WE CARE ABOUT A CLEAN FUTURE

PERFORMANCE REPORT WITH INTEGRATED ENVIRONMENTAL STATEMENT 2022
MAGNA STEYR GRAZ

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ANNEX

SUSTAINABILITY

CREATING A BETTER WORLD OF MOBILITY, RESPONSIBLY.

Sustainability is a key priority at Magna. That's why our company focuses on doing the right things today, to safeguard the quality of life both for this and future generations. Innovative products and a keen energy awareness in production are at the heart of our efforts to act against climate change and reduce our global carbon footprint. This is also reflected in our Magna core value "Take responsibility".

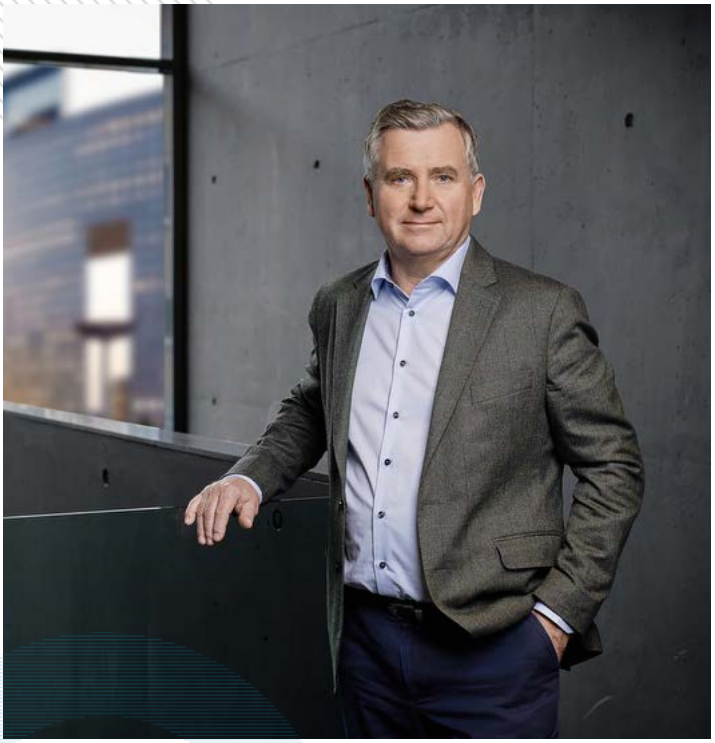
In our sustainability strategy, we have defined three pillars, Product, Process and People, to illustrate our commitment in the different domains of impact. With our products, we aim to create better and more sustainable solutions for a better world of mobility. Under the Process pillar, all our manufacturing processes are geared towards minimizing environmental impact. The People pillar focuses on our employees; here, we are placing particular emphasis on awareness-raising measures and highlight the direct and indirect environmental impact of their actions.

As a leading technology company in the automotive industry, we are making every effort to optimally protect and preserve our planet and to contribute significantly to the achievement of the United Nations SDGs (Sustainable Development Goals). A key goal of Magna is to accomplish carbon neutrality at our European locations by 2025 and at all locations worldwide by 2030. We are very proud that our Graz plant has already achieved this goal through the introduction of numerous measures in recent years. Indeed, production in Graz has been carbon neutral since the beginning of 2022.

Our ambition remains to evaluate our activities and initiatives annually to make further progress and ensure that our impact on the environment is further reduced. Supporting initiatives such as the Cycle Champ project, which motivates employees to cycle to work, further contribute to climate protection. Other projects include the wildflower meadow - including beehives - on our testing ground, which also adds to its visual attraction.

Furthermore, Magna's corporate culture recognizes equal opportunities, diversity and inclusion as key topics. Mutual appreciation and respect always come first in our daily activities. To give added weight to the topic of diversity & inclusion, we have strengthened our measures in this field. For example, our "Women Leadership Talent Pool" initiative launched in May 2021 develops targeted measures to increase the proportion of women in STEM (Science, Technology, Engineering and Maths) leadership positions.

At Magna, we treat the necessity of striking a healthy balance between economic, ecological and social objectives while remaining competitive as a top priority.

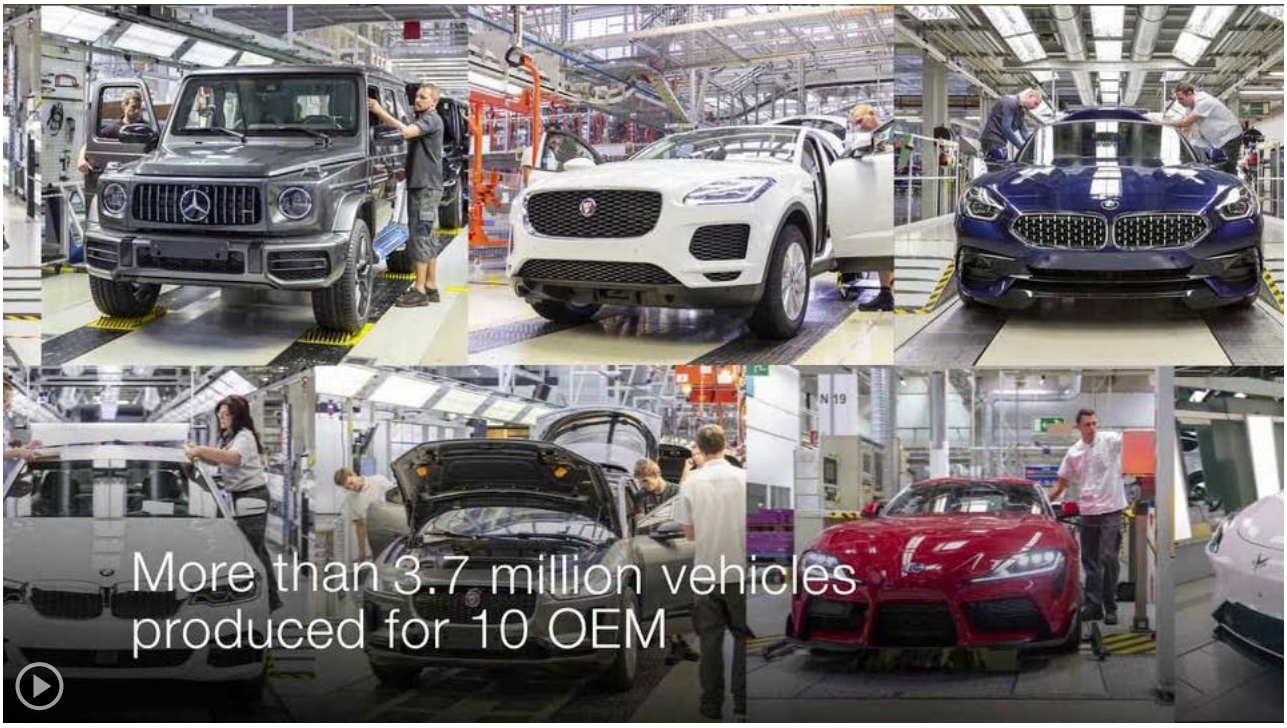


As a responsible business enterprise, the obvious implications are that we need to focus on sustainability and efficiency, but must also keep pursuing further growth and preserve our jobs in the long term. Especially in the past two years, which have been marked by the COVID pandemic, we have been facing a variety of challenges. However, we have succeeded in creating a safe and healthy working environment for our employees with a series of successful measures, the great solidarity and team spirit of the workforce plus continuous communication activities, while at the same time delivering our customer programs and executing projects to the highest level of satisfaction.

As a true one-stop shop, we enable our customers to bring their vision of mobility to the road. In this context, we envision a future in which we make mobility safer and cleaner for everyone - for our society, for the planet and, above all, for us humans.

Forward. For all.

Günther Apfalter
President Magna Steyr



THE FUTURE OF MOBILITY
BEGINS AT MAGNA

THE COMPANY

Magna International is a leading global automotive supplier with 341 manufacturing locations plus 89 product development, engineering and sales centers in 28 countries. We have over 161,000 employees focused on delivering superior value to our customers through innovative processes and World Class Manufacturing. Decades of experience, complete vehicle expertise and the ability to spot new trends give Magna the flexibility it needs to create tomorrow's innovations, making us an ideal partner for autonomous driving, electrification and the production of complete vehicles. Magna's ambition is to develop the mobility solutions of the future. Our innovation and manufacturing competence comes from a complete understanding of the vehicle. Our service portfolio covers both modular solutions for systems and parts, as well as complete vehicle manufacturing.

MAGNA INTERNATIONAL IS DIVIDED INTO 4 PRODUCT AREAS:

Power & Vision:

Powertrain

Electronics

Mechatronics, Mirrors, Lighting

Body Exteriors & Structures:

Body & Chassis

Exteriors

Seating Systems:

Seating Systems

Complete Vehicles:

Complete Vehicles

NEW PERSPECTIVES AT THE GRAZ LOCATION: "FROM IDEAS TO REALITY"

Magna Steyr is part of Magna International and a global company with approx. 11,800 employees at 24 locations on four continents. From ideas to reality – with our all-round vehicle expertise, which is based on over 120 years of experience in vehicle engineering and manufacturing, we are shaping the future of mobility. This makes us a preferred partner for traditional OEMs and new entrants in the automotive industry around the world. Operating as a genuine one-stop shop, we translate our customers' visions of mobility into a tailored product on the road. 3.7 million vehicles produced make us the worldwide leading multi-OEM complete vehicle manufacturer.

Graz is the biggest location of Magna International worldwide and one of only two locations where complete vehicles are manufactured. At present we have around 8,800 employees in Graz. This makes Magna Steyr one of the biggest employers in the region. Together with the Engineering Center Austria, which is also at home on the premises, Magna Steyr takes on the role of a one-stop shop, offering its customers unique added value. Our comprehensive complete vehicle expertise, coupled with maximum flexibility, make Magna Steyr the worldwide leading brand-independent engineering and production partner for OEMs. For example, we are the first contract manufacturer to produce the entire spectrum of powertrain technologies: from ICE to plug-in-hybrid to pure electric vehicles, sometimes even on one shared production line. This highlights our competence as an automotive supplier also in the fields of electrification and electro-mobility.

3.7 MILLION VEHICLES MADE IN GRAZ

A thoroughly impressive 3.7 million vehicles for 10 OEMs, divided into 31 different models, have so far come off the production line at Magna's Graz plant. Currently the Graz plant is manufacturing the legendary Mercedes-Benz G Class, Jaguar models I-PACE and E-PACE, the BMW 5 Series, the BMW Z4 and the Toyota GR Supra. Maximum quality and flexibility are at the very top of the priorities list in vehicle production. For example, we manufacture not only different models, but even different powertrain versions – from conventional drivetrains to hybrid drivetrains and pure electrical vehicles – on the same shared production line. Since the summer of 2020, we have been producing the ARCFOX αT in our joint venture plant in Zhenjiang, China. The αS, the second ARCFOX model, was added in 2021.

1906

Voiturette
(1906)

Alpenwagen
(1919)

Puch 500/650/700c/126
(1957 – 1975)

Haflinger
(1959 – 1974)

Pinzgauer
(1971 – 2000)

Mercedes-Benz G-Class
(since 1979)

VW Golf Country
(1990 – 1991)

Audi V8L
(1990 – 1994)

VW Transporter T3 4x4
(1984 – 1992)

Mercedes-Benz M-Class
(1999 – 2002)

Mercedes-Benz E-Class
(1996 – 2002)

Jeep Grand Cherokee
ZG, WG, WJ
(1994 – 2004)

Mercedes-Benz E-Class
(2003 – 2006)

BMW X3
(2003 – 2010)

Chrysler Voyager
(2002 – 2007)

Jeep Grand Cherokee WH
(2005 – 2010)

Saab 9-3 Cabrio
(2003 – 2009)

Jeep Commander
(2006 – 2010)

Mercedes-Benz SLS AMG
Aluminum body
(2009 – 2014)

Chrysler 300 C
(2005 – 2010)

Aston Martin Rapide
(2010 – 2012)

Peugeot RCZ
(2010 – 2015)

MINI Countryman
(2010 – 2016)

MINI Paceman
(2012 – 2016)

Jaguar E-PACE
(since 2017)

BMW Z4
(since 2018)

BMW 5 Series
(since 2017)

ARCFOX αT
(since 2020)

2022

Jaguar I-PACE
(since 2018)

Toyota GR Supra
(since 2019)

ARCFOX αS
(since 2021)

SUSTAINABILITY AND CLIMATE PROTECTION

AT MAGNA

Sustainability as a guiding principle of our actions

In Magna's world, sustainability means much more than just protecting the environment – it also includes the multifaceted impact on our social interactions and our economic relations. We encourage our employees to be enterprising and visionary in their thinking to foster the continuous development of long-term environmentally friendly solutions.

AT MAGNA, WE TREAT SUSTAINABILITY AND CLIMATE PROTECTION AS ABSOLUTE PRIORITIES. THIS IS CLEARLY VISIBLE IN OUR 3 PILLARS (PRODUCT, PROCESS, PEOPLE).

AT MAGNA STEYR, WE BOLSTER THE IMPLEMENTATION OF THESE 3 PILLARS WITH SPECIFIC OBJECTIVES AND MEASURES AT THE GRAZ LOCATION.

The strategic orientation for sustainable action is described in Magna's Sustainability Report. It contains the following main action points:

- Design, engineering, manufacturing and delivery of innovative product solutions for Magna's customers in order to achieve shared goals such as reduced weight, reduced fuel consumption and reduced CO_2 emissions
- Optimization and innovation of manufacturing processes with respect to resource efficiency and product quality
- Improvement of the energy efficiency of facilities to reduce Scope 1 greenhouse gas emissions
- Development of our roadmap for the transition to 100% renewable energy to reduce Scope 2 emissions
- Involvement of our supply chain with regard to Scope 3 emissions
- Fair treatment of employees and respect for health, safety and general well-being
- Being a good partner to the communities in which we live and work.

The following policies, guidelines and goals of Magna have provided the frame for sustainable action for many years:

- Magna has summarized the company's main core values and business principles in the Corporate Constitution, Employee's Charter and Operational Principles. These are reflected in Magna's philosophy of a "Fair Enterprise" culture.
- The Code of Conduct and Ethics ensures that all Magna employees adhere to ethical principles in their actions.
- The Code of Conduct for Suppliers defines the principles Magna expects its suppliers to adhere to.
- The Health, Safety & Environmental Policy ensures safe working conditions and promotes the health of employees as well as a sparing use of resources.

Magna's Group-wide sustainability strategy is to achieve carbon neutrality at all European Magna locations by 2025 and at all Magna locations worldwide by 2030. The technologies, systems and concepts Magna is developing will continue to enable cleaner and safer mobility for everyone and everything. Achieving this goal will put us among the industry leaders in Europe and North America. As further proof of our commitment, Magna is also a founding sponsor of the XPRIZE Abundant Energy Alliance, an international organization that seeks to radically change the way we combat climate change through global competitions with major cash prizes for the winners. On Earth Day 2021, Magna introduced the Commitment to Sustainability Award program, in which locations around the world compete for awards for outstanding performance in three different categories – Product, Process and People.

"Our goal is to accomplish carbon neutrality by 2030."

Grahame Burrow,
Global President, Magna Exteriors
Corporate Sustainability Champion

Sustainability strategy at Magna Steyr and its implementation at the Graz location

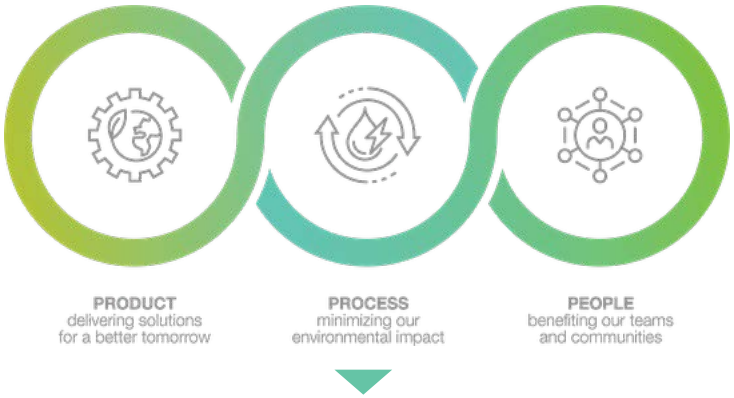
The sustainability strategy of Magna Steyr is based on a comprehensive analysis of the expectations and demands of customers, employees, owners and the company. In addition to the Stakeholder Analysis, we aligned the 17 SDGs (Sustainable Development Goals) of the United Nations with the value chain and identified seven particularly relevant SDGs. These seven SDGs were broken down into company-specific goals and translated into concrete programs. Progress towards meeting these goals is monitored on an ongoing basis. This provides a clear picture as a starting point to achieve an overall optimized result. Since sustainability has a long tradition at Magna's location in Graz, the following pages show previously completed sustainability measures assigned to individual SDGs.

In line with Magna's strategy, we additionally wanted to achieve certified carbon neutrality in production for the Graz location as early as 2022. Since the financial year 2020, the greenhouse gas balance, established annually on the basis of the Greenhouse Gas Protocol, has provided the data for this.

Further sustainability goals to minimize the environmental impact include reducing energy consumption by 2% per year, reducing waste going to landfill sites to max. 5%, and reducing water consumption by 1.5% per year.

Magna Sustainability Pillars

Implement material efficiency program
Increase of the **recycling material input** by up to 5% per year



Implement awareness programs
- **Direct/indirect environmental impact of our own behavior**
- **Zero accident culture**
- **Environmentally-sustainable commuting**

Implement environmental program
- **Carbon neutrality:** Graz by 2022, Europe by 2025, rest of the world by 2030
- **Energy reduction by 2%** per year
- **Reduction of waste going to landfill sites to max. 5%**
- **Reduction of water consumption by 1.5% per year**

"These goals help us to promote a new mindset among our employees, which I regard as one of the key points. Everyone needs to know how they can contribute at home and at work to protect our planet. What we want is to look at the entire life cycle and make sure that we leave a better world for future generations. Achieving our sustainability goals is the responsibility of us all."

Roman Pöltner, Director,
Infrastructure Management and Group HSE, Magna Steyr
Group Sustainability Lead

GOALS FOR SUSTAINABLE DEVELOPMENT

The SDGs (Sustainable Development Goals) are goals set by the United Nations to promote global sustainable development while respecting social, ecological and economic aspects.

Magna is conscious of its corporate responsibility, and through its actions makes an essential contribution to individual SDGs. The SDGs given particular priority are highlighted below.

Examples of action taken by Magna:

1 No poverty

- Donations and charity work
- Social projects
- Social fund of the works council for employees facing hardship
- Competitive wages & benefits (Magna Employee's Charter)
- Employment contracts without time limit

3 Good health and well-being

- Health and sports activities (mylife program)
- Flexible working time models
- Occupational Medicine Center
- Ergonomics program
- Burnout prevention
- Blood donation campaign

4 Quality education

- Training and professional development
- Apprenticeships
- Cooperation with educational institutions, internships
- Reconciliation of family and work life (Magna childcare facility)

5 Gender equality

- Fair treatment (Magna Employee's Charter)
- Corporate Behavior Fibula
- Magna's Code of Conduct and Ethics
- Rules of behavior: "Working together"
- Women leadership talent pool (initiative to make our future leadership teams more diverse)
- Choice of a gender-fair wording

6 Clean water and sanitation

- Preparation of a status quo report and monitoring of subsurface and groundwater
- Water management plan to show achievement of the water reduction goals
- Avoidance of harmful chemicals for cleaning

7 Affordable and clean energy

- 100% of purchased electricity from renewable energy sources, electricity and heat for own consumption generated from renewable energy sources
- Energy efficiency measures

8 Decent work and economic growth

- Assuming social responsibility
- Employment of persons with disability (overfulfillment of legal requirements)
- Provision of safe working conditions; promotion of employee health and well-being

9 Industry, innovation and infrastructure

- Innovation and idea management
- Development of future mobility solutions

10 Reduced inequalities

- Competitive wages & benefits (Magna Employee's Charter)
- Employee recruitment and promotion based on equal opportunities (leadership development, succession planning)
- Focus on diversity & inclusion in the corporate culture and strategy

11 Sustainable cities and communities

- Assumption of social responsibility
- Promotion of environmentally friendly employee mobility
- Participation in the Ökoprofit® program by the City of Graz

12 Responsible consumption and production

- Environmentally responsible development of vehicles with alternative drive systems, use of lightweight technology and ecological choice of materials
- 100% of purchased electricity from renewable energy sources, electricity and heat for own consumption generated from renewable energy sources
- Waste prevention and reduction measures
- Avoidance of food waste in catering
- Reduction of the share of landfill waste (Project Zero Waste)
- Optimization of waste management through ongoing monitoring and benchmarking activities

13 Climate action

- Continuous improvement of environmental performance
- Carbon neutral production
- Environmentally responsible development of vehicles with alternative drive systems, use of lightweight technology and ecological choice of materials
- Magna sustainability strategy

14 Life below water

- Avoidance of harmful chemicals for cleaning

15 Life on land

- Promotion of biological diversity

16 Peace, justice and strong institutions

- Compliance management
- Magna's Code of Conduct and Ethics
- Proactive neighbor management

17 Partnerships for the goals

- Cooperation with educational institutions, internships
- External certifications
- Participation in EMAS, Ökoprofit program by the City of Graz, Klimaaktiv, Council for Sustainable Logistics

WE CARE ABOUT THE FUTURE

AND ENGAGE IN AWARD-WINNING WORK

ÖKOPROFIT® AWARD RETAINED

In 2021, Magna's Graz plant was once again an active participant in the ÖKOPROFIT program of the City of Graz and once again won the coveted award for successful environmental performance.

ÖKOPROFIT ("Ecological Project for Integrated Environmental Technology") celebrated its 30th anniversary in 2021, with Magna's Graz plant, which has always regarded the program as an important pillar of its sustainability strategy, being on board for the 24th time already. The latest award recognizes the implementation of numerous environmental objectives in 2020, such as the optimization of combined truck delivery with resulting CO_2 savings or the reduction of residual waste in the assembly sections at the Graz location.

A big highlight of the ÖKOPROFIT 2021 program was the "Apprentices Become ECO Professionals" initiative, which was facilitated by the Environmental Department of the City of Graz in cooperation with the Environmental Education Center of Styria. In a special workshop, apprentices were motivated to adopt environmentally conscious and sustainable behavior: Using "mobility" and "climate protection" in general as an example, 15 apprentices learned all about the ÖKOPROFIT basics and underlying philosophy in small groups.

RECOGNITION IN THE "SUSTAINABILITY AWARD IN AUTOMOTIVE" COMPETITION

The innovative electric truck shuttle and associated sustainable transport logistics earned Magna a place in the finals of this prestigious award.

Replacing the former conventionally powered trucks, two silent, emission-free electric trucks have been used since 2017 as internal logistics shuttles between the Graz plant and the off-site body hall. They provide eco-friendly transport of the bodies from the body shop to the paint shop. This innovative idea also impressed the expert jury of the renowned "Sustainability Award in Automotive 2021" of the ATZ/MTZ Group and Roland Berger. Magna made it all the way to the finals in the "Operations - Process Step Optimization" category. The award recognizes companies that drive sustainability in the automotive industry with their products, processes and initiatives. We are proud to be making an important sustainable contribution in this field.

"AUSTRIAN SUPPLY EXCELLENCE & DIGITAL PROCUREMENT AWARD" FOR MAGNA

In 2021, the "Supply Chain Analytics - Digital Total Cost Optimization of the Supply Chain" project also won a prestigious award.

On October 7, 2021, the Magna plant in Graz proudly received the "Austrian Supply Excellence & Digital Procurement Award" from the BMÖ (Austrian Association of Materials Management, Purchasing and Logistics). The event, which celebrates outstanding solutions in purchasing and supply chain management, was held for the 19th time already. The winning project was implemented as part of the Smart Factory initiative to optimize Magna's supply chain in collaboration with the Know-Center Graz. Applying an overall cost approach to the individual departments in supply chain management, it contributes significantly to Magna's competitiveness and to safeguarding the long-term future of the location in Graz.

ARCFOX CELEBRATED TWO PREMIERES

The ARCFOX aS first rolled off the production line in March 2021, and one month later it was unveiled at the Shanghai Auto Show.

In 2021, one ARCFOX highlight chased the other: on March 30, production of the brand's highly anticipated second model - the αS - started in China. The intelligent luxury pure electric sedan is made in three versions and features amazing innovative smart car solutions to raise intelligent driving to an entirely new level. As had been the case with the ARCFOX αT, the first model, Magna again contributed state-of-the-art technology and first-class manufacturing processes. The ARCFOX αS was officially presented to the public at the "2021 ARCFOX Brand Night & New Product Launch" event, where it was received with much enthusiasm. At the Shanghai Auto Show 2021, it again elicited a comprehensively positive response from the visitors.

MAGNA & FISKER TAKE OFF

In June 2021, the Magna plant in Graz and California-based Fisker Inc. celebrated a major milestone – the signing of the production agreement that seals the future cooperation of the parties.

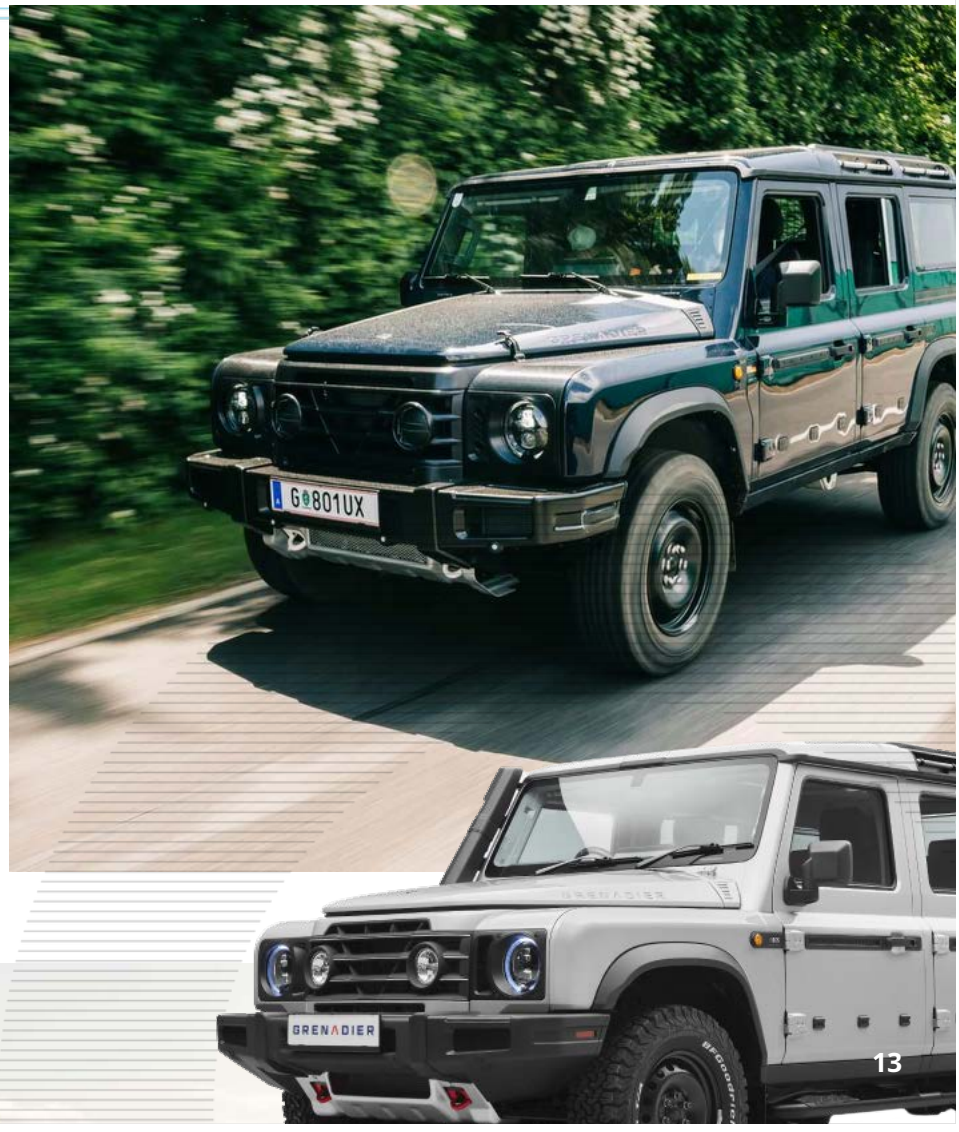
Magna was therefore able to add another new player in the automotive industry to its customer list. Fisker's ambition is to become the number 1 e-mobility service company with the most sustainable vehicles in the world. Magna is especially proud that this vision is beginning to take shape with the Fisker Ocean. The interior of the Fisker Ocean will make use of many recycled materials, for example, the upholstery, carpets and many details are made from old clothes and discarded fishing nets from the world's oceans. An optional solar roof provides additional electric range. Furthermore, Magna provides its unique expertise in the area of complete vehicles. It is planned that Magna and Fisker will also work together on industry-unique ADAS features and other technologies. Production in Graz is scheduled to begin at the end of 2022.

AN EVENTFUL YEAR: INEOS GRENADIER – FIRST PROTOTYPE & FIRST PRE-PRODUCTION VEHICLE

Magna's engineering team was able to celebrate the completion of the first prototype of the INEOS Grenadier off-roader at the end of 2020.

The employees had worked intensively and passionately on the exciting project for a full 16 months, skillfully overcoming all challenges as they presented themselves. In the end, they felt all the more satisfied when they were able to hand over the first prototype to the colleagues in the "Testing" department. However, the off-roader proceeded straight to the next milestone as the prototypes were put through their paces immediately. Countless insights were gained during the driving tests in Austria, Germany, Switzerland, Hungary, Sweden, Spain, France, Italy and Morocco, then the test results were implemented in the production approval design. At the end of 2021 it was all done! The first pre-series vehicles were handed over to Engineering in Graz.

By the end of 2022, the first INEOS Grenadiers will be unleashed on our roads!



CO_2 reduction often begins small but ends up big in effect.

This is why we have been producing carbon neutral since 2022.

Implemented environmental program 2021: Reduction of energy consumption by

3,096 MWh

FOCUS ON THE ENVIRONMENT

EVERY ONE OF US CAUSES AN IMPACT ON THE ENVIRONMENT – KNOWN AS ENVIRONMENTAL ASPECTS – WITH OUR DAY-TO-DAY ACTIVITIES.

Through various measures and investments, Magna effectively reduced heat and electricity consumption by approx. 3,096 MWh at the location in 2021, corresponding to the annual heat and electricity consumption of approx. 330 detached houses. In addition, Magna saved 1,509 tons of CO_2 and 7,070 m^3 of water. Additionally, numerous unquantifiable measures have been implemented (see environmental achievements).

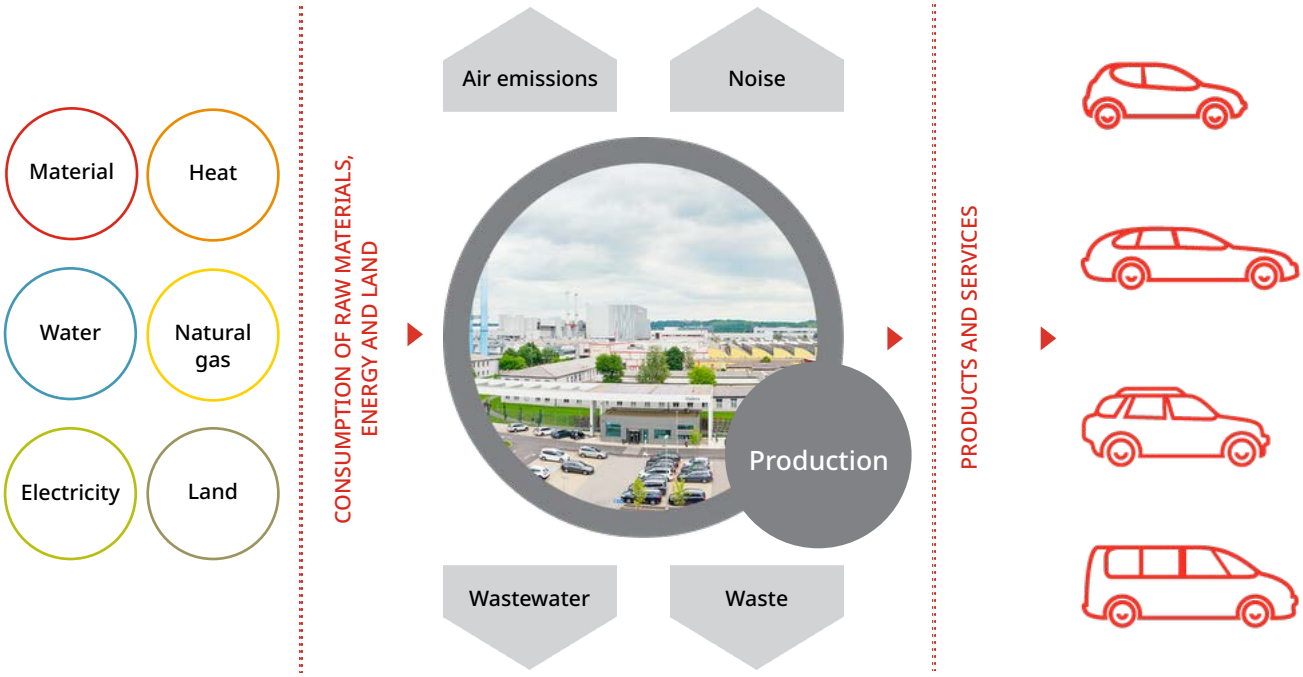
The **direct environmental aspects** of Magna Steyr Graz, which are reported in detail below, are attributable to:

- resource consumption (raw materials, energy, land),
- the release of solid, liquid and gaseous waste materials (material and energy emissions)

Quantity, environmental risk, legal requirements and stakeholder demands were the criteria we applied to assess the direct environmental aspects.

The **indirect environmental aspects** represent an environmental impact that can be influenced to a certain extent by Magna Steyr Graz. These result from the interaction with third parties (for example employees, suppliers, customers).

THE ENVIRONMENTAL ASPECTS OF MAGNA STEYR GRAZ



Direct environmental aspect	Short description
Material consumption	Direct and indirect production materials
Water consumption	Public water supply and untreated water
Energy consumption	Electricity, heat, natural gas
Land consumption	Sealed and nature-oriented areas
Air emissions	Odor, volatile organic compounds from solvents, organic carbon emissions, carbon dioxide, carbon monoxide, nitrogen oxides, dust, greenhouse gases
Noise	Internal traffic, facilities, employees and visitors
Wastewater	Fecal wastewater, industrial wastewater, wastewater from oil separators, wastewater from grease separators, untreated surface water, surface water from the rainwater treatment plant
Waste generation	Hazardous and non-hazardous waste
Contamination of the soil	Contamination of unsealed areas in abnormal operating conditions

Indirect environmental aspect	Short description
Product development	Environmentally compatible product development for vehicles and components
Innovation development	Environmentally relevant innovations for mobility solutions
Production process development	Environmental performance improvements in production processes and plants
Procurement	Environmental requirements for suppliers and service providers
Packaging planning	Environmentally relevant requirements with regard to packaging
Transport	Environmentally relevant requirements with regard to transport and transport planning
Employee mobility	Environmental impact caused by employees commuting to work and as part of business assignments (business trips)

INPUT/OUTPUT BALANCE

In 2021, the Graz plant manufactured a total of 130,502 vehicles 1 (reference value for core indicator calculation) and employed approx. 9,500 people.

Remarks on scope

Vehicle manufacturing and engineering sub-processes that do not take place at the Graz location are not considered in this input/output balance or in the detailed presentation of the environmental aspects. The main location Graz Thondorf and the secondary locations in Graz, Premstätten, Werndorf and Lebring are all included. Specific areas of application, if any, of an environmental aspect are given in the detailed information on this environmental aspect.

Other relevant indicators for environmental performance

The industry-specific reference documents according to Article 46 of the EMAS Regulation are indicated in the detailed explanations of the environmental aspects. Of relevance to the activities of Magna Steyr Fahrzeugtechnik AG & Co KG are the Best Environmental Management Practices (BEMP). Of relevance to the IPPC plant[2] are the reference documents on the best available technologies (BAT) for the surface treatment of metals and plastics and surface treatment with organic solvents with the appropriate emission limits and environmental performance values.

Input	Unit	2021
Absolute indicators		
Material consumption	t	251,695
Direct production materials	t	248,976
Indirect production materials	t	2,719
Water consumption [3]	m³	364,509
Well water	m³	355,756
Public water supply	m³	8,753
Energy consumption	MWh	239,762
Electricity [3]	MWh	94,915
thereof from renewable energy	MWh	94,915
thereof externally sourced	MWh	94,853
thereof from own production	MWh	62
Heat [3]	MWh	81,386
thereof from renewable energy	MWh	424
Natural gas [4]	MWh	63,462
Land consumption [5]	m²	932,629
Sealed areas	m²	838,048
Nature-oriented areas at the location [6]	m²	94,581

Output	Unit	2021
Absolute indicators		
Complete vehicles incl. painted bodies [1]	pieces	130,502
Aerospace components	t	2.5
Face masks (mouth and nose protectors) [7]	pieces	3,600,000
Air emissions [8]		
Greenhouse gases [9]	t CO_2eq	29,437.8
Carbon dioxide [10]	t	29,105.1
Hydrofluorocarbons (HFC)	t CO_2eq	332.6
Organic carbon emissions [11]	t	133.2
Carbon monoxide [12]	t	12.2
Nitrogen oxides [12]	t	28.7
Dust	t	6.7
Wastewater	m³	364,509
Discharge into sewage system	m³	319,570
Pipe bursts, losses, evaporation and test track irrigation	m³	44,939
Waste [13]	t	8,835
Hazardous waste	t	2,190
Non-hazardous waste	t	6,645

1. Incl. SKD (semi knocked-down) and CKD (completely knocked-down) production plus engineering prototypes. Of the manufactured vehicles, no bodies were painted in the Maribor-Hoče plant in 2021.
2. Facilities qualified as IPPC (Integrated Pollution Prevention and Control) facilities according to the Industrial Emissions Directive are operated as part of the painting process.
3. Incl. consumption of service providers and tenants working on site
4. Excl. consumption of the external heat supplier
5. Incl. leased areas
6. Includes all green spaces, green roofs and water areas. There are no nature-oriented areas off-site.
7. Due to the availability of the required infrastructure in the Aerospace segment on Puchstrasse, face mask production was set up to cover the demand of the European Magna locations.
8. Air emissions of methane, nitrogen trifluoride and nitrous oxide are not relevant. Sulfur hexafluoride emissions are only found in closed systems (switchgears) and are therefore also not relevant. Perfluorocarbons are not used. Sulfur dioxide is not relevant because only sulfur-free energy sources are used.
9. For details, reference is made to the greenhouse gas balance.
10. Carbon dioxide emissions primarily from natural gas combustion and solvent incineration and emissions by the external heat supplier.
11. The organic carbon emissions result from the use of solvents.
12. Incl. emissions by the external heat supplier
13. Excl. emissions from construction activities and operations of service providers and tenants at the location

GREENHOUSE GAS BALANCE

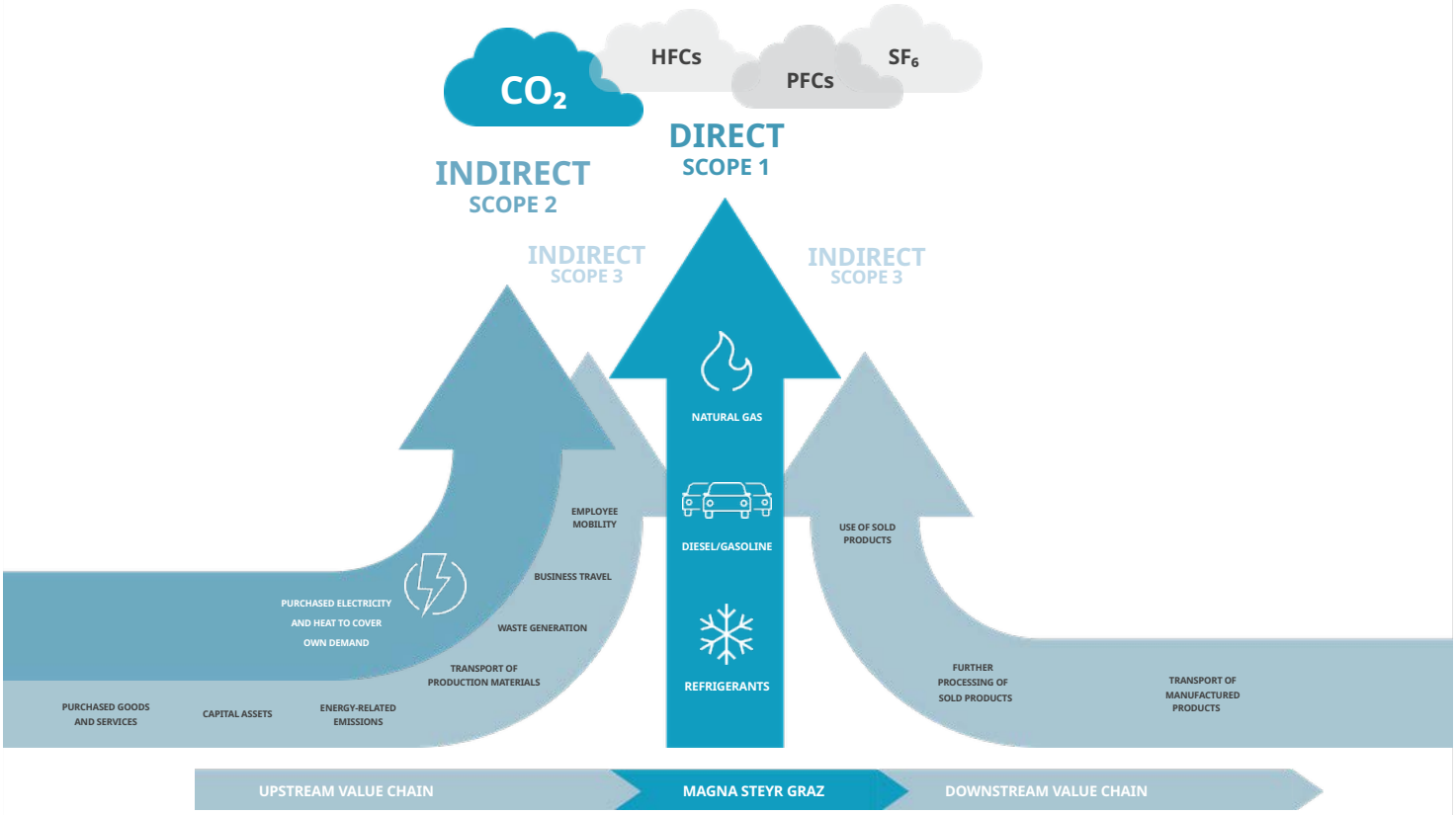
Magna Steyr Graz is pursuing the goal of reducing CO_2 emissions continuously and has been producing carbon neutral since 2022. This goal can only be achieved if the direct and indirect greenhouse gas emissions are known. Emission data acquisition, calculation and reporting are based on the Greenhouse Gas Protocol specifications, applying the conversion factors of the Federal Environment Agency. The emission inventories and calculations started in 2019 and include the emissions from the main location in Thondorf and the secondary locations in Graz, Werndorf, Premstätten and Lebring.

The emissions are subdivided into direct emissions (Scope 1) from our own company and indirect emissions (Scope 2) exclusively from the purchase of heat.

The main share (99%) of the six Kyoto gases is attributable to the emission of CO_2 from the combustion of natural gas for the generation of process and space heat and the operation of thermal waste gas purification, from the operation of fleet vehicles and movements of production vehicles. Leaks in the air-conditioning system also account for some greenhouse gases, although only in very small quantities (1%). No emissions were attributable to the insulating gas sulfur hexafluoride, which is used in high-voltage installations.

Other indirect CO_2 emissions that are produced outside the company grounds are included in Scope 3. These emissions have not yet been established completely.

The following chart illustrates the sources of emission per scope:

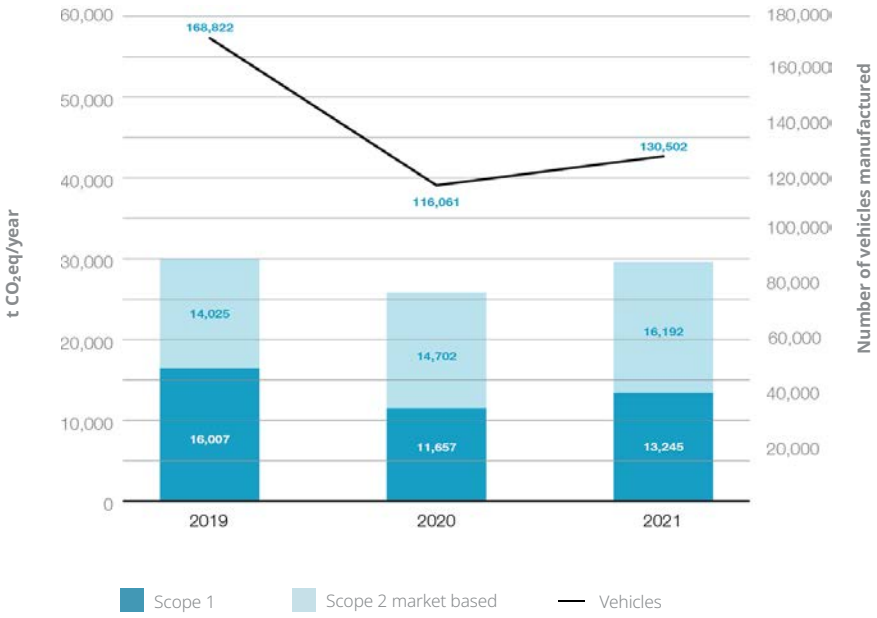


The greenhouse gas balance for 2021 according to the **market-based method** results in total emissions of **29,437 t CO_2eq**. Scope 2 only includes emissions from the purchase of heat, since electricity comes from carbon neutral sources as evidenced by certificates of origin.

The chart below illustrates the split into Scope 1 and 2 and the development since the base year 2019. The development of emissions is influenced by the number of vehicles manufactured and the degree of capacity utilization. In 2019, the emissions amounted to 178 kg of CO_2eq/vehicle at relatively good capacity utilization, compared to emissions of approximately 225 kg CO_2eq/vehicle at poorer capacity utilization in 2020 and 2021.

Greenhouse gas balance Scope 1 and Scope 2 market based

In 2022, the remaining Scope 1 and Scope 2 emissions will be offset by means of a Gold Standard certified wind energy project. Certificates for 20,000 t of CO_2 emissions have been retired at the beginning of the year. The remainder will be retired when the greenhouse gas balance for 2022 is available.



Climate
Positive Action for Planet + People

We are delighted to confirm the retirement of

20000 Verified Emission Reductions (VERs)

for

ACT Commodities B.V.

on **16/02/2022**

252 MW Wind Energy Project by Green Infra Wind Energy Limited
CO2 compensation of scope 1 and 2 emissions for 2022 for the plant locations of Magna in Graz.

These credits have been retired, saving 20000 tonnes of CO2 emissions from being released into the atmosphere.
Thank you for investing in a safer climate and more sustainable world.

Gold Standard

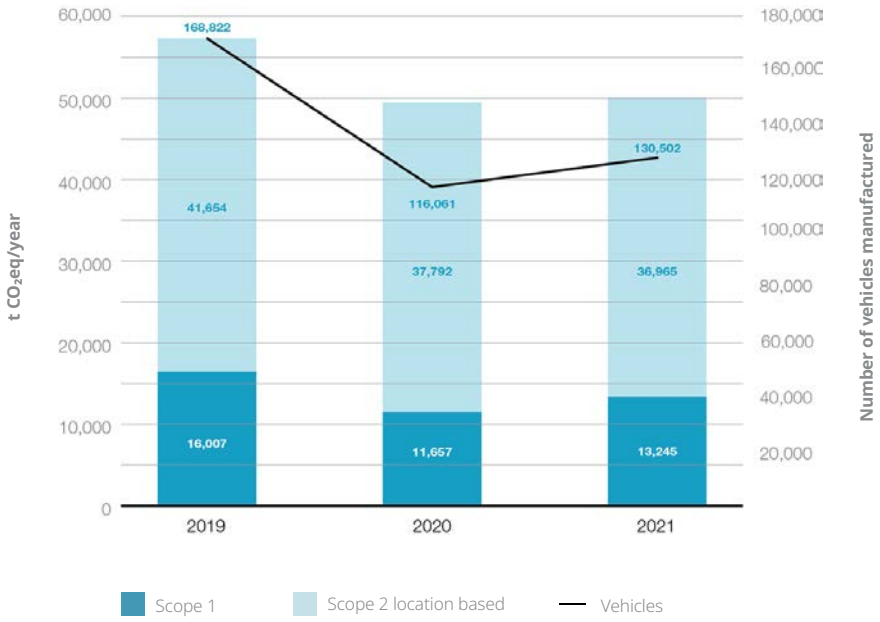
Retirement certificates are hosted on the Gold Standard Impact Registry, view your certificate.

Gold Standard | Chemin de Balexert 7-9 1219 Châtelaine, International Environnment House 2, Switzerland | goldstandard.org. +41 22 788 70 80, help@goldstandard.org

Greenhouse gas balance Scope 1 und Scope 2 location based

In line with the requirements of the GHG standard, the greenhouse gas balance was also estimated according to the **location-based method.** In this case, the emissions attributable to electricity consumption (Scope 2) are calculated applying the emission factor for electricity generation in Austria. This gives total emissions of **50,210 t CO_2eq.**

The chart below illustrates the split into Scope 1 and 2 and the development since 2019.



THE ENVIRONMENTAL ASPECTS IN DETAIL

MATERIAL CONSUMPTION

- > MATERIAL CONSUMPTION
- > WATER CONSUMPTION
- > ENERGY CONSUMPTION
- > LAND CONSUMPTION
- > NOISE
- > AIR EMISSIONS
- > WASTEWATER
- > WASTE GENERATION
- > EMPLOYEE MOBILITY

Material consumption includes the consumption of raw, auxiliary and operating materials, as well as semi-finished products in industrial production. Magna Steyr Graz subdivides these input materials into direct and indirect production materials.

The direct production materials include all materials that are built directly into the vehicle. This includes semi-finished goods (engines, axles, gearboxes, wheels, windows, trim panels, etc.) and auxiliary materials (welding wire, adhesive, rivets, paint, etc.). Indirect production materials are materials that are not directly built into the vehicle. These include working utensils and auxiliary materials (oils, greases, cleaning agents, various chemicals, etc.). The list of production materials, shown by item and quantity, can be accessed in the SAP system.

Material consumption	Unit	2021	2020	2019	2018	2017
Core indicator						
Material efficiency[1]	kg per vehicle	1.929	1.918	1.939	1.922	1.835

1) Input value: Consumption of direct and indirect production materials

WATER CONSUMPTION

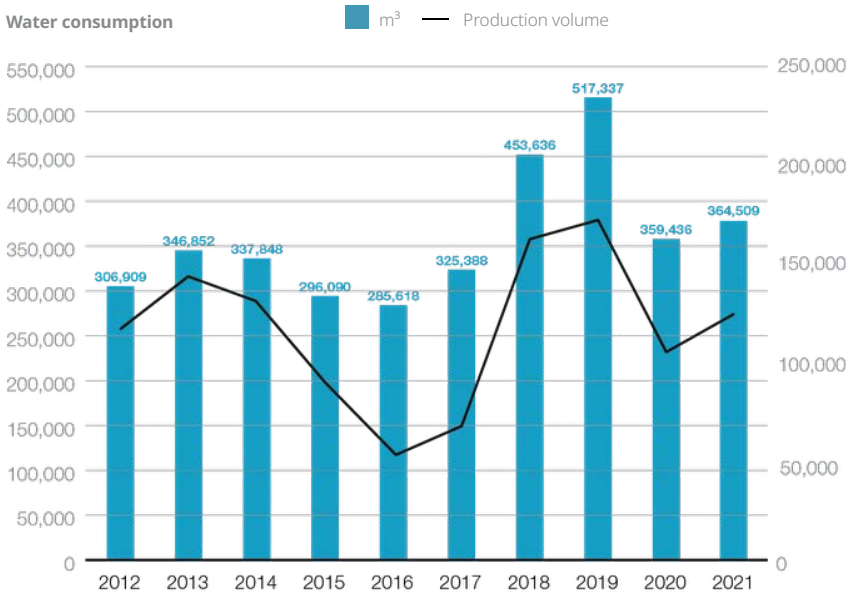
Water demand at the Graz location is covered primarily by extraction from our own wells. Additional water to cover the drinking water demand is purchased from the municipal utilities. For the water supply of the social areas, this water is blended with well water.

Regular external tests and continuous internal measurements are carried out to ensure that the drinking water satisfies all quality requirements. Water consumption at Graz Thondorf and external locations is measured with meters.

Water consumption	Unit	2021	2020	2019	2018	2017
Core indicator						
Water[1]	m³ per vehicle	2,79	3,10	3,06	2,82	3,77

1) Input value: Water consumption

Water consumption



Significant factors influencing water consumption are: use of process water (production-dependent) and use of sanitary water (employee-dependent). The relationship between water consumption and production volume is therefore not necessarily linear.

Strategic goal	Target date	Status 2020	SDG	Measures (among others)
Annual reduction of water consumption through savings projects by 1.5% (reference value: total consumption)	2021	achieved	12	Various water reduction measures (see Environmental achievements 2021)
Reduction of water consumption through savings projects by 15% (reference year 2019, reference value: total consumption)	2030	in progress	12	Various water reduction measures (see Environmental achievements 2021)

ENERGY CONSUMPTION

Energy consumption means the energy required to cover the current energy demand for our daily operations.

At Magna Steyr Graz, we use electricity, heat and natural gas as energy sources. Electricity is supplied almost entirely by an external supplier. The heat for the Graz Thondorf location is also supplied by external suppliers and provided via the boiler house on location. The precise production-related meter structure is under continuous development to ensure that the energy consumption for each organizational unit is shown transparently. The energy meters and energy consumption levels for each organizational unit are recorded in an energy monitoring system and can be accessed at any time. Electricity consumption at the external locations is calculated on the basis of meter data and bills from the energy suppliers. The heating energy used for heating at the external locations is calculated on the basis of meter data and bills from the property management companies. Since Hall 71, an external location, is heated with natural gas, it is included under total natural gas consumption.

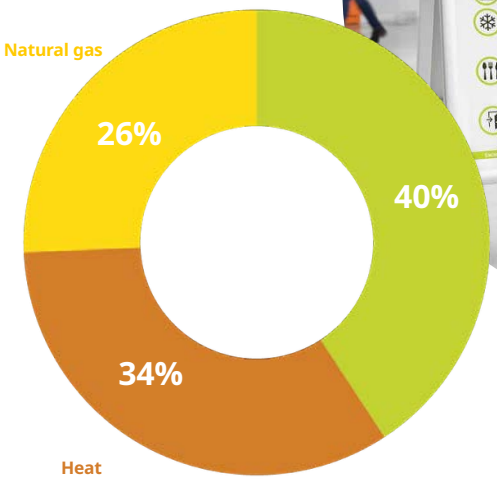
Reference to the applicable Best Environmental Management Practices (BEMP) in the industry-specific reference documents:

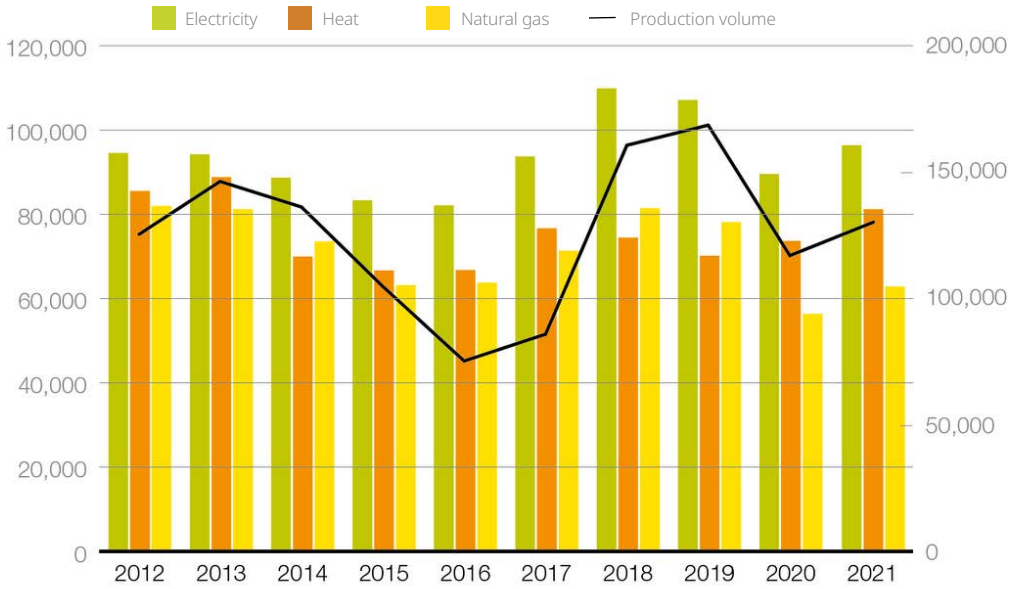
The best practices for energy management have been considered and evaluated internally. Under the energy monitoring and management system, the efficiency of energy-consuming processes is continually optimized and options for using renewable and alternative energies are regularly evaluated. We are currently harvesting renewable energy at the location from solar thermal, water-water heat pump and PV installations. The external electricity supply comes exclusively from renewable energy sources.

Energy consumption	Unit	2021	2020	2019	2018	2017
Core indicators						
Energy efficiency[1]	MWh per vehicle	1,84	1,88	1,51	1,65	2,81
Energy efficiency renewable energies[2]	MWh per vehicle	0,73	0,78	0,64	0,69	1,09

1) Input value: Electricity, heat, natural gas consumption

2) Input value: Electricity consumption (100% green electricity) and heat consumption from renewable energy sources





Electricity consumption is determined by the production volume, the degree of automation and by the number of employees.

Heat consumption is influenced by the size of the areas to be heated. The meteorological conditions during the cold months also influence heat consumption.

The natural gas consumption is influenced by the production process and by the meteorological conditions.

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Electricity consumption	94,521	94,205	88,669	83,311	82,098	93,733	109,840	107,114	89,545	94,915
Heat consumption	85,512	88,830	69,979	66,672	66,754	76,652	74,459	70,137	72,422	81,809
Natural gas consumption	82,204	81,193	73,531	63,158	63,788	71,340	81,418	78,128	56,349	63,462
Production volume	125,548	146,566	136,460	105,033	75,529	86,145	160,886	168,822	116,061	130,502

Reference values for consumption according to BAT document and 2021 values (paint shop)

Type of consumption	Unit	Reference value (BAT)	Value
Energy consumption paint shop	MWh per vehicle	0.5-1.3	1.04

Strategic goal	Target Date	Status 2021	SDG	Measures (among others)
Energy reduction through savings projects by 0.5% (reference value: total energy consumption)	2021	achieved	7	Various energy reduction and efficiency measures (see Environmental achievements 2021)

LAND CONSUMPTION

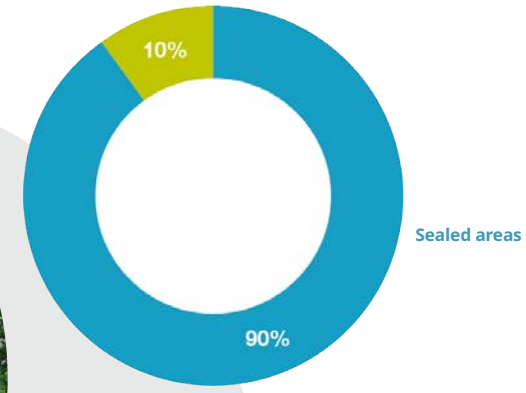
A significant challenge in land management is to integrate new vehicle and engineering projects by optimizing the use of existing land and buildings at the location. If insufficient land is available, additional land is leased nearby and added to the reported land consumption. The areas are broken down into sealed and nature-oriented areas. Area data is recorded in the CAFM system by category and location and updated monthly.

Land consumption	Unit	2021	2020	2019	2018	2017
Core indicator						
Land consumption in relation to biological diversity [1]	m² per vehicle	7.15	7.14	4.91	5.14	8.73

1) Input value: Sealed areas

Distribution of land use 2021

The nature-oriented areas account for approximately one tenth of the total surface area of the location.



BUSY BEES

Vehicles are by no means all we produce on the premises of our Graz location – as part of the "Hektar Nektar" project, the Magna plant now also hosts three beehives including a flower meadow to feed the bees.

Since bees are vital for us humans and for our ecosystem, it is a winning idea to give these endangered insects a home while safeguarding our own future. This is precisely what Magna is doing with "Hektar Nektar" at its location in Graz, where three beehives have been put up on a dedicated flower meadow next to the test track in Graz. An area of 8,000 m^2, packed with different species of flowers, provides the bees with a plentiful supply of nectar. These new "Magna employees" are cared for professionally and lovingly by Magna's own beekeeper. Even the youngest children at Magna Kids World eagerly absorb a lot of interesting facts about bees, without which the ecosystem simply would not work. This measure significantly contributes to promoting biodiversity, and as an added bonus we were ableto harvest our first bee honey in August 2021.

NOISE

Noise means sound (acoustic) emissions which, due to their volume and composition, may be perceived as disturbing or stressful by human beings and the environment. Emitters of noise such as internal transport and operating facilities are considered in the planning process and official permit applications.

The relevant areas and their corresponding sources of emissions are approved as part of the operating permit for the facility. The key factors for the local noise situation in Graz Thondorf are the A2 highway, the highway feeder and Liebenauer Hauptstraße.

The various noise emission and immission points are recorded in the CAFM system. Only minor noise-relevant processes take place at the external locations.

Imission measuring points were defined in Graz Thondorf to check compliance with the emission values. The approved values for the specific noise emissions vary depending on the time of day and night.

AIR EMISSIONS

Air emissions are air pollutants that can cause an environmental impact. They can be of natural and/or human (anthropogenic) origin.

The source of most air emissions at the Graz Thondorf location is the paint shop. The solvent emissions are attributable to the use of solvent-based materials in the paint shop. The carbon dioxide and nitrogen oxide emissions are produced by firing natural gas to heat the air supply to the paint booths, to operate the drying ovens and to supply heat for the location.

Activities at the external locations primarily consist of storage activities and small-scale production, only the Köglerweg location produces relevant air emissions. The various air emission points are recorded in the CAFM system.

Greenhouse gas emissions from all Magna locations around the world are collected by Magna International with the HSELinx system and reported to the Carbon Disclosure Project (CDP).

Air emissions	Unit	2021	2020	2019	2018	2017
Core indicators						
Solvent emissions [1]	kg per vehicle	1.56	1.00	1.12	1.15	1.31
Carbon dioxide [2]	kg per vehicle	223	227	180	196	359
Nitrogen oxides [3]	kg per vehicle	0.22	0.17	0.21	0.18	0.25
Dust [4]	kg per vehicle	0.05	0.04	0.05	0.05	0.05

1) Input value: Solvent emissions from measurement and projection

2) Input value: Carbon dioxide emissions (incl. heat supply)

3) Input value: Nitrogen oxide emissions (incl. heat supply)

4) Input value: Dust emissions

Statutory emission limits, emission reference values according to BAT document and 2019 values (paint shop)

Type of emission	Unit	Limit value (statutory)	Reference value (BAT)	Measured value
Solvent	g/m²	35	8-30	14.3 [3]
Total carbon after TAS [1]	mg/Nm³	30	not specified	0.3-10.9
Total carbon [2]	mg/Nm³	75	not specified	1.0-51.2
Carbon monoxide after TAS	mg/Nm³	100	20-150	2.7-87.5
Nitrogen oxides after TAS	mg/Nm³	100	20-130	35.0-97.2
Dust	mg/Nm³	3	1-3	0.2-1.5

1) TAS = thermal afterburning system

2) Measured in the exhaust air of the painting booths. The measurement results are based on approx. 90 individual measurements on various emission sources.

3) Calculated value

All air emission values are within the statutory limit and emission values.

Strategic goal	Target date	Status 2020	SDG	Measures (among others)
Carbon neutral production	2022	in progress	13	Annual energy efficiency program; evaluation for conversion to carbon neutral energy sources; market analysis for compensation measures

WASTEWATER

The various wastewater collection points are subdivided into industrial, fecal, and surface water. With the exception of one sewer section, all wastewater at the Graz Thondorf location is discharged exclusively through the mixed sewer system into the Graz-Gössendorf wastewater treatment plant (indirect discharger), and the corresponding wastewater quantities are calculated for all relevant records. The quantities at external locations are recorded on the basis of the invoices of the property management company and only include fecal wastewater since surface water is the responsibility of the tenants.

The predominant contaminants in the industrial wastewater, coming mainly from the body pretreatment area, are heavy metals (zinc, nickel, manganese) and organic pollutants (oils, greases, etc.). These are treated in the company's own inhouse wastewater treatment plant before being discharged into the mixed sewer system. Compliance with the limit values is repeatedly monitored by independent, external experts. The sewer infrastructure and the transfer point of the Graz Thondorf location is recorded in the CAFM system.

Statutory emission limit values, emission reference values according to BAT documents and 2021 values (paint shop)

Substances in wastewater and wastewater quantities [1]	Unit	Limit value (statutory)	Reference value (BAT)	Measured value [2]
Adsorbable organically bound halogens (AOX)	mg/l	1	0.1-0.4	0.16
Nickel	mg/l	0.4	0.05-0.4	0.03
Zinc	mg/l	1.1	0.05-0.6	0.016
Manganese	mg/l	0.9	not specified	0.03
Fluoride	mg/l	20	2-25	8.0
Sulfate	mg/l	400	not specified	82.5
Sulfite	mg/l	10	not specified	0.365
Hydrocarbons [3]	mg/l	15	not specified	0.07
Ammonium nitrogen	mg/l	200	not specified	6.0
Chemical oxygen demand	mg/l	15,000	not specified	40.5
Daily industrial wastewater quantity	m³	967	not specified	222
Annual industrial wastewater quantity	m³	235,000	not specified	68,155

1) Chrome is currently not relevant since it is not used

2) Mean values from third-party monitoring 2021

3) Measured as hydrocarbon index

All wastewater emission values are within the statutory limit and reference values.

WASTE GENERATION

As various different waste fractions are produced, waste management is a matter of particular importance. There are not only economic and social considerations (e.g. scarcity of resources, dependence on imports, value creation) why the need to efficiently handle residues and implement environmental protection measures at company level is recognized as a central issue for Magna Steyr Graz.

Regular employee training and awareness-raising activities to promote waste prevention and separation play a key role here. Waste collection containers are placed at strategic points to facilitate proper sorting of various recyclable materials. The requirements for proper collection and disposal are fulfilled in cooperation with authorized waste collection and disposal companies. The waste is weighed, and the volume is recorded in the system. Assessments are performed on a monthly basis.

Reference to the applicable Best Environmental Management Practices (BEMP) in the industry-specific reference documents:

The best practices for waste management have been considered and evaluated internally. The recommended indicators are reviewed and evaluated regularly. The implementation of a comprehensive waste strategy with monitoring and development of improvement targets form an integral part of our regular communication with the disposal company and serve to update waste management concepts as well as the environmental program.

Waste generation	Unit	2021	2020	2019	2018	2017
Core indicator						
Hazardous waste for disposal[1]	kg per vehicle	4.20	4.70	4.14	7.69	10.8
Hazardous waste for recovery[2]	kg per vehicle	12.58 [5]	11.13	9.19	6.13	8.68
Non-hazardous waste for disposal[3]	kg per vehicle	0.03 [6]	0.005	0.01	0.01	0.07
Non-hazardous waste for recovery[4]	kg per vehicle	50.89	54.55	52.15	61.8	84.35

1) Input value: Volume of hazardous waste for disposal excl. construction and dismantling activities

2) Input value: Volume of hazardous waste for recovery excl. construction and dismantling activities

3) Input value: Volume of non-hazardous waste for disposal excl. construction and dismantling activities

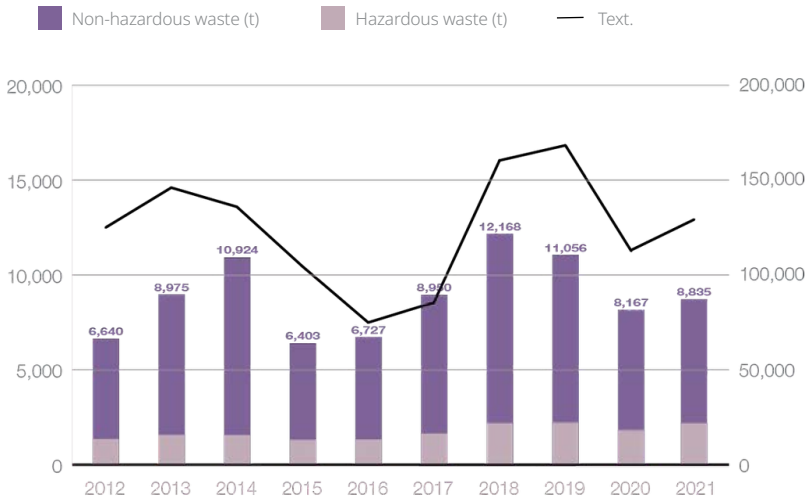
4) Input value: Volume of non-hazardous waste for recovery excl. construction and dismantling activities

5) The increase of the value over the previous year results, for example, from the large quantities of aqueous concentrates from the battery test facility, which are classed as hazardous waste for recycling/recovery.

6) The increase of the value over the previous year results from the large quantities of COVID 19 test kits, which are classed as non-hazardous medical waste for disposal.

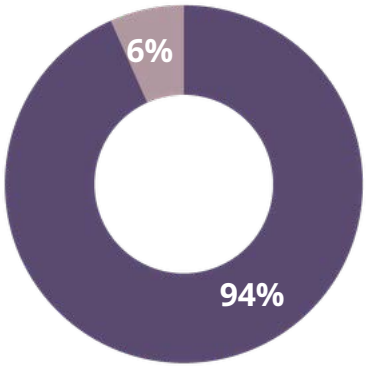
Waste quantities – total

The waste quantities increased in 2021 due to the higher production volume. This statistic does not include waste from construction and dismantling activities.



Share of recovery and disposal procedures 2021

Disposal procedures (D procedures)



Recovery procedures (R procedures)

In 2021, the landfill share amounts to 6%. This statistic does not include waste from construction and dismantling activities.

Strategic goal	Target date	Status 2021	SDG	Measures (among others)
Reduction of the landfill share to less than 5%	2021	not achieved [7]	12	Achievement of progress towards the zero waste program

7) ~~The non-achievement of the goal is attributable to landfill~~ waste for which no recovery process is currently available, and which is produced for the most part without depending on the production volume.

EMPLOYEE MOBILITY

MAGNA IN GRAZ IS A BICYCLE-FRIENDLY COMPANY

The Magna team in Graz is pedaling hard to save CO_2, so it was a rather obvious choice that we cycled together to get our certification as a "bicycle-friendly company".

Magna Steyr has always been passionate about health and exercise, but is equally keen to promote sustainability and environmental protection. There really could be no better link between these ambitions than a bicycle project.

As a participant in the FGÖ-funded Cycle Champ project, in which the Magna plant in Graz was involved as a project partner together with Energie Steiermark and the Joanneum University of Applied Sciences, the company is doing everything it can to create a bicycle-friendly environment, but also to implement suitable measures and actions. These included "bike fittings" with ergonomic seat position analysis, a cycling breakfast and bike checks. In the external audit by Radlobby Österreich, the Magna plant in Graz received gold certification as a bicycle-friendly company according to the EU-wide standard in recognition of its ongoing as well as previous measures, for example bicycle infrastructure improvements, a special service for cyclists and an information and communication campaign.

An ever increasing number of employees are turning into true cycle champs, leave their cars at home - even in winter – and ride to work by bike. Excellent news for our environment, and no less so for our personal health!

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MAGNA AS PART OF SOCIETY

WE INVEST IN PEOPLE

Magna as part of society

Sustainability is about more than just the company and its processes and products. It also means giving something back to the communities in which we develop our activities.

Deeply rooted in our unique "Fair Enterprise Culture" is the commitment to responsible social action that recognizes the commitment and hard work of our employees – they are the key to the business success we are able to celebrate around the world.

MAGNA BRINGS LIGHT INTO THE DARKNESS

In 2021, the Magna plant in Graz once again supported Austria's largest humanitarian aid campaign – called Light into Darkness or "Licht ins Dunkel" in German – with a donation and sponsorship.

Solidarity and a sense of togetherness are never more important than in difficult times. Upholding these values since its foundation 48 years ago, the Light into Darkness campaign has launched innumerable charity projects. And Magna Steyr, renewing its commitment to make a contribution and assume social responsibility in 2021, donated 8,000 euros to Light into Darkness and took on an ORF Light into Darkness sponsorship. Together with Magna Powertrain and Magna International, the donation amounted to 50,000 euros in total and made the world just a little bit brighter for people in need.

HONORARY PARTNER OF CANCER AID STYRIA

As a long-standing partner of Cancer Aid Styria, Magna once again presented a donation to the organization shortly before Christmas.

Magna is intensively committed to health promotion at work. In addition, we are also keen to sustainably promote the health of society as a whole. True to these ideals, the Magna location in Graz has been supporting Cancer Aid Styria for many years to help them fulfill this important task. Among other things, the association supports cancer sufferers and their relatives. It also carries out important educational work on prevention and early detection. In 2021, Magna presented a donation of 10,000 euros to Cancer Aid Styria and received an honorary certificate as a thank-you for its enduring support and lasting partnership.

FULLY-INCLUSIVE ENTHUSIASM FOR SPORTS

In 2021, Magna actively supported two Special Olympics athletes to enable them to take part in various different competitions.

Magna Steyr has been associated with Special Olympics since 2017, when Graz hosted this very special sports event for individually disabled persons. In 2021, the partnership between the company and the organization gained new intensity. This year's sponsorship package focused on two Special Olympics athletes, who were able to participate in training and competitions - such as the World Championship in the dance sport category - for an entire year thanks to Magna's sponsorship. Of course, everyone at the Magna location in Graz kept their fingers crossed for "our" Olympian competitors", who gave it their all and showed unparalleled sporting spirit!

A HEART FOR CHILDREN

The donation of the Magna plant in Graz to "Herzkinder Österreich" was much appreciated by a seriously ill boy and his family.

"Herzkinder Österreich" helps children with heart problems and their parents who need material, emotional or human support during or after treatment for their children. Providing professional services as well as social and emotional assistance, this organization gives the young heart patients and their families hope and renewed strength during difficult times. As a campaign participant, Magna showed its heartfelt sympathy for a seriously ill boy who had suffered heart failure with massive consequences due to his lung disease. Thanks to the company's donation, the family was able to rebuild their home and integrate much-needed structural modifications.

DEVELOPING WINNING SKILLS FOR THE FUTURE

Magna's Vocational Training Center in Graz welcomed 49 new apprentices in 2021, all eager to acquire skills and qualifications that will make them fit for the future.

The first year for our new apprentices at Magna Steyr, Magna Powertrain and Magna Heavy Stamping started at the beginning of September 2021 and topped up the pool of apprentices at Magna. 216 young men and women are currently receiving their training in 16 different skilled trades at Magna, where they absorb lots of technical knowledge and other inspiring information. The "Future of Work @Magna" project shows how interesting and future-oriented an apprenticeship at Magna is.

For example, digital transformation opens up many new possibilities for apprenticeship training such as the use of augmented and virtual reality applications. These new technologies can help apprentices individually to learn new work processes without real machines. Using HoloLens glasses, our apprentice Lina checked out what a day in the life of an apprentice might look like in the future – an exciting experience that could soon become a permanent feature of apprenticeship training at Magna.

COVID-19 MEASURES

TOGETHER SAFE & HEALTHY

The protection of its employees is and remains Magna's top priority. In year two of the pandemic, numerous measures were retained and reinforced. At the same time, a testing and vaccination program was introduced at the Graz plant.

In 2021, the COVID pandemic continued to be an omnipresent subject that involved numerous challenges.

In this context, we always treated the health of our employees as the number one priority. By continuously evaluating and adapting our comprehensive package of hygiene, protective and secondary measures, we ensured that the working environment remained safe and healthy at all times.

In addition to the obligation to wear FFP2 protective masks or face masks and the observation of social distancing rules, we also maintained the shorter cleaning intervals and constantly adapted the hygiene concept in the canteen to the changing infection situation. For example, the number of tables was reduced, and food was served exclusively by canteen staff. Likewise, the cardboard separators on the tables remained and reduced the risk of infection in highly frequented rooms with many occupants.

Our in-house testing and vaccination offer also significantly contributed to combating the pandemic. In 2021, more than 160,000 tests were carried out and over 3,000 vaccinations given in Graz alone. Worldwide, over 70 percent of our employees are vaccinated.

In the office areas, we increasingly relied on working from home solutions (home office) to reduce the number of personal contacts in the company. Most meetings took place online (digitally) to keep the number of persons physically present in the meeting room as low as possible.

In year two of the pandemic, our continued policy of regular, open and transparent communication ensured that our employees were kept constantly up to date and therefore supported the measures conscientiously in a very disciplined manner. As a result, the company was able to complete all projects and satisfy the expectations of our customers to the fullest, even in this challenging phase.

DIVERSITY &
INCLUSION
AT MAGNA

EQUAL OPPORTUNITIES FOR ALL!

Equal opportunity, diversity and inclusion are cornerstones of Magna's corporate culture. Since 2021, the company has been pursuing this issue with determination.

Anna has twins, Peter is bilingual, Katrin is the only woman on the project, Matthew lives with a male partner, Jenny is a single parent ... Every human being is unique, leads their individual life and has their very own distinctive features and characteristics. But no matter how different or often: how similar we may be, one thing is certain: We all deserve to be given the same opportunities, the same rights and the same treatment - regardless of gender, ethnic background, age, disability, religion, sexual orientation and individual capabilities.

This is a key element of Magna's corporate culture. We embrace equal opportunities, diversity and inclusion since we are convinced that the inclusion of different capabilities, experiences, cultures and personalities positively influences employee satisfaction and ultimately our success. Mutual appreciation and respect always come first in our daily activities.

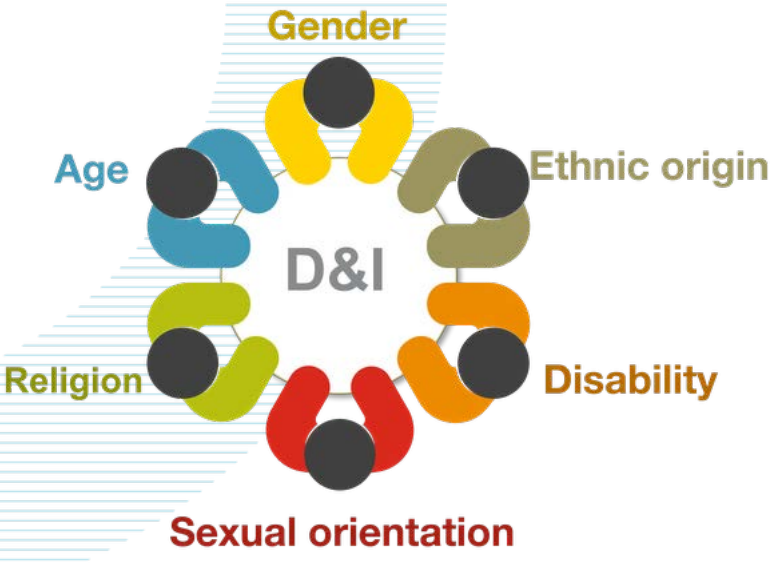
In support of an even more targeted and comprehensive roll-out of the company's D&I strategy, we introduced the position of Diversity & Inclusion Manager in 2021. In May, we launched the "Women Leadership Talent Pool" to increase the share of female managers in STEM professions.

The highly motivated female employees in this pool are working intensively on developing their careers. This will empower diverse leadership teams to deal with the dynamic changes in the automotive industry even more innovatively in the future.

Three priorities apply in the context of the introduction of a D&I mindset throughout the company: "raising awareness among managers and employees," "creating an inclusive working environment," and "expanding external collaborations" (for example with universities of applied sciences/polytechnics, universities, schools, non-profit organizations).

Our strategies to implement these priorities include awareness training for managers and employees and the introduction of gender-sensitive spelling.

The Diversity & Inclusion Council provides regular communication and information on D&I topics throughout the company. As a result, the entire Executive Team and D&I champions from the divisions are working together to establish a consistent D&I mindset at Magna Steyr.



Promoting integrity

Our activities in all countries where we do business are based on integrity, fairness and respect – ideals that are indispensable for a sustainable worldwide automotive company.

COMPLIANCE MANAGEMENT

To ensure compliance with all binding obligations, a Compliance Management Process was developed and rolled out in the company. This process includes such aspects as the binding obligations of environmental management and is supported by the "gutwin" legal database. This legal database is based on the so-called Register of Laws and Decisions. EU directives and regulations relevant to the company as well as the national and regional laws and directives are made available by the service provider.

In addition to legal information, the company's obligations are derived in the form of "gutwin legal obligation tasks", made available in the legal database and assigned to the relevant persons within the company as part of the compliance management process. Magna Steyr Graz is affected by 220 laws and regulations. Derived from this, 1,500 "gutwin legal obligation tasks" have been identified and rolled out within the organization. Amendments of the laws are constantly evaluated, and relevant content is assigned to the responsible persons.

The legal register developed for Magna Steyr Graz includes the following areas of legislation: waste law, health and safety at work, construction law, fire protection, chemicals law, railway law, electrical engineering, hazardous materials, industrial law, immission and emission control, boiler law and pressure vessels, nature conservation, explosives and weapons law, criminal law, radiation protection, road traffic law, other environmental law, water law.

In addition to legal information, decisions from official approval processes are also recorded in the register of decisions. Due to the long history of the location, some 1,400 decisions have been obtained so far, as a result of which 2.800 "gutwin decision tasks" and 7,800 "regulatory plant inspections" were rolled out within the organization through the SAP maintenance system. This ensures compliance with and proof of the fulfillment of regulatory requirements concerning construction and operation.

The "gutwin" database also contains environmentally relevant corporate guidelines and obligations arising from contracts, from which 210 "gutwin tasks" are derived. The performance of "gutwin tasks" and "plant inspections" in line with the prescribed deadlines and applicable requirements is assessed on a monthly basis with a key performance indicator, and reported to top management. The strategic goal attached to this was again fulfilled in 2021. Compliance with the binding obligations was demonstrated in 2021 by means of the EMAS audit and the Emission Certificate Act audit of TÜV Austria as well as the ISO 14001 system audit of Bureau Veritas. In addition to the implementation of obligations that have been valid for some time, there were also certain new environmentally relevant requirements that needed to be taken into account in 2021.

certain new environmentally relevant requirements that needed to be taken into account in 2021.

New requirements and changes resulted, for example, from the amendment of the Waste Management Act, the Styrian building code, the Styrian heating and air conditioning systems law plus associated decree, the industrial gas (HFC-FC-SF6) ordinance, amendments of Annexes XIV and XVII of the REACH Regulation and amendments of the ADR.

2021 was the first year of the fourth emission trading period of the EU. In this context, the amended requirements of the Emissions Allowance Trading Act had to be implemented in the annual emissions report.

In the context of the procedure to update the Best Available Techniques (BAT) for the surface treatment of metals and plastics by the EU Technical Working Group, Magna Steyr Graz was one of 13 companies chosen in Austria to participate in the study to evaluate the state of the art, contributing also to the final coordination in the national working group.

Simplified illustration of the Compliance Management Process

ENVIRONMENTAL ACHIEVEMENTS 2021

The environmental achievements listed in the following are assigned to the environmental aspects. Next to the goals and measures, we identify the SDGs to which the measures contribute, the degree of achievement (in comparison to the defined goal) and the areas responsible for the implementation of the required action.

NO.	OBJECTIVE	MEASURE	SDG	FULFILLMENT IN %	RESPONSIBLE DEPARTMENT
Material consumption					
1	Reduction of material input for inert gas in Hall 2 by 50%	Reduction of inert gas leakages	12	107	Business Unit Painted Body
Water consumption					
2	Expansion of the data basis through graphic representation of the water consumption in Business Unit G in a Sankey diagram	Creation of a graphic chart to better visualize the water consumption for targeted evaluation of water reduction potentials regarding main consumers	12	100	Business Unit G
3	Reduction of water consumption for water treatment of the test pool of Business Unit G	Optimization of the adjustment parameters resulting in less frequent water changes	12	100	Business Unit G
4	Creation of the necessary technical prerequisites to determine the actual water consumption and estimate consumption volumes in Business Unit G	Retrofitting of water meters on defined equipment	12	100	Business Unit G
5	Expansion of the data basis through graphic representation of the water consumption in Business Unit H in a Sankey diagram	Creation of a graphic chart to better visualize the water consumption for targeted evaluation of water reduction potentials regarding main consumers	12	100	Business Unit H
6	Reduction of water consumption of the osmosis plant in Hall 82	Determination of the exact water quality requirement per consumer and optimization of the osmosis plant settings to achieve the ideal operating point	12	100	Business Unit H
7	Expansion of the data basis through graphic representation of the water consumption in Business Unit J in a Sankey diagram	Creation of a graphic chart to better visualize the water consumption for targeted evaluation of water reduction potentials regarding main consumers	12	100	Business Unit J
8	Reduction of the water consumption of the existing compressor station by 10%	Optimization of the cooling system on the existing compressor station for compressed air supply	12	151	Business Unit Painted Body
9	Reduction of the water consumption of the new compressor station by 10%	Installation of a new cooling system on the new compressor station for compressed air supply	12	100	Business Unit Painted Body
10	Expansion of the data basis through graphic representation of the water consumption in the Engineering Center Austria in a Sankey diagram	Creation of a graphic chart to better visualize the water consumption for targeted evaluation of water reduction potentials regarding main consumers	12	100	Engineering Center Austria
11	Expansion of the data basis through graphic representation of the water consumption in the Functional Department Infrastructure Management in a Sankey diagram	Creation of a graphic chart to better visualize the water consumption for targeted evaluation of water reduction potentials regarding main consumers	12	100	Infrastructure Management
Energy consumption					
12	Reduction of the electricity consumption of the hall/air circulation/air conditioning system in Hall 12	Optimization of the setting parameters for the hall/air circulation/air conditioning system	13	100	Business Unit G
13	Reduction of the electricity consumption of the control cabinet cooling systems by approx. 75% per replaced control cabinet	Changeover of the spare parts for all control cabinet cooling systems to e+ technology and upgrading to the new technology in the event of a failure or purchase of new equipment	13	100	Business Unit H

14	Reduction of the energy consumption for compressed air production in Hall 82 by approximately 2%	Checking of the process compressed air infrastructure and compressed air consumers for leakages and initiation of repair measures; note: Fewer air leakages were found than expected	13	18	Business Unit H
15	Reduction of the energy consumption for compressed air production in Halls 1 and 4 by approximately 10% (reference year: 2019)	Performance of a compressed air audit and initiation of repair measures; note: Fewer air leakages were found than expected	13	4	Business Unit J
16	Reduction of the energy consumption for compressed air production in Hall 2 by 15%	Reduction of compressed air leakages	13	100	Business Unit Painted Body
17	Raising the awareness of employee in Business Unit Painted Body for the subject of energy consumption	Training of 150 employees from planning, maintenance and production on the subject of energy consumption	12	100	Business Unit Painted Body
18	Reduction of the natural gas consumption in the top coat 3 area by approximately 10% per operating hour	Renewal of thermal exhaust air purification of the top coat facility	13	303	Business Unit Painted Body
19	Analysis of process and infrastructure-related energy consumption (electricity, heat, compressed air) and development of saving measures	Performance of energy walks in co-operation with infrastructure planning, central maintenance, engineering maintenance and environmental officers in all Engineering halls with special focus on facilities with intensive use of energy (carryover from 2020)	13	100	Engineering Center Austria
20	Reduction of the electricity consumption of printers by approximately 22 MWh per year	Replacement / deployment of 150 production office printers with superior efficiency	13	86	Information Technology
21	Reduction of the electricity consumption of a heating station in Hall 10 by approximately 30%	Optimization of heat supply through plant renewal; note: The current savings refer to the pumps only but not to heat savings (adjustment of the heat system in Feb. 2022)	13	20	Infrastructure Management
22	Reduction of the electricity consumption for lighting in defined areas of Hall 25 by approximately 52%	Changeover from HQL to LED lighting	13	100	Infrastructure Management
23	Reduction of the electricity consumption for lighting in defined areas of Hall 20 by approximately 40%	Changeover from HQL to LED lighting	13	100	Infrastructure Management
24	Reduction of the thermal energy consumption of ventilation systems in Hall 2 by approximately 81%	Renovation of the exposed insulation and therefore reduction of heat losses	13	100	Infrastructure Management
Land consumption					
25	Increase of the bee population at the location as part of "Hektar Nektar's" bee protection initiative "Project 2028"	Installation of three beehives on the plant premises and production of honey with the assistance of a hobby bee keeper	15	100	Infrastructure Management
Air emissions					
26	Preparation, verification and publication of a greenhouse gas balance for Magna Steyr Graz starting with reporting year 2020	Preparation of a greenhouse gas balance for the reporting year 2020 according to the GHG standard with indication of the changes vs. 2019, definition of the CO_2 reduction objectives, development of the layout for publication in the Performance Report, verification by the EMAS environmental verifier	13	100	Infrastructure Management
Waste generation					
27	Improvement of the waste separation discipline of the employees at the Aerospace Puchstraße site	Training of approx. 40 employees on proper waste separation	12	100	Aerospace
28	Reduction of the residual waste volume in Business Unit J	Analysis of the source of the residual waste volumes in Business Unit J (derived from residual waste production in 2020; carryover from 2020)	12	100	Business Unit J
29	Identification of possible optimization potentials through analysis and monitoring of waste masses from pretreatment, wastewater treatment and paint sludge disposal	Performance of a waste analysis and identification of optimization potentials	12	100	Business Unit Painted Body
30	Identification of possible savings potentials with regard to waste production in packaging planning	Preparation of a report highlighting savings potentials. In 2021, work on this objective was not possible for organizational reasons. The subject will be pursued as part of the indirect environmental aspect 'packaging planning'.	12	0	Infrastructure Management
31	Improvement of the waste separation discipline of employees of the Functional Department Information Technology	Training of approx. 100 employees on proper waste separation	12	100	Information Technology
32	Analysis of possible technical measures to reduce the liquid content in the mass of disposed metal hydroxide waste	Preparation of a report on the feasibility of a reduction of the liquid content in the mass of disposed metal hydroxide waste	12	100	Infrastructure Management
33	Improvement of the waste separation discipline of employees of the Functional Department Quality Management	Training of approx. 500 employees on proper waste separation	12	100	Quality Management
Product development					
34	Raising the awareness of 30 employees in the Engineering Center Austria for environmentally responsible product development.	Performance of a face-to-face training on the subject of environmentally responsible product development as an extension of the existing e-learning course on eco-design (carryover from 2020); note: Due to the pandemic, it was not possible to hold face-to-face trainings in 2021, but there has been a check regarding implementation and creation of the preconditions. Work on this continues.	12	10	Engineering Center Austria
Transport					
35	Reduction of the number of truck journeys by suppliers, resulting in CO_2 savings of 371 tons per year	Substitution of railway transports for truck transports with regard to certain suppliers from the United Kingdom	13	407	Manufacturing Engineering & Logistics
Employee mobility					
36	Use of electromobility for project vehicles in the Engineering Center Austria	Installation of 16 electric charging stations at the flying roof to the south of Hall 17	13	100	Engineering Center Austria
37	Reduction of the rate of commuters travelling to work in their own private car through better connection of the Thondorf location to the public transport network, within a 50-kilometer radius, and promotion of public transport in the Graz region	Continuation of the activities based on the developed concept for improved (working-hour based) connection of the Thondorf location to the public transport network and development of a plausible proposal for a financial subsidy concerning public transport for the employees of the Magna plant in Graz (carryover from 2020)	11	80	Human Resources

38	Reduction of the rate of commuters travelling to work in their own private car (journey to work) by extending free direct Magna bus lines for distances of more than 21 kilometers from the Thondorf location	Evaluation and adaptation of the existing direct bus lines with regard to routes and number of bus stops based on the needs of the employees (carryover from 2020)	11	100	Human Resources
39	Certification as a bicycle-friendly company as part of the Cycle Champ project	General project support, ensuring the implementation of the defined measures to achieve certification, preparation and participation in the audit	11	90	Human Resources
40	Ensuring the implementation of a repeated activity (ritual) to promote cycling as part of the Cycle Champ project	Organization and implementation of the annual company outing and a cycling breakfast exclusively for cyclists	11	100	Human Resources
41	Performance of a regular health check as part of the Cycle Champ project	Organization and performance of a health check (body fat measurement)	11	100	Human Resources
42	Clarification of requirements for the establishment of additional bicycle service stations as part of the Cycle Champ project	Clarification of requirements as a basis for the implementation of possible infrastructure extensions up to and including 2022	11	100	Human Resources
43	Periodic or seasonal bicycle check days at the location as part of the Cycle Champ project	Carrying out and organizing a bicycle check day	11	100	Human Resources
44	Test days for bicycles and bicycle accessories as part of the Cycle Champ project	Carrying out and organizing test days for bicycles and bicycle accessories	11	100	Human Resources
45	Participation in a bicycle campaign as part of the Cycle Champ project	Coordination with the project partners to choose a suitable campaign and introduction of the necessary measures for participation by Magna Steyr Graz	11	100	Human Resources
46	Preparation and distribution of information about cycling for new employees, switchers and "new bike adopters" as part of the Cycle Champ project	Preparation of a concise document including layout on bicycle-relevant facilities and inclusion in onboarding measures; addition of information about public transport	11	100	Human Resources
47	Offering of rewards and incentives for cyclists (e.g. cyclist of the month) as part of the Cycle Champ project	Provision of small giveaways such as saddle protectors, bicycle bells, reflectors etc. or vouchers for a healthy snack/lunch	11	50	Human Resources
48	Implementation of tailored route selection counseling for cyclists as part of the Cycle Champ project	Presentation of typical cycling routes of employees, presented as cycling testimonials. Publication on the intranet etc.	11	100	Human Resources
49	Development of training activities on cycling as part of the Cycle Champ project	Organization of trainings/presentations on the subjects of bicycle maintenance, lighting, cycling in winter, ergonomics etc. and/or keynotes/motivational speeches by well-known (extreme) cyclists; note: Not done due to the pandemic.	11	0	Human Resources
50	Survey of the mobility behavior of apprentices – how do they get to work? – as a basis for possible follow-up activities to push environmentally friendly mobility	Preparation of a questionnaire to carry out a survey among apprentices, analysis of the collected data and evaluation of possible measures	11	100	Human Resources
51	Preparation of a feasibility study by the City of Graz to improve the connection of the Thondorf location to the existing bicycle lane network of the City of Graz	Ongoing coordination and transparent presentation of the needs and shortcomings from the point of view of Magna Steyr Graz with regard to the assured accessibility of the Thondorf location for cyclists.	11	100	Infrastructure Management
52	Reduction of the rate of commuters travelling to work in their own private car by promoting carpools	Decision whether implementation is to be pursued; in case of a positive decision – choice of a suitable technical solution based on the results of the analysis, plus start of the implementation and rollout of the solution (carryover from 2020)	11	100	Infrastructure Management
53	Performance of an information event on the subject of cycling as part of the Cycle Champ project	Assessment of possibilities to use existing online webinars or campaigns, organization and implementation	11	100	Infrastructure Management
54	Raising employee awareness of bicycle-related infrastructure through the preparation of a map of the surroundings of the company as part of the Cycle Champ project	Preparation of a map showing connections to the cycle lane network, public transport stops etc. for use during onboarding measures and distribution through additional communication channels	11	100	Infrastructure Management
55	Promotion of cycling among employees through the performance of a periodic or seasonal cycling campaign as part of the Cycle Champ project	Definition and development of a specific subject and publication through existing communication channels (for example Mafact Topic of the Month or intranet news)	11	100	Infrastructure Management
56	Development of a communication concept (internal bicycle marketing) for the Cycle Champ project	Development of a communication concept for all measures as part of the Cycle Champ project using a consistent visual language (key visuals, logos, slogans)	11	100	Marketing & Communications

ENVIRONMENTAL PROGRAM 2022

The environmental achievements listed in the following are assigned to the environmental aspects. Next to the goals and measures, we identify the SDGs to which the measures contribute, the dates for implementation and the areas responsible for the implementation of the required action.

NO.	OBJECTIVE	MEASURE	SDG	IMPLEMENTATION DATE	RESPONSIBLE DEPARTMENT
Water consumption					
1	Reduction of the water consumption in Business Unit H by 1.5%, referred to the reduction through savings projects	Development and implementation of water consumption reducing measures	12	Dec. 2022	Business Unit H
2	Reduction of the water consumption in Business Unit J by 1.5%, referred to the reduction through savings projects	Development and implementation of water consumption reducing measures	12	Dec. 2022	Business Unit J
3	Reduction of water consumption in the paint shop by 700 m³	Adaptation of the system, resp. decommissioning of a plant section	12	Dec. 2022	Business Unit Painted Body
4	Reduction of water consumption for plant irrigation in the vicinity of Hall 2-South	Installation of a rainwater tank for plant irrigation	12	Sep. 2022	Quality Management
5	Reduction of water losses from leakages in the Functional Department Infrastructure Management by 1.5%	Renovation of part of the service water piping based on the diagnoses of central maintenance	12	Aug. 2022	Infrastructure Management
Energy consumption					
6	Use of renewable energy for the test pool area of Business Unit G	Installation of a PV system for test pool heating/filtering	7	Dec. 2022	Business Unit G
7	Reduction of the electricity consumption in the pre-trim area in Hall 12 by 40%	Changeover of line lighting to LED and continuation of the conversion activities as per step-by-step plan	7	Oct. 2022	Business Unit G
8	Reduction of the electricity consumption at the chassis dynamometers in Hall 12 by 12%	Checking of the implementation of identified potentials from the of energy consumption survey	7	Dec. 2022	Business Unit G
9	Reduction of the energy consumption during non-production time for the extraction system at the chassis dynamometers in Hall 12 by 100%	Integration of ventilation equipment of the chassis dynamometers into the production control system	7	Oct. 2022	Business Unit G
10	Reduction of the energy consumptions for compressed air production during non-production time in the affected halls of Business Unit H	Procurement of a compressed air buffer tank and switch-off of the compressed air supply during non-production time	7	Dec. 2022	Business Unit H
11	Reduction of the energy consumption in Business Unit H by 2% (based on Forecast 2022)	Step-by-step conversion to LED line lighting	7	Dec. 2022	Business Unit H
12	Reduction of the energy consumption in Business Unit J by 2% (based on Forecast 2022)	Step-by-step conversion to LED line lighting	7	Dec. 2022	Business Unit J
13	Creation of the necessary prerequisites for the measurement of energy consumption at the roller extraction systems in Hall 1	Connection of the energy measurement device of the roller extraction systems to the overall control system and implementation of an analysis function via the MEPIS system	7	Dec. 2022	Business Unit J
14	Reduction of the energy consumption in the cathodic dip paint drier area in the paint shop by 96 MWh	Optimization of the air volume in the cathodic dip paint driers while ensuring compliance with quality requirements	7	Jan. 2022	Business Unit Painted Body
15	Reduction of the energy consumption of the air supply systems in Hall 8 by 2750 MWh	Optimization of the air supply system of the halls while ensuring compliance with quality requirements	7	Jul. 2022	Business Unit Painted Body
16	Expansion of the data basis through graphic representation of the electricity consumption in the Engineering Center Austria in a Sankey diagram	Creation of a graphic chart to visualize electricity consumption related to process energy and for targeted evaluation of possibilities to measure and reduce electricity consumption regarding main consumers	7	Dec. 2022	Engineering Center Austria

17	Reduction of the electricity consumption for trace heating in Hall 8 during summer months	Optimization of trace heating	7	Mar. 2022	Infrastructure Management
18	Reduction of the electricity consumption for lighting in the access and exit zones of building 50 by approx. 76%	Substitution of LED lamps for high-pressure mercury vapor lamps	7	Feb. 2022	Infrastructure Management
19	Reduction of the electricity consumption for heat supply in Hall 3 by approximately 30%	Optimization of the heat supply through the use of frequency-controlled pumps	7	Sep. 2022	Infrastructure Management
20	Reduction of the electricity consumption for lighting in Hall 11 by approximately 42%	Substitution of LED lamps for moisture-proof diffuser luminaires with fluorescent tubes	7	Apr. 2022	Infrastructure Management
21	Reduction of the electricity consumption for chilling in Hall 7 by approximately 19%	Use of a more efficient chiller	7	May 2022	Infrastructure Management
22	Reduction of the thermal energy consumption in Hall 1 by approximately 10%	Optimization of heat supply through development of an AI-based forecasting tool	7	May 2022	Infrastructure Management
23	Reduction of no-load and short circuit losses in Hall 2 by approx. 57%	Use of a new transformer that fulfills Eco-design Directive 2	7	Aug. 2022	Infrastructure Management
24	Reduction of no-load and short circuit losses in Hall 27 by approx. 59%	Use of a new transformer that fulfills Eco-design Directive 2	7	Aug. 2022	Infrastructure Management
25	Reduction of the natural gas consumption for heating via hall ventilation in Hall 12 by approx. 27%	Optimization of the hall ventilation for winter mode through adaptation of circulating air injection via control system and construction measures	7	Aug. 2022	Infrastructure Management
26	Reduction of the natural gas consumption for natural gas preheating in Hall 28 by approximately 15%	Use of new gas heaters with improved efficiency	7	Aug. 2022	Infrastructure Management
27	Reduction of the natural gas consumption for heat generation in Hall 4 by approx. 8 %	Replacement of the existing control system and interconnection of the heat supply system (demand-controlled heat supply)	7	Aug. 2022	Infrastructure Management
28	Reduction of the natural gas consumption for heat generation in Hall 11 by approx. 7%	Replacement of the existing control system and interconnection of the heat supply system (demand-controlled heat supply)	7	Feb. 2022	Infrastructure Management
29	Use of renewable energy for a new customer project in Hall 3	Installation of a PV system on the roof of the annex of Hall 3 with 27.36 kWp output	7	Dec. 2022	Infrastructure Management
30	Use of renewable energy for a new customer project in Hall 81	Installation of a PV system on the roof of the annex of Hall 81 with 63.46 kWp output	7	Dec. 2022	Infrastructure Management
31	Raising employee awareness concerning energy losses when windows are open	Plant-wide roll-out of the "Keep windows closed to avoid energy losses" stickers to avoid energy losses in WC facilities	7	Dec. 2022	Infrastructure Management
32	Reduction of electricity consumption of the corrosion climate test device in the Functional Department Quality Management	Use of a corrosion climate test device with maximum energy efficiency instead of a standard climate test device.	7	Sep. 2022	Quality Management
33	Raising employee awareness of energy consumption (employees of the Functional Department Quality Management)	Employee training on reduction of the electricity consumption by switching off computers and reducing time in standby mode	7	Sep. 2022	Quality Management
Noise					
34	Reduction of the noise level in the vicinity of the exhaust air system between Hall 8 and Hall 12 by 17%	Replacement of the motor of the exhaust air system	12	Feb. 2022	Business Unit G
Air emissions					
35	Carbon neutrality for the Magna Steyr Graz plant from 2022	Compensation of unavoidable Scope 1 and Scope 2 emissions according to the greenhouse gas balance 2022 by means of a Gold Standard certified project	13	Mar. 2023	Infrastructure Management
Waste generation					
36	Reduction of waste collecting effort for the "untreated wood" waste fraction	Installation of a roller compactor for the waste container and lengthening of intervals between collections	12	Oct. 2022	Business Unit G
37	Improvement of the waste separation discipline of employees of Business Unit H	Training of all employees after residual waste analysis (clustering of most frequent mistakes)	12	Dec. 2022	Business Unit H
38	Improvement of the waste separation discipline of employees of Business Unit J	Training of all employees on proper waste separation	12	Dec. 2022	Business Unit J
39	Reduction of paint sludge waste in the paint shop by 10%	Utilization of optimization potential through change of coagulation materials	12	Dec. 2022	Business Unit Painted Body
40	Improvement of the waste separation discipline and waste avoidance awareness of employees of the Functional Department Quality Management	Targeted testing on waste subjects from the 2021 training course plus awareness-building with regard to specific waste management subjects (e.g. cigarette waste, batteries etc.)	12	Nov. 2022	Quality Management
Transport					
41	Reduction of the number of truck journeys by suppliers, resulting in CO_2 savings of 450 tons per year	Use of iTMS planning software to optimize utilization of HGV cargo capacities for transports from the supplier to the plant	13	Dec. 2022	Manufacturing Engineering & Logistics

Employee mobility					
42	Certification as a bicycle-friendly company as part of the Cycle Champ project	Organization and participation in the audit in agreement with the certification company	11	Mar. 2022	Human Resources
43	Rewards and incentives for cyclists (e.g. cyclist of the month) through establishment of a Cycle Champ shop	Offering of discounted bicycle equipment (clothes, spare parts etc.) in a dedicated Cycle Champ shop	11	Oct. 2022	Human Resources
44	Reduction of commuters travelling to work in own cars by financially supporting bicycle acquisition for work-related and private use by Magna Steyr employees	Creation of the necessary prerequisites and implementation of a sponsored bicycle leasing model	11	Jun. 2022	Human Resources
45	Reduction of commuters travelling to work in own cars through better connection to the public transport network, within a 50-kilometer radius	Continuation of the activities for improved (working-hour based) connection of the Thondorf location to the public transport network	11	Dec. 2022	Human Resources
46	Reduction of the rate of commuters travelling to work in their own private car by promoting carpools	Implementation and roll-out of the chosen technical solution	11	Dec. 2022	Infrastructure Management
47	Use of electro-mobility for business trips	Completion of the program to build charging stations and therefore increase charging capacities for electric vehicles in the outdoor area of Building 47	13	May 2022	Infrastructure Management
48	Encourage the use of electro-mobility for employees at Aerospace Puchstraße	Installation of a charging station for e-bikes	13	Sep. 2022	Aerospace
General					
49	Raising employee awareness about the environmental impact of a painting plant (20 employees of the Business Unit Painted Body)	Organization of training	12	Dec. 2022	Business Unit Painted Body
50	Raising awareness about the consequences of the reference documents on the best available technologies (BAT) for the surface treatment of metals and plastics as well as the surface treatment with organic solvents (5 managers of the Business Unit Painted Body)	Organization of training	12	Dec. 2022	Business Unit Painted Body

OCCUPATIONAL HEALTH AND SAFETY ACHIEVEMENTS 2021

The occupational health and safety achievements listed below are organized according to the TOP principle. "T" means technical implementation, "O" means organizational implementation, and "P" means an objective relating to the personal protection gear of the employees. Next to the goals and measures, we identify the SDGs to which the measures contribute, the degree of achievement and the areas responsible for the implementation of the required action.

NO.	OBJECTIVE	MEASURE	SDG	FULFILLMENT IN %	RESPONSIBLE DEPARTMENT
Technical					
1	Improved perception of the safety corner in Business Unit H	Improvement of the attractiveness of the safety corner, updating of the information on the subject of occupational safety	3	100	Business Unit H
2	Awareness-building and dissemination of information on occupational safety	Installation of a safety corner in Hall 8	3	100	Business Unit Painted Body
3	Improvement of the lighting conditions in the filler and seam sealing areas	Conversion of hall lighting to LED	3	100	Business Unit Painted Body
Organizational					
4	Awareness-building concerning fire protection	Performance of fire protection training with approximately 60 participants from the Manufacturing Engineering & Logistics department	3	100	Manufacturing Engineering & Logistics
5	Awareness-building concerning the key subject of "cutting wounds"	Implementation of a special campaign and provision of instructions on the subject of cutting wounds for the areas of packaging and dispatch in Hall 10	3	100	Manufacturing Engineering & Logistics
6	First-aid courses/refresher courses completed by two employees	Participation of employees in a first aid course	3	50	Manufacturing Engineering & Logistics
7	Raising the awareness of employees to specifically avoid frequent accident causes	Performance of two special campaigns on accident prevention for approximately 100 employees in selected areas by external experts	3	100	Business Unit Painted Body
8	Awareness-building concerning proper handling of hazardous substances	Performance of trainings for 50 employees on proper handling of hazardous substances	3	100	Business Unit Painted Body
9	Awareness-building among employees to prevent risks related to forklift truck traffic	Performance of trainings for 50 employees to prevent risks related to forklift truck traffic	3	100	Business Unit Painted Body
10	Awareness-building on the subject of general accident risks	Visualization of selected short videos via infoscreens and electronic display boards	3	100	Business Unit G
11	Upgrade qualification of employees for safe handling of high-voltage batteries	Performance of comprehensive EuP1 trainings for all production employees and employees in supporting departments	3	97	Business Unit H
12	Awareness-building on the subject of health	Organization and implementation of a health action day in combination with training of strategies to cushion falls	3	95	Business Unit H
13	Awareness-building among employees of Business Unit H	Performance of a special awareness-building campaign by (AUVA) ("protecting your joints")	3	95	Business Unit H
14	Evaluation of the process of plant-wide power supply disconnection with focus on safety implications	Performance of the evaluation by a safety expert during the summer plant shutdown 2021	3	100	Infrastructure Management
15	Awareness-building concerning correct behavior during company fire brigade interventions	Training of all members of the company fire brigade to ensure correct and safe behavior during an intervention	3	100	Infrastructure Management
16	Awareness-building among employees in needs-based maintenance functions concerning the risk of accidents	Performance of monthly safety walks in energy and media supply facilities (e.g. heating stations, ventilation equipment, power supply equipment, wells, separators)	3	100	Infrastructure Management

17	Optimization of ergonomics of the office workplaces for employees of the Engineering Center Austria	Provision of advice and awareness-raising among employees in the context of walks in co-operation with the occupational medicine center and the supervising safety officer	3	100	Engineering Center Austria
18	Awareness-building on the subject of occupational safety	Training of three management-level employees as safety advisers	3	100	Engineering Center Austria
19	Optimization of ergonomics and safety at the workplace	Performance of at least 40 walks with focus on ergonomic as well as PPE and workplace-related problems	3	100	Engineering Center Austria
20	Optimization of ergonomics of the office workplaces of employees in the Aerospace division on Puchstrasse	Evaluation of the office workplaces following the planned conversion by means of walks in cooperation with the occupational medicine center and the supervising safety officer	3	100	Aerospace
21	20% reduction of occupational accidents in the car body maintenance areas of Business Unit Painted Body	Analysis and joint development of targeted measures	3	100	Business Unit Painted Body
22	Achievement of the OSHA objectives (with focus on apprentice workshops) for the year 2021	Regular performance of safety trainings and awareness-building in group discussions, on-site walks with occupational medicine representatives, safety officers and master trainers	3	100	Human Resources
23	Awareness-building among apprentices concerning the key subjects of accident prevention, health at work, fire protection and environmental protection	Organization of an apprentice safety day for all years, with focus on the reduction of minor accidents	3	100	Human Resources
24	Awareness-building among apprentices in cooperation with the occupational safety experts	Participation of occupational safety experts and presentation of an occupational safety subject during (at least) two apprentice meetings (focus based on emerging accident issues)	3	100	Human Resources
25	Optimization of ergonomics at the workplace for at least 30 workplaces	Performance of workplace evaluations in the Functional Department Finance/Controlling	3	100	Finance/Controlling
26	Awareness-building among employees about ergonomics	Provision of advice and awareness-raising among employees in the ca	3	80	Information Management
27	Awareness-building among employees of the Functional Department Sales & Marketing concerning occupational safety	Qualification of an additional employee as a safety adviser	3	15	Sales & Marketing
28	Awareness-building among employees concerning the prevention of frequent causes of accidents	Performance of practical training courses by external experts	3	100	Quality Management
29	Awareness-building concerning occupational safety	Implementation of a special campaign linked to the employee suggestion scheme on the subject of near misses, and implementation of 10 improvement proposals relating to occupational safety	3	100	Quality Management
30	Awareness-building among employees concerning concentration/carelessness	Organization and implementation of an Innovit action day dedicated to the subject of "concentration, caution and coordination" with special focus on prevention of falls and training of strategies to cushion falls	3	50	Business Unit J
31	Reduction of hand/finger injuries by 40%	Performance of a special awareness-building campaign by Allgemeine Unfallversicherungsanstalt (AUVA) ("hands well, everything well") with safety officers and occupational medicine representatives; awareness-building among the employees in various meetings and group discussions	3	80	Business Unit J
32	Avoidance of accidents caused by forklift trucks and elimination of possible danger hotspots	Awareness-building among forklift truck drivers concerning forklift trucks as a potential source of accidents, preparation of a training package and evaluation of the possibility of introducing driver safety training; evaluation of possible danger hotspots in the Business Unit Painted Body by a team of experts.	3	100	Business Unit G, H, J, Painted Body
33	Sustainable reduction of the ergonomic burden on employees during production and logistics activities	Performance of monthly ergonomics assessments with focus on an integrated process flow	3	100	Business Unit G, H, J, Painted Body
34	Avoidance of accident risks through safety walks	Performance of semi-annual safety walks with general manager and external safety adviser-coordinator	3	100	Business Unit G, H, J, Painted Body
35	Reduction of the most frequent types of injury	Increased focus and definition of preventive action in the course of workplace evaluations, focus on the most frequent types of injury in the Business Units in 2020	3	100	Business Unit G, H, J, Painted Body
Personal protective equipment					
36	Improvement of skin protection of employees	Testing of new skin protection products in cooperation with the occupational medicine center	3	100	Business Unit Painted Body

OCCUPATIONAL HEALTH AND SAFETY PROGRAM 2022

The occupational health and safety objectives in the occupational health and safety program listed below are organized according to the TOP principle. "T" means technical implementation, "O" means organizational implementation, and "P" means an objective relating to the personal protection gear of the employees. Next to the goals and measures, we identify the SDGs to which the measures contribute, the dates for implementation and the areas responsible for the implementation of the required action.

NO.	OBJECTIVE	MEASURE	SDG	IMPLEMENT-ATION DATE	RESPONSIBLE DEPARTMENT
Technical					
1	Increasing safety for on-site cycling	Fitting of all company bicycles with lamps and training of correct cycling behavior on the premises	3	Dec. 2022	Information Technology
Organizational					
2	Awareness-building on the subject of work-life balance	Presentation of content from the training catalogue and information on burnout prevention by the Occupational Medicine Center	3	Dec. 2022	Manufacturing Engineering & Logistics
3	Increase of the number of employees who completed a first aid course	Participation of at least one employee in a first aid course	3	Jul. 2022	Manufacturing Engineering & Logistics
4	Avoidance of accident risks in the paint shop and in the body shop	Performance of semi-annual safety walks with general manager, assistant general manager and external safety adviser-coordinator	3	Dec. 2022	Business Unit Painted Body
5	Evaluation of explosion risk areas	Checking of the implemented measures to ensure conformity with the applicable VEXAT safety requirements	3	Dec. 2022	Business Unit Painted Body
6	Reduction of the "top 3" injuries	Evaluation of priorities and definition of preventive action and special campaigns regarding the "top 3" injuries (based on the accident analysis 2021) within the scope of the workplace evaluations	3	Dec. 2022	Business Unit Painted Body
7	Sustainable reduction of the ergonomic burden on employees during production and logistics activities	Performance of quarterly ergonomics assessments with focus on an integrated process flow	3	Dec. 2022	Business Unit Painted Body
8	Specific training of approximately 100 maintenance employees in the Business Unit Painted Body on the most frequent causes of accidents during failures and maintenance activities	Implementation of special campaigns on accident prevention with qualified external experts	3	Dec. 2022	Business Unit Painted Body
9	Prevention of accident risks through safety walks in Business Unit G	Performance of semi-annual safety walks with general manager, assistant general manager and external safety adviser-coordinator	3	Dec. 2022	Business Unit G
10	Awareness-building on the subject of fire protection	Performance of an evacuation drill to simulate an emergency and acquire experiences concerning the improvement of the organization	3	Oct. 2022	Business Unit G
11	Reduction of the time between fire detection and response	Implementation of a fire drill with the company fire brigade	3	Dec. 2022	Business Unit G

12	Reduction of the strain on neck, fingers and shoulder	Implementation of a special campaign "neck, shoulder, fingers“ at the sewing line in cooperation with an external company and the Occupational Medicine Center	3	Dec. 2022	Business Unit G
13	Reduction of the accident risk by respecting the needs of others in the daily working process	Training courses focusing on the subject of "risk prevention at the forklift truck/employee interface" by the responsible manager	3	Dec. 2022	Business Unit G
14	Advanced training for safety advisers in Business Unit G	Refresher course (e.g. by means of all-day seminars for long-serving safety advisers (> 10 years))	3	Dec. 2022	Business Unit G
15	Awareness-building on the subject of fire protection	Workplace evaluation with focus on fire protection (fire protection signage, escape routes etc.)	3	Dec. 2022	Business Unit G
16	Improvement of reporting on near misses and unsafe activities through in-house idea management	Motivation of the employees, e.g. through special campaigns or special bonuses for reported near misses/unsafe activities	3	Dec. 2022	Business Unit G
17	Improvement of the ergonomic conditions of the working places	Continuation of the evaluations with ergonomy dummy in production and material logistics	3	Dec. 2022	Business Unit G
18	Confirmation of the ergonomics and safety issues in the context of the integration of a new project	Evaluation focus on newly designed workplaces	3	Dec. 2022	Business Unit H
19	Reduction of accidents of the "crushing & getting caught" type	Evaluations with special focus on crushing risk positions as reaction to the 2021 accident statistics	3	Dec. 2022	Business Unit H
20	Awareness-building among employees of Business Unit H	Performance of a special awareness-building campaign by Allgemeine Unfallversicherungsanstalt (AUVA)	3	Dec. 2022	Business Unit H
21	Prevention of accident risks through safety walks in Business Unit H	Performance of semi-annual safety walks with general manager, assistant general manager and external safety adviser-coordinator	3	Dec. 2022	Business Unit H
22	Sustainable reduction of the ergonomic burden on employees during assembly and material handling in production	Ergonomy evaluation with ergonomy dummy for additional employee feedback in specific areas after balancing change	3	Dec. 2022	Business Unit H
23	Reduction of burden due to lifting and carrying	Awareness-building event with Allgemeine Unfallversicherungsanstalt (AUVA) on the subject of "proper lifting and carrying of loads" for all maintenance employees of the Functional Department Infrastructure Management	3	Dec. 2022	Infrastructure Management
24	Performance of two evaluations on pit inspections (one well and one mineral oil separator)	Evaluation of the inspection of well and mineral oil separators with the responsible maintenance employees and involvement of a safety officer	3	Dec. 2022	Infrastructure Management
25	More near miss-reporting compared to the previous year	Awareness-building regarding near miss-reporting on the subjects of detecting risks and eliminating risks	3	Dec. 2022	Infrastructure Management
26	Reduction of industrial accidents in the Functional Department Infrastructure Management	Regular communication during scheduled meetings on plant security and as a fixed part of the periodic fire drills (awareness-building among all employees, correct behavior in action, correct use of personal protection gear)	3	Dec. 2022	Infrastructure Management
27	Efficiency increase in the safety data sheet process	Set-up of a workflow for a plant-wide consistent safety data sheet checking and approval process, validated documentation in the MyDMS System with change management of safety data sheets as controlled documents	3	Jan. 2023	Infrastructure Management
28	Improvement of body posture and/or ergonomy	Performance of a campaign (e.g. healthy back)	3	Dec. 2022	Engineering Center Austria
29	Organization of 30 walks and/or evaluations in the Engineering Center Austria	Identification and investigation of ergonomic and PPG or workplace-related problems	3	Dec. 2022	Engineering Center Austria
30	Improvements of the ergonomic conditions in the offices of the Engineering Center Austria	Weekly office workplace evaluations (partly with the physician), definition of the ergonomic sitting posture and replacement of damaged chairs and tables	3	Dec. 2022	Engineering Center Austria
31	Awareness-building on the subject of machines with higher risk potential	Awareness-building among all employees who operate or work with saws, grinding and cutting tools as well as turning and milling machines	3	Dec. 2022	Aerospace
32	Improvements of the ergonomic conditions in the offices of the Functional Department Human Resources	Information and awareness-building among office employees on the subject of ergonomic workplace design with the aim of promoting health and vitality at the workplace	3	Dec. 2022	Human Resources
33	Better awareness-building focusing on EHS	Participation of occupational safety experts and presentation of an occupational safety subject during (at least) two apprentice meetings (focus based on recent accident issues)	3	Dec. 2022	Human Resources
34	Achievement of the OSHA objectives (with focus on apprentice workshops)	Regular performance of safety trainings and awareness-building in group discussions, on-site walks with occupational medicine representatives, safety officers and master trainers	3	Dec. 2022	Human Resources

35	Improvements of the ergonomic conditions in the offices of the Functional Department Finance/Controlling	Evaluation of 10 office workplaces regarding ergonomic design	3	Sep. 2022	Finance/Controlling
36	Improvements of the ergonomic conditions in the offices of the Functional Department Sales & Marketing	Evaluation of 5 office workplaces regarding ergonomic design	3	Dec. 2022	Sales & Marketing
37	Better awareness-building on the subject of occupational safety in the Functional Department Sales & Marketing	Qualification of an additional employee in Sales & Marketing as a safety adviser	3	Dec. 2022	Sales & Marketing
38	Improvements of the ergonomic conditions in the offices of the Functional Department Quality Management	Information and awareness-building among office employees on the subject of ergonomic workplace design with the aim of promoting health and vitality at the workplace	3	Dec. 2022	Quality Management
39	Avoidance of accident risks on assembly lines, in the body-in-white shop and in the paint shop	Performance of 5 safety walks through the test stations of the Functional Department Quality Management in the productions	3	Dec. 2022	Quality Management
40	Set-up of new safety teams of the Functional Department Quality Management in the respective areas	EEstablishment of a global team of "lead safety advisers" (incl. definition of the roles) plus visualization of the contacts for Health & Safety matters	3	Dec. 2022	Quality Management
41	Prevention of accident risks through safety walks in Business Unit J	Performance of semi-annual safety walks with general manager, assistant general manager and external safety adviser-coordinator	3	Dec. 2022	Business Unit J
42	Reduction of burden due to lifting and carrying	Training of 50 employees on the subject of "lifting & carrying"	3	Dec. 2022	Business Unit J
Personal protective equipment					
43	Introduction of an exo-skeleton for overhead work	Trial use of an easy-to-wear neck support to achieve ergonomic improvements for overhead work	3	Nov. 2022	Business Unit H
44	Reduction of finger and hand injuries in Business Unit J	Introduction of new protective gloves with thinner material that offer the same level of protection from cuts	3	Dec. 2022	Business Unit J

DECLARATION OF THE ENVIRONMENTAL EXPERT & IMPRINT

DECLARATION OF THE ENVIRONMENTAL EXPERT ON THE VERIFICATION AND VALIDATION PROCESS

The undersigned, Dipl.-Ing. Peter Kroiß, Head of the EMAS environmental verification organization of TÜV AUSTRIA CERT GMBH, 1230 Vienna, Deutschstraße 10, EMAS environmental verifier with registration number AT-V-0008, accredited for

Group 29.10 "Manufacture of motor vehicles"

confirms to have verified that Magna Steyr Graz complies with all requirements of Regulation (EC) No. 1221/2009 of the European Parliament and of the Council dated November 25, xx09 on the voluntary participation by organizations in a community system for eco-management and audit scheme (EMAS) as amended by Regulation (EU) 2018/2026 of December 19, 2018 in accordance with the information provided in the updated environmental statement of

Magna Steyr Fahrzeugtechnik AG & Co KG

8041 Graz, Liebenauer Hauptstraße 317

with registration number AT-000159.

By signing this declaration, it is confirmed that

- the verification and validation process was conducted fully in compliance with the requirements of Regulation (EC) No 1221/2009 as amended by Regulation (EU) 2018/2026 of December 19, 2018
- the result of the verification and validation confirms that there is no evidence of non-compliance with the applicable environmental regulations,
- the data and information in the updated environmental statement of the organization Magna Steyr Graz give a reliable, credible, and truthful account of all activities of the organization within the scope described in the environmental statement.

This declaration is not equivalent to an EMAS registration. An EMAS registration can only be carried out by a competent body in accordance with Regulation (EC) No. 1221/2009. It is not permitted to use this declaration on a stand-alone basis for informing the public.

Vienna, June 01, 2022

Dipl.-Ing. Peter Kroiß
Lead Environmental Verifier

TÜV AUSTRIA

Magna Steyr Fahrzeugtechnik AG & Co KG
Liebenauer Hauptstraße 317
8041 Graz
Tel.: +43 (0)316 404 0
office.magnasteyr@magna.com
magna.com

CONTACT

Roman Pöltner
Line Manager of the Environmental Management System
Tel.: +43 (0)664 8840 2111
roman.poeltner@magna.com

Walter Gantner
Management System Officer Environment
Tel.: +43 (0)664 8840 2829
walter.gantner@magna.com

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Earlier versions of the Performance Report from previous years are available online on our corporate website.

EMAS
GEPRÜFTES UMWELTMANAGEMENT
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