

2026 **SUSTAINABILITY REPORT**

OF THE SWOBODA GROUP FOR
THE REPORTING YEAR 2025

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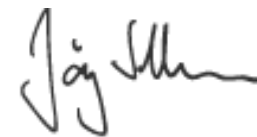
A WORD FROM THE MANAGEMENT BOARD

The Swoboda Group is an internationally operating family business. Our independence provides us with the flexibility and speed required to successfully navigate dynamic markets. With innovative technologies and an uncompromising commitment to quality, our teams actively shape the future while remaining guided by our core values: reliability, expertise, commitment, and forward thinking.

With the publication of this report, we are presenting the first Sustainability Report of the Swoboda Group. This marks an important milestone in our company's development. At the same time, it represents a starting point rather than a conclusion. We are creating transparency about our current activities and setting the foundation for a structured and continuous expansion of our sustainability efforts across all areas of the Group.

We take responsibility not only for our economic success but also for our social and environmental impact. We are committed to increasing transparency, further embedding sustainability into our strategy, and strengthening our contribution to long-term value creation. We are convinced that sustainable action is essential for long-term success. As the Management Board, we are committed to actively driving this development together with our employees and partners worldwide.

The Swoboda Management Board



Dr. Jörg Schernikau
*Chief Executive Officer / Chief
Operations Officer (CEO/COO)*



Christian Göser
Chief Sales Officer (CSO)

GENERAL INFORMATION (B1, B2, C1, C2)

This Sustainability Report was conducted according to the Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME), based on the Basic and Comprehensive Module.

Although Swoboda as a group has generally fallen within the CSRD (Corporate Sustainability Reporting Directive) reporting thresholds in the past, as of the current status we are not required to report under CSRD.

This is because there is no consolidated group structure and most locations operate as separate legal entities. Nevertheless, Swoboda has decided to prepare a group-wide sustainability report in accordance with the VSME standard for the reporting year 2025.

No disclosures were omitted due to being classified or sensitive information.

The Swoboda Group operates as a private limited liability undertaking. The company's activities fall mainly under the NACE sector classification codes 27.90 and 32.99. A list of all subsidiaries, including their registered address can be found in the Appendix.

Financials and Workforce Overview

In 2025, Swoboda generated net turnover of approximately EUR 423 million and employed 3,278 people as of 31 December 2025. Germany is the company's primary country of operation and the location of its significant assets.

Sustainability Certifications and Ratings

Swoboda holds several sustainability certifications. All company sites are certified to ISO 14001, an environmental management system, with regular external audits. Wiggensbach in Germany is further certified to ISO 50001.

Additionally, the production site in Cislădie near Sibiu, Romania, successfully participated in EcoVadis and achieved the committed badge in 2025.

For 2026, participation in EcoVadis is planned for the whole group. In the CDP climate change disclosure for 2025, the Swoboda group received an overall score of C.

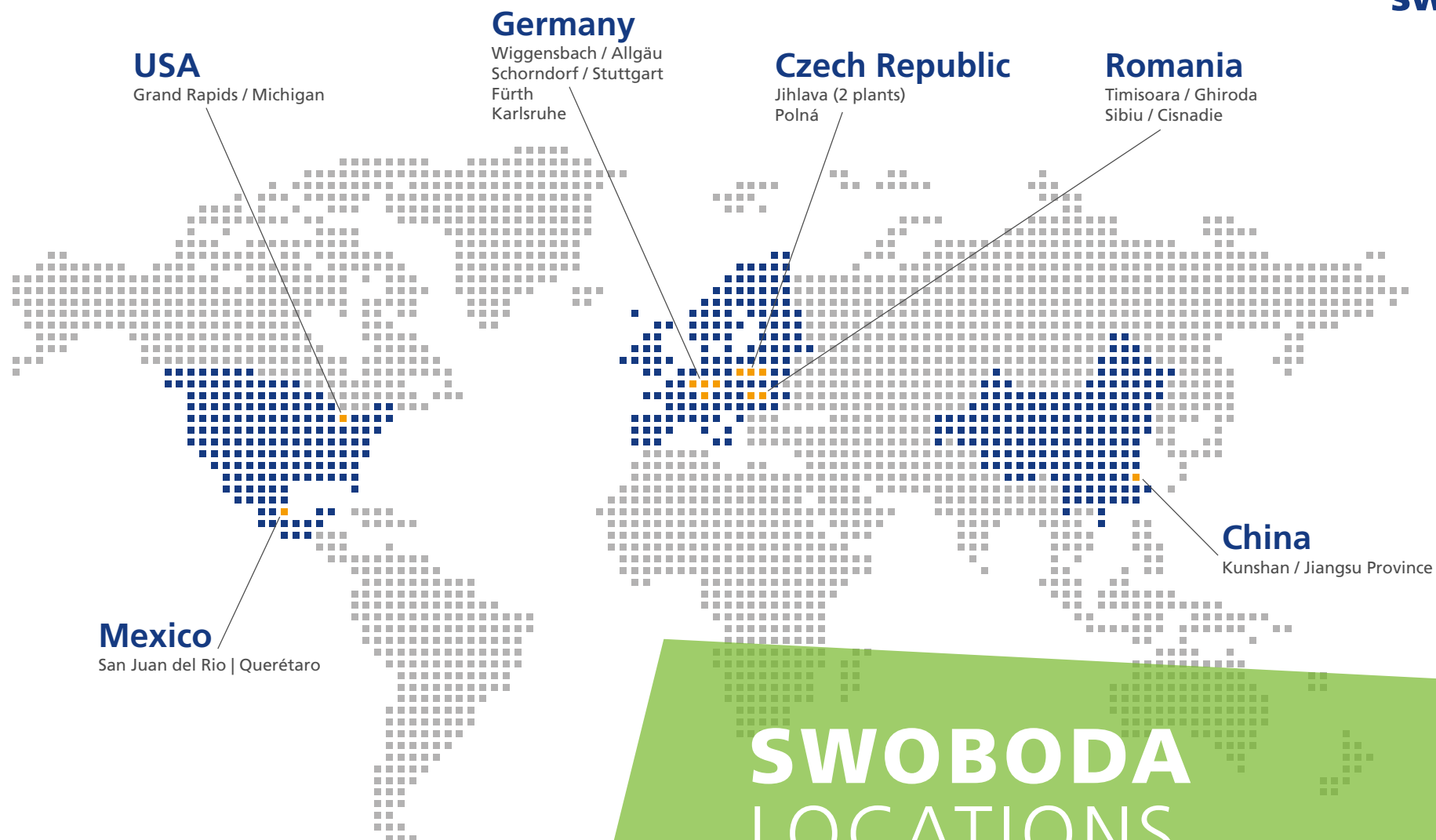


ABOUT **SWOBODA**

Swoboda develops and manufactures highly precise, innovative components and systems for the mobility and industry of tomorrow. Our technologies are a valuable contribution to making the world safer, more comfortable and more energy efficient.

As a family-owned company, it has been among the world's leading development and system partners in its industry for many years and supplies renowned international automotive manufacturers (OEMs) and automotive suppliers.

Swoboda is represented on three continents in six countries and operates in significant markets across Asia, America and Europe, primarily through B2B and wholesale channels, with selective retail distribution via strategic partners. Main business relationships include a network of Tier 1 suppliers, customers such as distributors and industrial end-users, and distribution channels including authorized distributors, direct sales teams, e-commerce platforms, and retail partners. End consumers access products through various channels. Swoboda engages with all business partners on environmental issues, particularly climate change, through its Code of Conduct, carbon footprint reporting, audits, and joint industry initiatives.



SWOBODA LOCATIONS

Swoboda is represented on three continents in six countries and operates in significant markets across Asia, America and Europe.

ABOUT **SWOBODA**



Dr. Jörg Schernikau
Chief Executive Officer /
Chief Operations Officer (CEO/COO)

Management and Ownership

The family of Dr. Matthias Groth is the main shareholder with more than 80 percent ownership and stands for stability as well as swift decision-making.



Christian Göser
Chief Sales Officer (CSO)

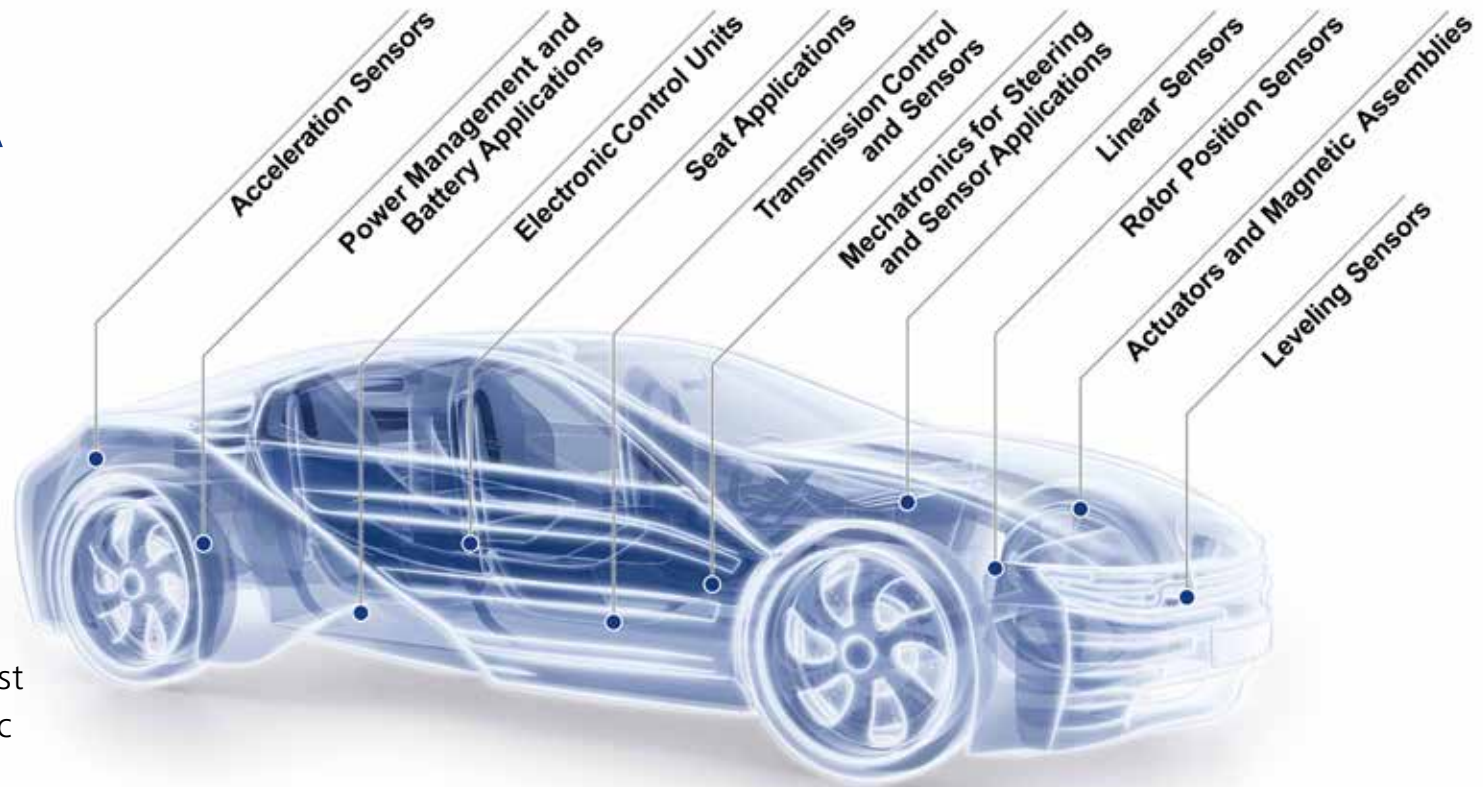
Members of the Management Board are Dr. Jörg Schernikau, Chief Executive Officer / Chief Operations Officer (CEO/COO) and Christian Göser, Chief Sales Officer (CSO).

ABOUT SWOBODA

Products

Technology from Swoboda can be found in nearly every second vehicle worldwide. More than 1 million components leave the company's plants every day.

Swoboda is a manufacturing specialist for assemblies based on metal-plastic composite components. The main products include mechanical carrier components made of plastic and stamped-grid technology that integrate connectors, electrical systems, sensors, and electronic components. This includes parts for steering and transmission control systems, magnetic assemblies, connectors, and high-



current assemblies. At the same time, Swoboda is a development supplier and manufacturer of sensors and actuators. These include, for example, rotor position sensors, chassis sensors, control units, and magnetically con-

trolled pumps. For the automotive industry, these products are developed as vehicle-specific system solutions. The portfolio primarily focuses on Automotive Solutions, while also covering New Mobility and Industry Solutions.

ABOUT SWOBODA

Strategy

The automotive industry is undergoing profound transformation driven by megatrends such as electromobility, autonomous driving, connectivity, and new mobility concepts. Swoboda leverages the opportunities created by this global dynamic to shape its product portfolio. Going forward, Swoboda will continue to strengthen its role in the complete system development of sensing, electronics, and actuation technologies. Additional partnerships with other companies are also planned.

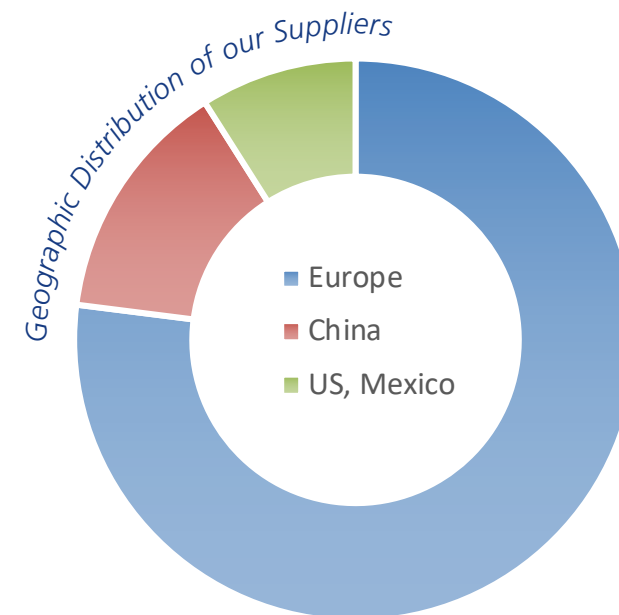
The goal is to position the company even more effectively for our customers and to continue our growth trajectory.

History

The company in its current form is the result of the merger between Swoboda and Hartmann, which has been operating under the name Swoboda since July 1, 2018. Swoboda was founded in 1947 in Wiggensbach/Allgäu and entered the automotive supply industry in 1961 with cable assembly. In the years that followed, both companies developed numerous innovations, opened locations worldwide, and grew increasingly closer together.

Supply Chain

Our approximately 500 suppliers primarily belong to the industrial manufacturing ecosystem, with a



strong focus on electronics, automotive supply, and advanced materials such as plastics, metals, and specialty chemicals. More than 75 % of our procurement volume is sourced from Europe. This is complemented by significant volumes from suppliers in China, the United States, and Mexico.

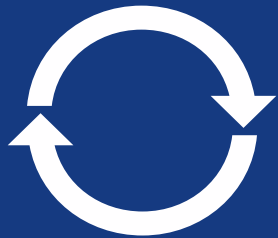
SUSTAINABILITY FRAMEWORK



For Swoboda, sustainability is an important cornerstone of the Group's strategic orientation. It makes an important contribution to long-term business success and strengthens our future resilience considering societal and regulatory developments. Along our entire value chain, we focus on three key sustainability areas: climate and environmental protection, circular economy, and social responsibility. For each key area, we defined essential topics that will serve as the foundation for a group-wide sustainability strategy.

The global implementation of our sustainability activities is centrally managed by the global ESG team and coordinated across all sites. This structure is complemented by a Sustainability Steering Committee, which serves as a strategic body to support the further development of our sustainability ambitions and oversee implementation at the management level. The most senior level accountable for implementing these practices, policies, and future initiatives is the Chief Executive Officer (CEO).

SUSTAINABILITY FRAMEWORK



**CIRCULAR
ECONOMY**



**CLIMATE &
ENVIRONMENT**



**SOCIAL
RESPONSIBILITY**

GROUP GOVERNANCE

GROUP
SUSTAINABILITY
REPORT

SUSTAINABILITY RATINGS:
SAQ, CDP, ECOVADIS,
INTEGRITY NEXT

Regranulation
Recycled Content
Material/Waste
Management
Product Design
Alternative Materials



Climate Mitigation
and Adaptation
Environmental
Management
Energy Management
Renewable Energies
Resource Efficiency



Occupational Safety
Compliance
Substances of Concern
Conflict Minerals
Well-being of Employees
Supply Chain / Human Rights



SUSTAINABILITY FRAMEWORK

As a globally operating company, we are aware of our social, societal, and environmental responsibilities. Therefore, as the basis for sustainable group governance, the Board and all employees are required to comply with specific legal regulations and ethical principles, which are summarized in our Code of Conduct.

Within the **Circular Economy** action field, we strive to systematically increase the proportion of regranulated materials and to integrate recyclates wherever technically feasible and environmentally meaningful. In doing so, we follow a resource efficient approach that supports both material circularity and long term product sustainability.

Future oriented requirements – such as design for recycling, the structured use of recyclates, and digital traceability along the product life cycle – are embedded early in our development processes.

By aligning product design, material selection, and process standards with these principles, we aim to strengthen circular value creation and ensure compliance with evolving regulatory and market expectations.

In the area of **Climate and Environment**, we focus on several core topics that guide our efforts to reduce environmental impacts and promote responsible resource stewardship. Our activities include work on climate mitigation and adaptation, where we are currently developing a structured CO₂ reduction strategy, including an evaluating of possible participation in the Science Based Targets initiative (SBTi), and preparing for an initial climate risk assessment. In addition, Resource efficiency remains a central element of our environmental commitment.

We continuously evaluate opportunities to optimize material and energy flows, reduce waste, and enhance overall process efficiency, always taking technical feasibility and economic considerations into account. Our environmental and energy management

systems form an important framework for these efforts. All company locations operate under certified environmental management systems, ensuring standardized procedures, regulatory compliance, and transparent environmental performance monitoring.

Our formal energy management certification is currently implemented at one site, while other locations are progressively enhancing their structures and processes to strengthen their overall energy management approach.

Another priority within this field is the progressive expansion of renewable energy. We aim to steadily increase the share of renewable electricity within our overall consumption and are assessing additional measures to reduce reliance on fossil based energy sources.



Within the core topic of **Social Responsibility**, we are committed to upholding the highest standards in occupational safety, compliance, and the responsible handling of materials throughout our operations and value chain. Ensuring a safe and healthy work environment is a fundamental priority, reflected in our continuous efforts to minimize risks, prevent incidents, and promote a strong safety culture across all sites.

Adherence to legal and regulatory requirements, as well as internal guidelines, forms the basis of our compliance activities. This includes strict management of substances of concern and the responsible sourcing of materials. In line with international expectations and industry standards, we take proactive measures to avoid the use of conflict minerals that may contribute to human

rights abuses or unethical business practices. Equally important is the well-being of our employees, which we support through targeted programs aimed at fostering physical and mental health, engagement, and long term professional development. We recognize our responsibility beyond company boundaries and are committed to respecting human rights within our supply chain. By assessing risks, promoting transparency, and working closely with suppliers, we strive to ensure that social and ethical principles are upheld at every stage of value creation. Swoboda ensures effective participation of workers and other interested parties in governance through several formal channels. These include respecting the freedom of association and collective bargaining, maintaining local employee representation structures (works-coun-

cil-type bodies), and implementing speak-up, grievance, and whistleblowing mechanisms. Employees, managers, and external stakeholders can report concerns or violations anonymously via Swoboda's digital whistleblower system or by contacting the Group Compliance Officer/Compliance Department directly, facilitating direct raising and handling of stakeholder concerns within the governance and compliance framework.

In addition, Swoboda has implemented a group-wide set of sustainability practices and policies that encompass relationships with suppliers and business partners. The company's Code of Conduct for Business Partners and purchasing terms mandate suppliers to comply with human and labor rights, anti-corruption, integrity principles, and environmental protection measures.

ENVIRONMENTAL DISCLOSURES (B3-B7; C3-C4)

In 2025 and early 2026, we continued to advance our environmental disclosures, including establishing a group-wide Corporate Carbon Footprint (CCF), including also relevant Scope 3 categories, and developing internal capabilities to perform Life Cycle Assessments (LCAs) for our products.

Alongside these developments, we have taken several practical steps to improve our environmental performance across our sites. Since 2024, we have been operating a new biomass heating plant at our Wiggensbach facility, powered by regional wood chips and waste-heat recovery from compressed-air generation.

This system enables us to save around 200,000 liters of heating oil per year and reduce our emissions by approximately 550 tons of CO₂ annually. With an installed biomass capacity of 660 kW, the plant generates about 1,250 MWh

of heat per year, supplemented by 800 MWh of recovered waste heat. A 30,000-liter buffer tank ensures efficient use of the energy produced. This investment is an important part of our environmental strategy at Wiggensbach and contributes to our long-standing commitment as a partner of the “Klimaneutrales Allgäu 2030” initiative.

Global Renewable Electricity & Environmental Initiatives

We are also expanding the use of renewable energy within our international operations. At our Kunshan site, we have installed a photovoltaic system with 96 solar panels, generating around 3,000 kWh per month. This installation serves as a pilot project, and with over 20,000 m² of available rooftop area, we see potential to produce up to 3,000 MWh per year in the future. Our Mexico site also operates its own photovoltaic system, contributing additional renewable electricity directly on-site. Beyond energy measures, we also support local environmental improvements.

At our Timișoara location in Romania, we planted 35 trees around the main parking area in 2024. These trees enhance the local surroundings and absorb roughly 245 kg of CO₂ per year.

Our Mexico team also contributed to local environmental efforts and again participated in the reforestation initiative of the city of San Juan del Río.

Unlike many companies that only support the program financially, our employees and their families actively took part, planting trees together on site with great motivation and team spirit.



ENVIRONMENTAL DISCLOSURES

Swoboda has, for the first time, established a group-wide CO₂ footprint for the years 2024 and 2025 in accordance with the GHG Protocol.

GHG emissions, targets and climate risks (B3, C3, C4)

In parallel, we have developed the capability to calculate Life Cycle Assessments (LCAs) and Product Carbon Footprints (PCFs) for our products. An initial assessment of climate-related risks is currently being prepared. At the same time, participation in the Science Based Targets initiative (SBTi) is under evaluation with the aim of defining appropriate group-wide CO₂ reduction targets.

Through the expansion of our biomass usage and the associated reduction in heating oil at our Wiggensbach site, the transition to 100 % green electricity at two sites (Wiggensbach and Stamping Jihlava), and ongoing energy efficiency measures, we were able to reduce our Scope 1 and 2 emissions by a total of 22% from 2024 to 2025. Overall, our company's footprint was thus reduced by 10 %.

ENVIRONMENTAL DISCLOSURES

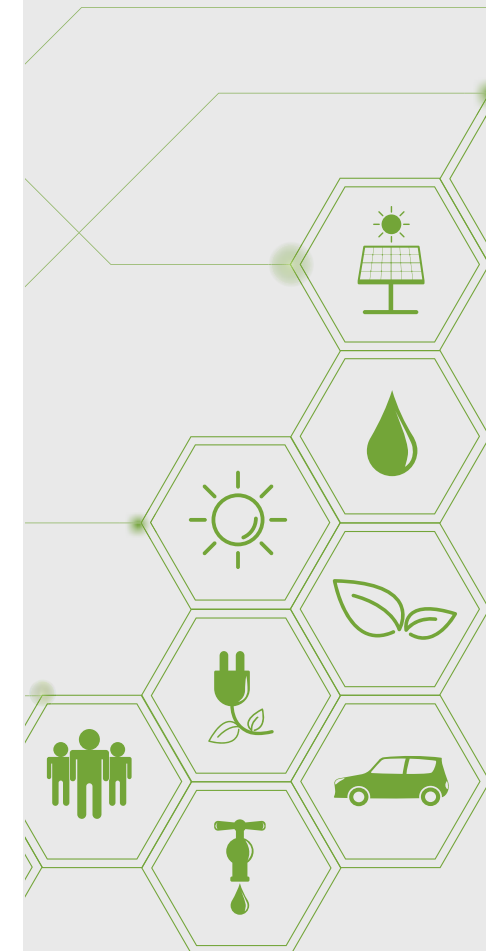
GHG EMISSIONS

EMISSION SOURCE [TCO2E]	2024 (BASE YEAR)	2025
Scope 1	1,900	1,714
Stationary Combustion	1,128	852
Mobile Combustion	592	554
Coolants	180	308
Scope 2	21,401	16,460
Electricity (market-based)	21,397	16,456
Electricity (location-based)	25,485	21,639
Heat	4	4
...		

ENVIRONMENTAL DISCLOSURES

GHG EMISSIONS

EMISSION SOURCE [TCO2E]	2024 (BASE YEAR)	2025
Scope 3	207,838	189,686
Purchased Goods and Services	157,007	146,677
Capital Goods	2,804	1,396
Fuel- and energy-related activities	6,099	8,314
Upstream transportation & distribution	1,265	1,082
Waste	34,097	26,349
Business Travel	822	490
Employee commuting	4,802	4,557
Downstream Transportation and distribution	942	821
Final result	231,139	207,860
GHG INTENSITY tCO₂e/Mio. € TURNOVER	486	492

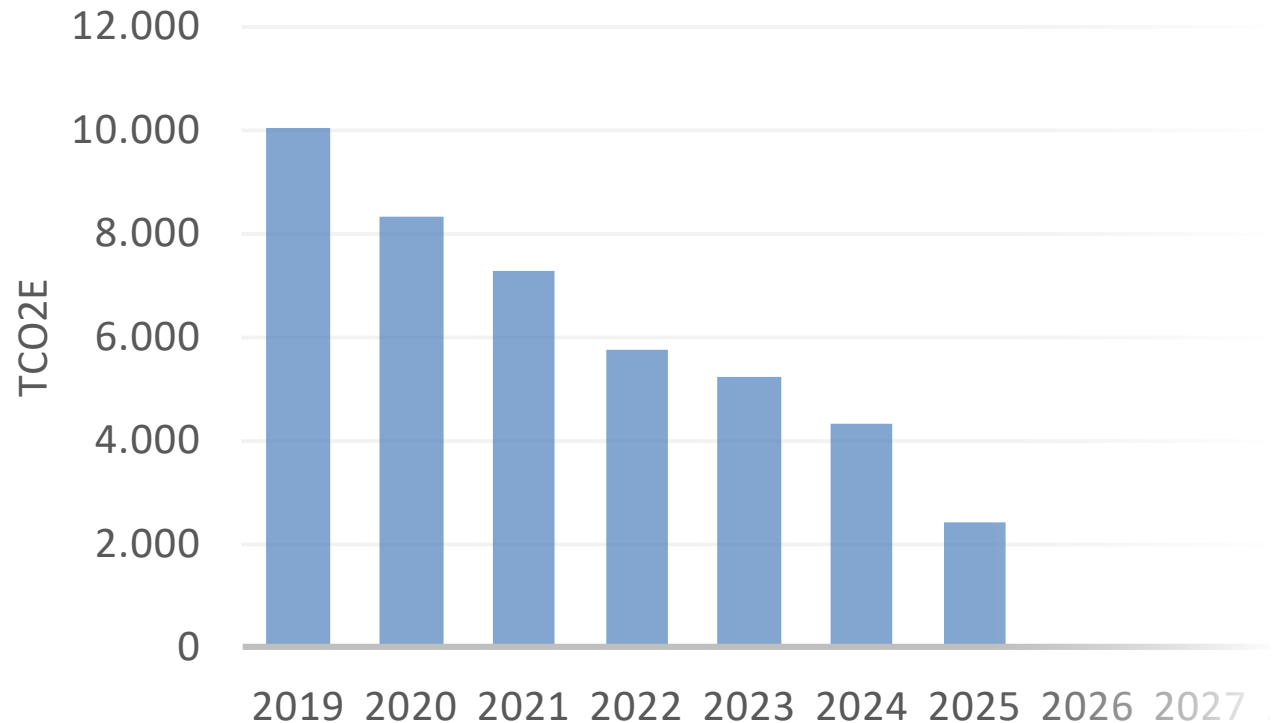


ENVIRONMENTAL DISCLOSURES

CO₂e reduction of our site in Wiggensbach*

Independently of this, our site in Wiggensbach has already set CO₂ reduction targets since 2020 (base year 2019), primarily covering Scope 1 and Scope 2 emissions.

These targets aim to achieve greenhouse gas neutrality by 2030. Within this context, the Wiggensbach site has already reduced its emissions by 76 % since 2019 and is therefore on track to achieve its 2030 target:



**Emissions cover Scope 1, 2 and minor subsections of Scope 3.*

ENVIRONMENTAL DISCLOSURES

2024

Energy Management (B3)

Due to our ongoing energy efficiency efforts, we were able to reduce our total energy consumption by 8 % between 2024 and 2025.

Key drivers behind the increase in our share of renewable energy were the transition to 100 % green electricity at two sites (Wiggensbach and Stamping Jihlava), and the increased use of wood chips for heating in Wiggensbach, Germany, which together raised the share of renewable energy and renewable electricity by 22 % and 20 %, respectively.

Total Energy Consumption [MWh]	Renewable	Non-renewable	Total
Electricity / Heat	13,048	42,882	55,931
Fuels	457	6,813	7,270
Self-generated electricity	951	0	951

2025

Total Energy Consumption [MWh]	Renewable	Non-renewable	Total
Electricity / Heat	15,833	36,517	52,350
Fuels	1,121	5,211	6,332
Self-generated electricity	896	0	896

ENVIRONMENTAL **DISCLOSURES**

Pollution of air, water and soil (B4)

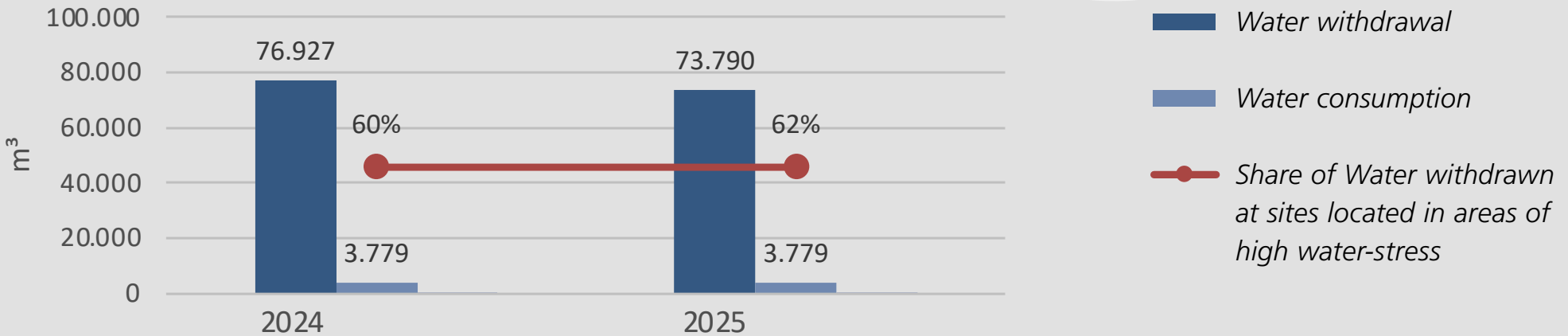
As part of our business activities, potential environmental impacts may arise primarily from operational processes and the use of certain equipment and substances. These impacts mainly consist of localized air emissions and potential soil emissions, which are largely controlled through appropriate preventive measures.

The company's vehicle fleet contributes to air pollution to a limited extent, particularly through particulate matter emissions. In addition, the operation of heating systems results in particulate emissions; however, these remain within the limits permitted by applicable regulations.

ENVIRONMENTAL DISCLOSURES



Global water withdrawal and consumption [m³]



Biodiversity and Water (B5, B6)

Although Swoboda does not operate any sites located in or near biodiversity-sensitive areas, environmental resource management remains an important focus. In particular, water management is taken into account as part of our environmental assessment. While we do not have production processes that significantly consume water, we operate

two facilities located in areas of high water stress (Mexico and China). Nevertheless, water consumption is not considered significant, as the volume of wastewater discharged corresponds to the volume of water withdrawn in most cases. Only our location in China has vaporization processes resulting from cooling and high-temperature washing activities.

ENVIRONMENTAL DISCLOSURES

Resource use, circular economy and waste management (B7)

Swoboda is firmly committed to applying circular economy principles across its operations.

The company strives to use energy, water, and raw materials sparingly, prevent pollution, and reduce waste through robust operational controls and certified management systems, including ISO 14001 at all facilities and ISO 50001 at its Wiggensbach facility.

Waste prevention measures, such as internal waste sorting and proper disposal aligned with waste streams, are implemented and supported by comprehensive employee training. Material transparency and compliance are also prioritized through initiatives like material declarations via IMDS and the careful management of regulated substances, with a continuous effort to avoid hazardous substances and identify longer-term environmentally compatible solutions. These expectations extend to Swoboda supply chain through its Code of Conduct for Business Partners and purchasing requirements, which promote responsible sourcing, transparency, and environmental protection measures.

ENVIRONMENTAL DISCLOSURES

Swoboda processes a wide range of raw materials as part of our production activities, with a clear emphasis on plastic resins and copper-based materials. By volume, our most significant material flows are plastic resins at 6,731 tonnes in 2025, copper-based materials at 6,414 tonnes and steel/aluminium-based materials at 88 tonnes. The high material intensity is characteristic of our industrial manufacturing processes and forms a key basis for our sustainability assessment along the supply and value chain.

MATERIALS [T]*	2024	2025
Plastic resins (mainly PA & PBT)	7,593	7,330
Copper, copper-based materials and copper alloys	5,823	6,414
Steel components, products and semi-finished products	51	88
Aluminum components, products and semi-finished products	2	0

** Some purchased materials and products are currently only available as monetary values and were therefore not considered here.*

ENVIRONMENTAL DISCLOSURES

We reduced our total production waste volume by approximately 5 % while maintaining consistently high recycling rates. A large share of our waste is externally recycled, driven by both the material composition of our production

processes and our structured waste management system. Through strict separation at source and close collaboration with certified recycling partners, we ensure that valuable resources are effectively kept in circulation.

TOTAL WASTE VOLUMES [T]	2024	2025
Non-hazardous waste	4,655	4,443
Hazardous waste	94	83
Total waste	4,749	4,526
Waste diverted to recycling or reuse	4,490	4,288

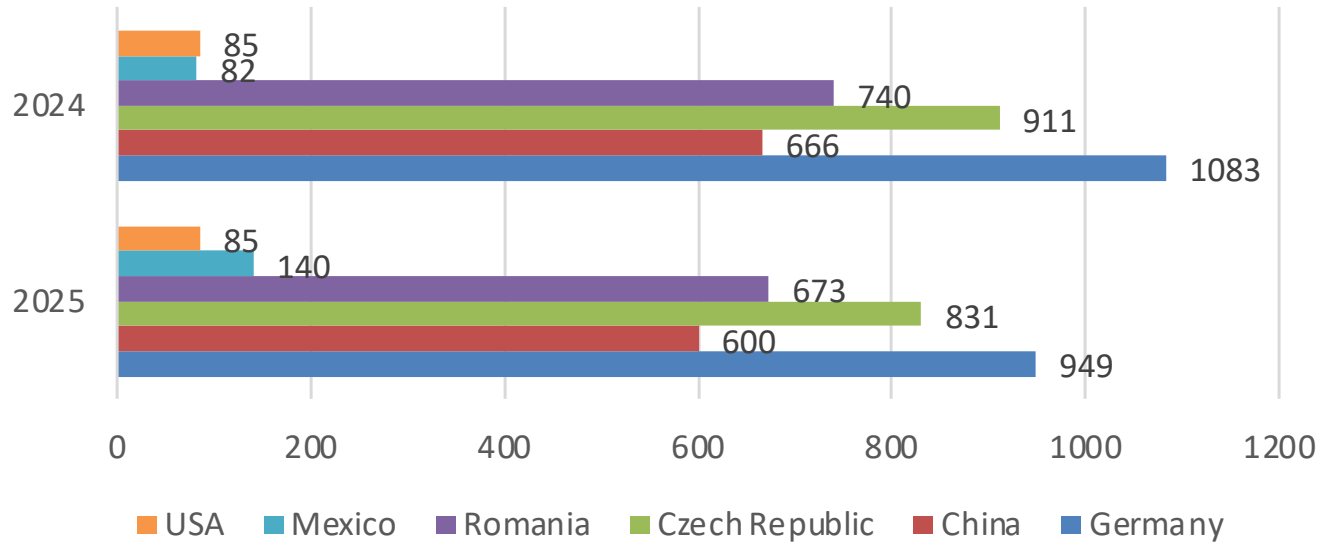


SOCIAL DISCLOSURE (B8-B10; C5-C7)

At Swoboda, we've always taken responsibility for our employees, customers, partners, and the wider community. It's an important part of how we work, because every company has an impact on people – both inside the business and beyond it.

In 2025, our workforce remained at a substantial level, underlining our commitment to employment stability. On average, Swoboda employed 3,154 individuals under permanent contracts and 309 under temporary contracts.

Employee count by country at the end of the year



The average annual gender distribution among employees shows a notable balance, with 1,879 male and 1,581 female employees. Regarding workforce dynamics, Swoboda experienced a turnover rate of 20 % during the reporting period.

Further details on workforce characteristics, including the breakdown by country of employment, facilities and totals for contract type and gender, can be found in the accompanying tables and figures.

2025

NUMBER OF EMPLOYEES (ANNUAL AVERAGE OF THE YEAR) - GROUP	
Temporary contract	309
Permanent contract	3,154
Female	1,581
Male	1,879



SOCIAL DISCLOSURE (B8-B10; C5-C7)

As one of the key parts of our social responsibility, we place the highest importance on employee well-being and safety at Swoboda. ISO 45001 certification is currently in place at three Swoboda locations: Wiggensbach (Germany), Jihlava Stamping (Czech Republic), and Sibiu (Romania).

At all other sites, Swoboda applies comprehensive internal occupational health and safety policies, standards, and preventive measures to maximize employee safety and

continuously improve working conditions. In the reporting period, globally there were 27 recordable work-related accidents, resulting in an accident rate of 8.0.

Although data for 2024 were not available for all locations, a stable rate of recordable work-related accidents per 100 full-time employees can still be observed. Crucially, no fatalities occurred as a result of work-related injuries or ill health.

RECORDABLE WORK-RELATED ACCIDENTS (AND RATE*)	2024	2025
	31 (7,7)	27 (8,0)

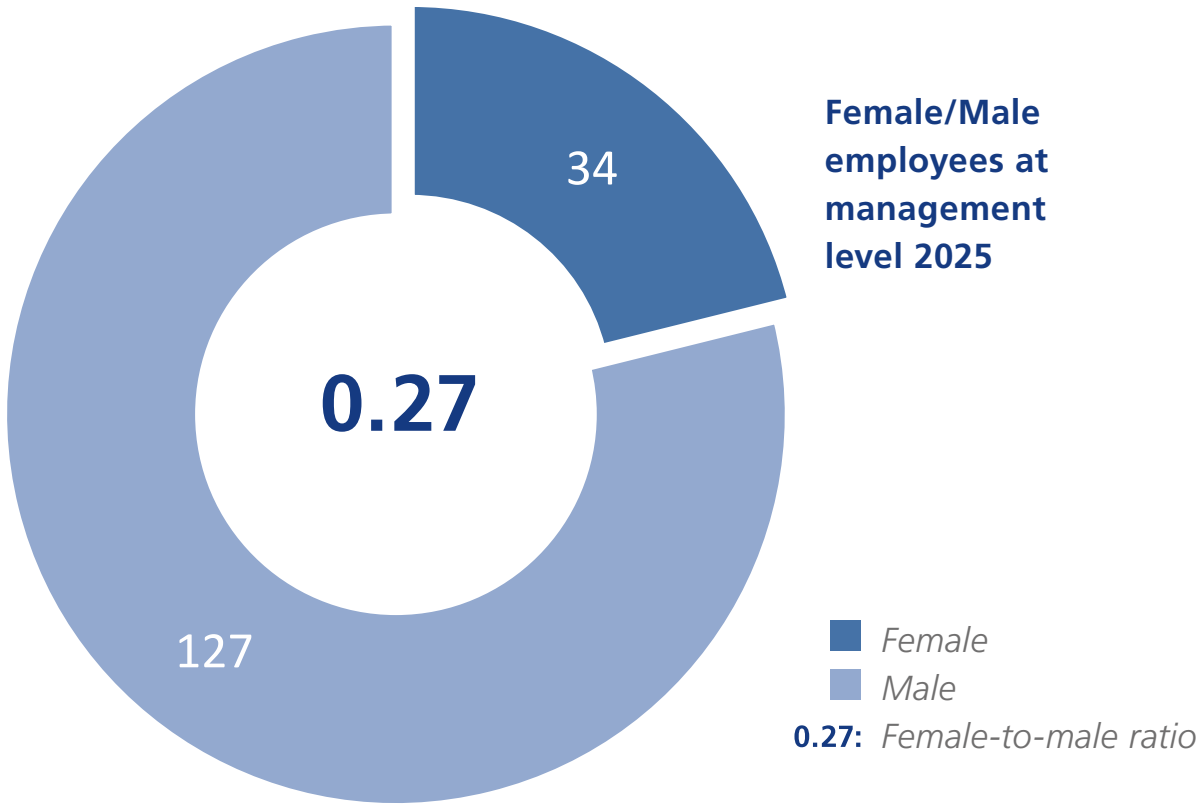
* Number of reportable work-related accidents per 100 full-time employees within a year.

In terms of compensation and employee development, Swoboda ensures that all employees receive pay that is equal to or above the applicable minimum wage. A substantial portion of the workforce, representing 36 %, is covered by collective bargaining agreements. There are 127 male and 34 female employees at management level, resulting in a female-to-male ratio of 0.27 at management level for the reporting period.

Beyond direct employees, Swoboda also engages 1 self-employed worker who operates exclusively for the company, and 38 temporary workers provided by employment agencies. The gender pay gap is currently under assessment and could not be determined at the time of reporting. Same is true for the average number of annual training hours per employee, broken down by gender. An additional core component of our social respon-

sibility is a strong ethical framework. Our Code of Conduct for employees covers all key areas, including child labor, forced labor, human trafficking, discrimination, and occupational health and safety. In addition, we have implemented a formal grievance mechanism.

During the reporting period, no confirmed human rights violations were reported within our own workforce. Likewise, no incidents involving workers in the value chain, affected communities, consumers, or end users were identified.



GOVERNANCE **DISCLOSURE** (B11, C8, C9)

The governance structure and ethical conduct are vital to Swoboda's sustainable operations. During the reporting period we maintained our commitment to transparency and accountability.

Swoboda takes a comprehensive approach to responsible corporate governance, committing to strict compliance with all applicable laws and regulations in the jurisdictions in which it operates, as well as to act with integrity and transparency across its entire value chain. These principles apply equally to employees, management, and all business partners. Clear standards and controls are in place

to ensure compliance in areas such as anti-corruption, fair competition, export controls, and the protection of confidential information and intellectual property. Conflicts of interest are prevented through defined policies, and all business decisions are based solely on objective criteria.

An established whistleblower system enables confidential reporting of violations. Any identified breaches must be remedied within a reasonable timeframe; in cases of non-compliance, Swoboda reserves the right to take legal action. Consequently, in 2025, we recorded zero convictions and incurred no fines related to non-compliance

with anti-corruption and anti-bribery laws. While this outcome is consistent with our commitment to integrity and compliance, Swoboda continuously evaluates and enhances its internal policies, controls, and reporting mechanisms to ensure the ongoing effectiveness of its anti-corruption framework.

Swoboda does not generate any revenue from controversial weapons, nor from the cultivation or production of tobacco, coal, oil, or gas. Accordingly, revenue attributable to the fossil fuel sector is zero. In addition, the company does not derive any revenue from chemical production.

Based on these activities, Swoboda is not subject to exclusion under any EU reference benchmarks as defined by the applicable criteria. Swoboda also confirms that it is not excluded from EU reference benchmarks aligned with the Paris Agreement.

Swoboda's Management Board currently consists of two members, both of whom are male. The size of the Board reflects the company's organizational structure and governance model, which is designed to ensure efficient decision-making and clear accountability.

Appointments to the Management Board are based on qualifications, experience, and leadership capabilities required to manage the company effectively. While diversity, including gender diversity, is recognized as an important aspect of good governance, the current composition is the result of these selection criteria applied within a relatively small Board structure.

Swoboda remains committed to considering diversity aspects in future succession planning and leadership development processes, in line with its governance principles and business needs.



APPENDIX

List of all subsidiaries when reporting on a consolidated basis

NAME	REGISTERED ADDRESS
Swoboda Wiggensbach KG	Max-Swoboda-Straße 1, 87487 Wiggensbach, Germany
Swoboda Schorndorf KG	Vogtswiesen 69, 73614 Schorndorf, Germany
Swoboda Timisoara S.R.L.	Str. Aeroport 46, 307201 Sat Giarmata Vii, Romania
Swoboda-Stamping, s.r.o.	Hruškové Dvory 130, 586 01 Jihlava, Czechia
Swoboda CZ s.r.o.	Hruškové Dvory 60, 586 01 Jihlava, Czechia
Swoboda Mechatronics SA de CV	Raramuri #3, Parque industrial nuevo san juan, San juan del rio, Queretaro, CP 76806, Mexico
Swoboda Kunshan Co. Ltd.	No.418, San Xiang Road, Kunshan Economic & Technical Development Zone (KETD), 215300 Kunshan, Jiangsu Province, P.R. China
Swoboda, Inc.	4108 52nd Street SE, Kentwood, MI 49512, USA
Swoboda Sibiu S.R.L.	555300, Selimbarului Str., no. 111, Cisnatie, Sibiu, Romania
Swoboda Technologies Kunshan Co. Ltd.	No.418, San Xiang Road, Kunshan Economic & Technical Development Zone (KETD), 215300 Kunshan, Jiangsu Province, P.R. China
Swoboda Embedded Engineering GmbH	Hinterm Dorf 29, 76199 Karlsruhe, Germany
Swoboda Embedded Solutions GmbH	Hinterm Dorf 29, 76199 Karlsruhe, Germany

APPENDIX

List of all facilities/sites where Swoboda operates

ADDRESS	POSTAL CODE	CITY	COUNTRY CODE
Max-Swoboda-Straße 1	87487	Wiggensbach	DE
Vogtswiesen 69	73614	Schorndorf	DE
Hinterm Dorf 29	76199	Karlsruhe	DE
Gustav-Weißkopf-Straße 14	90768	Fürth	DE
Str. Aeroport 46	307201	Sat Giarmata Vii	RO
Str. Şelimbărului Nr. 111	555300	Cisnădie	RO
Hruškové Dvory 130	586 01	Jihlava	CZ
Hruškové Dvory 60	586 01	Jihlava	CZ
Jihlavská 1150	588 13	Polná	CZ
Calle Swoboda número 2, Parque Industrial Nuevo San Juan	C.P. 76806	San Juan del Río, Querétaro	MX
No. 418, San Xiang Road	215300	Kunshan	CN
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Do you have any questions about Swoboda's sustainability report? We will be happy to assist you:

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