţia Mediului Braşov, în urma verificării îndeplinirii condiţiilor pentru care a fost emisă **Autorizaţia Integrată de Mediu nr. 7 din 23.12.2020**, emisă pentru **S.C. JOYSONQUIN AUTOMOTIVE SYSTEMS ROMANIA SRL**, pentru activitatea încadrată conform **Legii nr. 278/2013 privind emisiile industriale, Anexa nr. 1 la:**

Nr. Crt.	Cod activitate IED	Denumire activitate IED
1	6.7	Tratarea suprafeţelor materialelor, a obiectelor sau a produselor utilizând solvenţi organici, în special pentru apretare, imprimare, acoperire, degresare, impermeabilizare, glazurare, vopsire, curăţare sau impregnare, cu o capacitate de consum de solvent organic mai mare de 150 kg pe oră sau mai mare de 200 de tone pe an
2	4.1.h)	Producerea compusilor chimici organici, materiale plastice (polimeri, fibre sintetice, fibre pe baza de celuloza)

corespunzatoare codurilor CAEN rev. 2:
– cod CAEN 2932 (rev.1-3430; 3611) - Fabricarea altor piese şi accesorii pentru autovehicule şi pentru motoare de autovehicule;
– cod CAEN 1610 (rev.1-2010) - Tăierea şi rindeluirea lemnului;
– cod CAEN 1512 (rev.1-1920; 3663) - Fabricarea articolelor de voiaj şi marochinărie şi a articolelor de harnaşament;
desfăşurată la punctul de lucru din **Str. DE 301 km 0+200, Oraşul Ghimbav, jud. Braşov**, titular **S.C. JOYSONQUIN AUTOMOTIVE SYSTEMS ROMANIA SRL**, cu sediul în **Jud. Braşov, oraşul Ghimbav, DE301, km 0+200**, în scopul vizării anuale a Autorizaţiei Integrate de Mediu nr. **7 din 23.12.2020**,
în temeiul dispoziţiilor art. 16 alin. (2^1)/(2^5) din Ordonanţa de urgenţă a Guvernului nr. 195/2005 privind protecţia mediului, aprobată cu modificări şi completări prin Legea nr. 265/2006, cu modificările şi completările ulterioare,
ţinând cont de Adresa emisă de ANPM nr. 1/1844/FGG/09.04.2021 înregistrată la APM Braşov cu nr. 6620/09.04.2021

Agenţia pentru Protecţia Mediului Braşov emite prezenta:

DECIZIE

Art. 1 - Începând cu data comunicării prezentei decizii se aplică viza pentru perioada 23.12.2021 – 22.12.2022, pentru Autorizaţia Integrată de Mediu nr. **7 din 23.12.2020**, emisă pentru **S.C. JOYSONQUIN AUTOMOTIVE SYSTEMS ROMANIA SRL** de către Agenţia pentru Protecţia Mediului Braşov;
Art. 2 - Prezenta decizie se comunică titularului şi poate fi contestată de acesta în conformitate cu prevederile Legii contenciosului administrativ nr. 554/2004, cu modificările şi completările ulterioare.

DIRECTOR EXECUTIV,
Ciprian BĂNCILĂ

ŞEF SERVICIU A.A.A.
Codruţa SAUCA

ÎNTOCMIT:
consilier Daniela BIRĂU

AGENŢIA PENTRU PROTECŢIA MEDIULUI BRAŞOV
Str.Politehnicii, nr.3, Braşov, Cod 500019
E-mail: office@apmbv.anpm.ro; Tel/Fax. 0268.419013, 0268.417292
Operator de date cu caracter personal conform Regulamentului (UE) 2016/679

Initiatives in Poland



RGP
Rejestr Gwarancji Pochodzenia

DOKUMENT POTWIERDZAJĄCY PRZEKAZANIE GWARANCJI POCHODZENIA

WYDANY PRZEZ

Towarową Giełdę Energii S.A. z siedzibą w Warszawie, przy ul. Książęcej 4, kod pocztowy 00-498,
na rzecz wnioskodawcy:

TAURON Sprzedaż sp. z o.o.

NIP: PL6762337735 Kod: ENSONOBR
KRS: 270451
Adres: ul. Legionowska 60, 30-417 Kraków

w celu potwierdzenia odbiorcy końcowemu*, firmie:

JOYSONQUIN AUTOMOTIVE SYSTEMS POLSKA SP. Z O.O. za I kwartał 2021r.

NIP: PL8961273636 Komentarz wnioskodawcy: -
KRS: 0000309848
Adres: 58-306 Wałbrzych, Ul. Stacyjna 16
Okres wytycia energii: **od 1 stycznia do 31 marca 2021 roku**
Cel przekazania: Ujawnienie źródła energii

że określona poniżej ilość energii elektrycznej wprowadzonej do sieci dystrybucyjnej lub przesyłowej została wytworzona w odnawialnych źródłach, co wynika z treści niżej wymienionych gwarancji pochodzenia.

Łączny wolumen w MWh: 303

Gwarancje pochodzenia wskazane w niniejszym dokumencie potwierdzającym utraciły ważność w związku z ich umorzeniem odbiorcy końcowemu. Nie mogą być tym samym przekazane innemu odbiorcy końcowemu, wykorzystane w obrocie ani przeniesione na jakikolwiek inny podmiot.
Szczegółowy folio gwarancji pochodzenia umieszczonych na rzecz wskazanego w dokumencie odbiorcy końcowego znajduje się w tabeli 'Dane gwarancji'.

* Dane w tabeli dotyczącej odbiorcy końcowego są wartościami podanymi przez Wnioskodawcę i na jego odpowiedzialność. Towarowa Giełda Energii S.A. nie potwierdza prawidłowości danych podanych przez Wnioskodawcę oraz nie ponosi odpowiedzialności za treść komentarza.

TOWAROWA GIEŁDA ENERGII S.A. TGE Strona 1 z 2



RGP
Rejestr Gwarancji Pochodzenia

ID Dokumentu: RGP_ENSONOBR_2021-07-13_0808
Warszawa 2021-07-13

Lista gwarancji pochodzenia przekazanych odbiorcy końcowemu

Lp.	Numer	Liczba MWh	Jednostka	Rzeczywiste wytwarzanie netto [MWh]	Technologia	Data wytworzenia	Data przekazania	Przydział MWh	Rok wytwarzania	Wojewodztwo	Data wytworzenia	Data wydania do RGP	Miasto	Kraj
80	PL/0033008/GP_WIL/0/14/01/2021	303	MWh	317,497	WIL	2021-01-01	2021-01-31	2021-03-10	4	14	DOLN	2021-11-27	2021-04-30	2021-07-10	Jedlina	Polska

Gwarancje pochodzenia wskazane w niniejszym dokumencie potwierdzającym utraciły ważność w związku z ich umorzeniem odbiorcy końcowemu.
Nie mogą być tym samym przekazane innemu odbiorcy końcowemu, wykorzystane w obrocie ani przeniesione na jakikolwiek inny podmiot.

Paweł Słowik
Wicedyrektor Biura Rejestrów

Podpis wystawiającego

TOWAROWA GIEŁDA ENERGII S.A. TGE Strona 2 z 2

The planning of the new Factory of the Future is running at full speed, with new production processes and high level of automation.
But in our actual site, we are already taking lean actions, like the avoidance of waste as a principle and the energy consumption with reduction to a minimum and usage of green energy from wind farms in the complete plant.

Counting and announcing sustainable monthly KPIs is just another action implemented and lived out in Poland. Further, short-term actions - or as we also call it: the quick environmental wins - are the implementation of solvent-based glue for steering wheels and others. In the production processes, we are working on the reduction of volatile organic compounds (mainly acetone and Kluberalfa MR³) or the reduction of Thermonex glue consumption on steering wheels and consumption of polishing paste.
Further to that we are ensuring a closed resource cycle by multiple use of OSB boards.

Further initiatives in a rough overview:

1. Increasing environmental awareness

- Regular ecological campaigns in the form of displaying posters / comics / newsletters
- Regular training for employees to raise environmental awareness
- Separation of household waste into glass, plastic bottles, other packaging waste

2. Defining annual environmental goals

- 16 environmental targets have been defined for 2021 related to the reduction of waste / chemicals
- Quarterly supervision over the implementation of environmental goals - 81% goals achieved

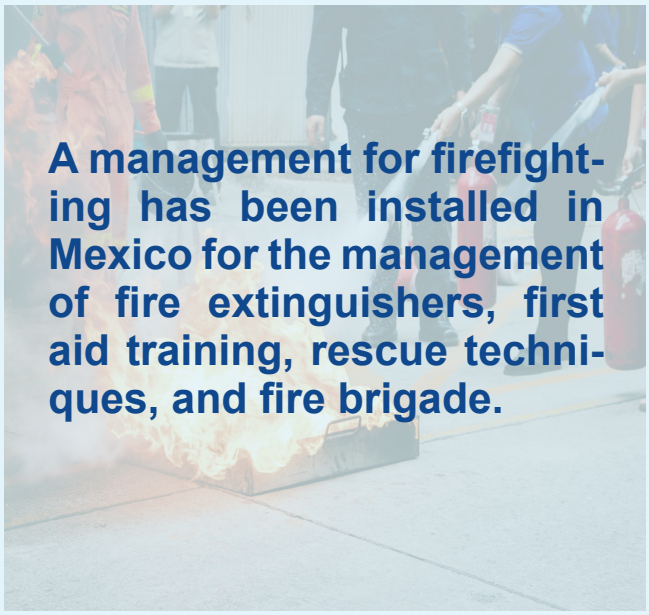
3. Defining annual environmental goals

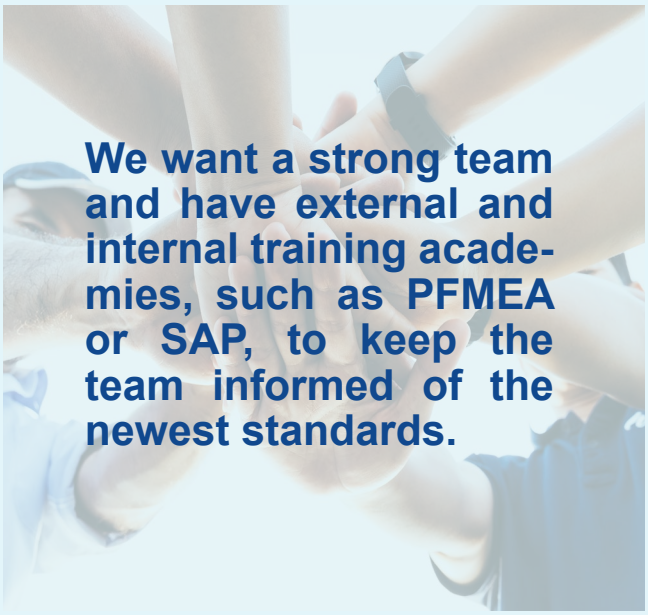
- Passing the audit for compliance with the ISO14001: 2015 standards in the 1st supervision



Initiatives in Mexico

In Mexico, the reduction of waste and lean working life is the mindset of our management, our employees, and part of our daily business. On one hand, the contact to new business partnerships for our internal waste management and on the other hand the reduction of the household waste and increased volume of usage of recycling products.Our administrative and support areas are supplied with energy from solar panels. In our production, the paint process sludge is being studied and we are working on physical chemical treatment for both moisture and weight reduction.





Initiatives in China

In our chrome plant in China, we have initiatives to improve the natural gas pipeline to save the natural gas used for the plating line, which could save the natural gas consuming of 624 m³ every year.
In our Tianjin site, we have C0² reductive actions, like the use of recycled heat from air pressure for water of the warming system of the plant, which could save the natural gas consumption for boiler of 40,000 m³ every year.

Furthermore, the solar energy lighting system in the plant area, which is about to save electricity about 800KWH per year.

Additionally, the workshop LED lighting system was modified; compared with normal light; 74,000 KWH electricity can be saved. Last but not least, the lacquering wastewater treatment device modification, which is reducing the water content of paint slag, and also the total quantity of paint slag, can be reduced about 15 t per year.



RCO waste treatment in Tianjin



Waste-water-treatment in Tianjin

EMPLOYEE INITIATIVES



JOYSONQUIN EMPLOYEE INITIATIVES

WE WANT TO GENERATE A WORKING ENVIRONMENT WHICH IS SAFE AND CONSTANTLY IMPROVING. HEREFORE, WE IMPLEMENTED DIVERSE PROJECTS IN OUR PLANTS ALL OVER THE WORLD.

Physical and mental health are important to keep our Joyson-Quin Family healthy, motivated, and strong, which enables employees to build a strong team and work at their best. Therefore, we implemented diverse projects in our plants all over the world.

Worldwide Reported Accidents in 2021

20

Worldwide Reported Incidents in 2021

18

Average of lost working days in total worldwide

18,72

Rutesheim

Let´s start where we all had the main focus in 2021: The Covid-19 Pandemic. We endured lockdown after lockdown, Home Office options, and several vaccination appointments to fight Covid-19.

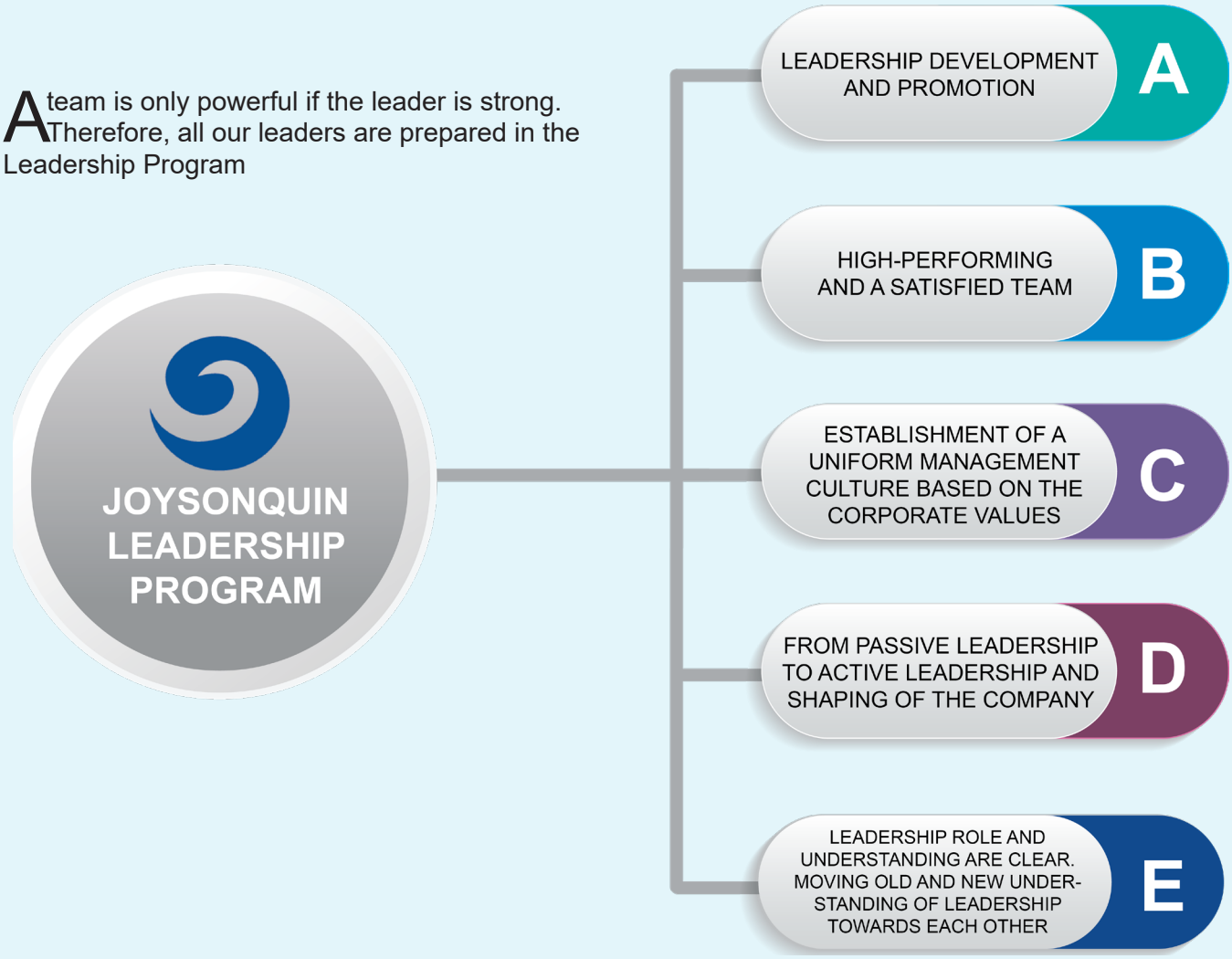
The main initiative in 2021 was the hard work of our Core Value Team. As you could read in the chapter “Core Values”, we did several actions to build team spirit, inform about our sites, the environment, and much more. We had also 2021 active bicyclists using the CO^2 neutral way for transportation.
5% leasing contracts with Jobbike „JobRad®“.

Health does not stop when we retire, therefore JoysonQuin additionally provide retirement insurance in selected countries. The recreation area and fitness room can be used by our employees. Nowadays, employees can book in their time to build up their strength. Further to the Fitness area, we have several groups for running in the break times. Healthy and relieving. We also offer four days, per month, Mobile Office and flexible working hours, which has been extended during the pandemics. In 2021, we continued to introduce ergonomic office furniture in Rutesheim, which also includes height adjustable tables. With this, we try to avoid back pain and other disease connected with desk work.



Leadership

A team is only powerful if the leader is strong. Therefore, all our leaders are prepared in the Leadership Program



- COACHING
- LEADERSHIP METHODS
- STRATEGY DEVELOPMENT
- FIELD OF RESPONSIBILITY
- LABOUR LAW FOR EXECUTIVES
- STRESS AND TIME MANAGEMENT
- ACCOMPANYING CHANGE MANAGEMENT
- AGILE UND MODERN WORKING METHODS
- COMMUNICATION AND CONVERSATION MANAGEMENT
- INTERNAL CUSTOMER ORIENTATION (INTERFACES)
- DEVELOP YOUR OWN UNDERSTANDING OF LEADERSHIP
- KNOWLEDGE ABOUT THE ORGANISATION, STRATEGY AND VALUES

Romania

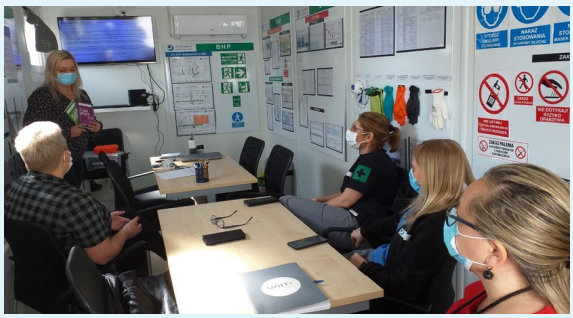
It is our goal to provide a secure and safe work environment for all employees, visitors, and contractors. We will work to create a zero-incident safety culture, improve our health and safety performance. The company regularly checks the health of the employees to keep them under observation and take all necessary measures to maintain the health of employees. That include blood tests and general check-ups. To prevent the Covid-19 virus, the company organized a vaccination event with a medical company in romania. The company has provided employees with a medical subscription to a private clinic through which employees can additionally monitor their health. Establishment of a mailbox and creation of a questionnaire for consulting employees on occupational safety and health.

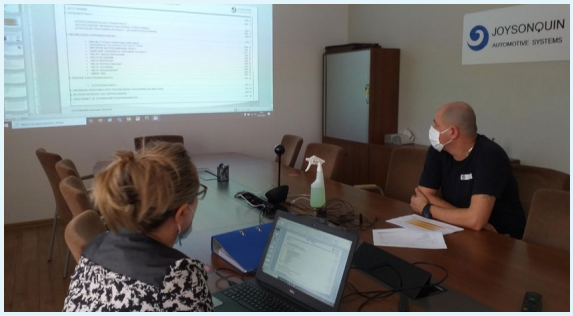
“DIVERSE – promote gen Z” Program:
Our romania employee has an average age of 41 years. – Gen Millennials - have adapted to technological developments. We want to reach out to the new generations to combine the traditional knowledge with the new standards. Industry 4.0 - aims to enable intelligent factories to produce personalized output utilizing greener and more efficient processes. To accomplish this, we need qualified talent to develop and manage various high-tech systems. Automation and customized lines in romania like clamping assembly automation, 3D Relief PUR injection molding, or welding assembly line. Gen Z – known as digital natives, very oriented to virtual reality and able to handle more devices at the same time. Able to learn fast and by themselves, no barriers to social-it connection, and therefore, no boundaries in their cultural horizons are exactly what we need and what we are promoting. Our goal is the value of each member´s thinking modes and behaviors, learning from each other, diversity, and inclusion. We also want to support the generation Z, young graduates without experience to increase their employability.

Additionally, we gave several trainings to our employees: such as, foreign language courses, presentation and effective communications skills, Certifications for forklift management, VDA (Process and Product), SAP, and many more. DOJO for induction for blue collar or TESA employees, as well as IARF 16949 Qualification 1st and 2nd party auditor.

Poland

SUSTAINABLE SOCIAL DEVELOPMENT





INTERNAL TRAINING ACADEMY

As part of the Academy we conduct trainings inthe field of:

1. HEALTH AND SAFETY
2. WORKING TIME
3. ENVIRONMENTAL PROTECTION
4. OFFICE 365
5. LABOR LAW
6. SOCIAL FOUND

SUPERVISORS & MANAGERS ACADEMY

In parallel with the Internal Training Academy, the Academy for Supervisors and Managers was launched in September with the aim of strengthening the soft skills of supervisors, i.e. people who perform key functions in production. The workshops were very positively evaluated by the participants and the HR team was provided with a game that will enable the continuation of the training courses for newcomers.





PROMOTION OF A HEALTHY LIFESTYLE

Sports benefit cards and additional health care are offered in Poland. Mammography tests were organized for our female employees and employees were encouraged to spend their vacations in a healthy way. To this end, for a competition under the motto „Sports vacation in the lens“ announced.







The team in Poland decided to build a Sharepoint for data exchange for the key indicator for safety in the JoysonQuin group - accidents.



WHO COMPLETES INFORMATION ABOUT THE ACCIDENT?

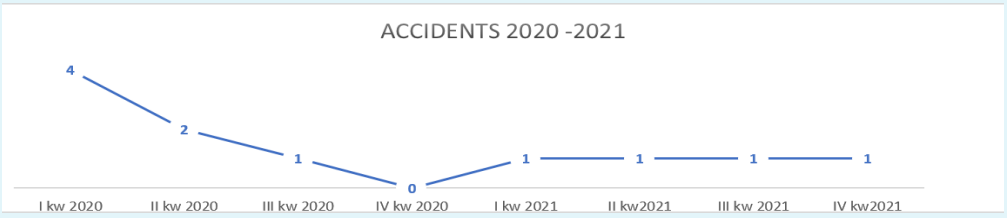
THE SAFETY SPECIALIST

WHO WILL RECEIVE INFORMATION BY E-MAIL?

THE SAFETY SPECIALISTS
ALL PLANTS MANAGERS

1. After each accident complete the form as soon as possible.
2. Go to the MSForm on the Sharepoint or scan the QRcode on your business phone.
3. Fill all the points.
4. The information will be automatically made available on the Sharepoint.
5. Authorized persons will be informed about the accident.

You will recive information about each new registered accident. Analyze if this risk could happen in your plant.



43% less accidents
More than 6-fold reduction in the number of days of inability to work

To ensure that accidents do not happen again we have in our JoysonQuin poland a accidents catalogue where reported, identified and described.









Mexico

We are proud to announce that JoysonQuin Mexico has been awarded as “The Best Places to Work“ in the category of multinationals with 50 to 500 employees.

We received two awards:

“CHALLENGE TIME”, GETTING THE **59**TH PLACE

“PRACTICES FOR ALL”, GETTING THE **54**TH PLACE





Great Place To Work.

Certificado

Great Place to Work® México
Certifica a:

JOYSONQUIN
AUTOMOTIVE SYSTEMS

JOYSONQUIN Automotive Systems México

Por impulsar políticas y prácticas que mejoran la calidad de vida dentro de su organización y así cumplir con los requisitos

Great Place to Work® México

Dichos procesos de Great Place to Work® México cumplen con la especificación RPc-003. Certificación de la Metodología utilizada por GREAT PLACE TO WORK® para distinguir y certificar a las organizaciones a nivel nacional e internacional con los atributos de un mejor lugar para trabajar en sus sedes y sitios de trabajo del Instituto Mexicano de Normalización y Certificación A.C.

César Oge
Chief Operating Officer
Great Place to Work® México

No. de registro: 1000LTGF00
CDMX, México Diciembre 2021
Validez 1 año

José Tolovi Jr.
Chairman of The Board &
Executive President
Great Place to Work® México,
Centroamérica y Caribe

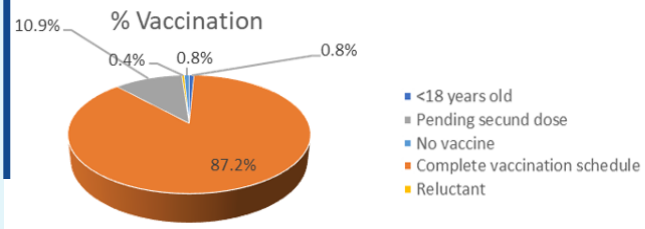
Also, our Mexican Team has been physically active and has scored many goals with their internal football games!



Furthermore, there was much more. For example, the environmental campaign where our employees could adopt trees to raise environmental awareness, or the health campaign with the safety week, the health week, and the campaigns to fight breast and cervical cancer.

Vaccination event

Estatus	HC	%
<18 years old	4	0.8%
Complete vaccination schedule	449	87.2%
Pending secund dose	56	10.9%
Reluctant	2	0.4%
No vaccine	4	0.8%
Total	515	100%



- JQMX depends at the Government Vaccination Plan
- The vaccine cannot be supplied by private organizations
- JQMX can't force the employee to get the vaccine

Check up

The latest medical check up's: June 2021.

- No cases of risk detected.

JQMX considerer at his EHS Business Plan complete the annual check up in September 2022

The Check up scope is:

- Medica examination (file per person)
- Blood test (glucose, urea, creatinine)
- Hematic biometrics
- Lumbar spine
- Audiometry
- Spirometry

Further, we celebrate together with the team bank holidays as for example Father's Day, Mother's Day, Labour Day, Rosca de Reyes, or Valentine's Day.

Adopt a tree



Breast Cancer, Cervical Cancer and Health Week





Safety Week

Additionally, to our Community initiatives in Germany, JoysonQuin Mexico supported the charity organization caritas for the House of the Migrant.

China

JOYSON holding hosted a Basketball and football game in Ningbo. Several Teams, built from our employees, had a good time together after a busy business day.





Healthy food is the base of a healthy lifestyle. Therefore, we serve several healthy and tasty dishes in our cantina in Tianjin

As we value our employees very highly, we want to give our employees a good work life balance. Therefore, in 2021, we hosted a big company party; inviting families and friends to celebrate.

“TEAMBUILDING AND HEALTH ARE COMBINED IN OUR ACTIVITIES IN AND AROUND WORK.

PREVIEW 2022

JoysonQuin will have the Energy audit, according to Norm EN16247-1, in the Headquarters in Rutesheim in 2022.

We will have our new facilities in Poland integrated in our production process for new projects.

JoysonQuin is getting leaner – with basic training and lean games, we teach our employees new methods to improve our projects and project results.

For 2022, we plan to get back to our in-person health campaign where our employees can check their muscle tone measurement, make skin screenings, or posture diagnostics.

We plant trees in Poland. This year, we want to start a long-term tree planting plan involving our employees and their families. This way, we will balance our development by supporting the natural environment and contribute to building awareness among employees and the youngest generation. For this purpose, we have already established cooperation with the Jugów forest district.

The JoysonQuin Management and JoysonQuin Family thanks you for your interest into the CSR Report.

JOYSONQUIN
AUTOMOTIVE SYSTEMS

DISCLAIMER

We have tried to take great care in preparing the report. Information is without guarantee and there is no liability for incorrect information.

If you have any questions, please contact
info@JoysonQuin.com with the subject: CSR Report.