



AVL List GmbH | Austria | Headquarters

CORPORATE SOCIAL RESPONSIBILITY REPORT 2024

Graz, June 2025

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1 INTRODUCTION

AVL has been actively shaping the future of mobility for over 75 years. As a reliable development partner, the company supports its customers with innovative technologies and holistic methods along the entire development process. The focus is on sustainable mobility - from electrification and emission-free drive solutions to the resource-saving integration of energy.



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We are driven by a passion to examine the science, mechanics and philosophy of movement. To help create a world that is climate-neutral and one that makes safe, comfortable, green mobility a reality for everyone.

Prof. Helmut List, Chairman and CEO, AVL

At AVL, we take responsibility as a global technology company. With more than 12,200 employees in 29 countries, 48 subsidiaries at over 90 locations and more than 50 technology and development centers worldwide, we are not only shaping the mobility and energy of the future, but we are doing so with responsibility and vision.

This report provides a comprehensive overview of where we stand: the initiatives we have launched, the progress we have made and the ambitious goals we have set ourselves. It outlines the measures we have taken so far and serves as a guide for the road ahead.

We are aware that the transformation to sustainability is ongoing. We may not have all the answers yet - but we are asking the right questions. And above all, we are giving our employees the tools and resources they need to bring about real change - within our company, across the industry and for our common future.

1.1 OUR CONTRIBUTION TO SUSTAINABILITY

We are facing profound changes. The mobility industry is changing fundamentally, while the world around us is evolving at an unprecedented speed. To meet this dynamic, we need to bring

together changing customer needs, disruptive technologies and sustainable, climate-focused solutions. This is a defining moment - and we can only shape it together.

Despite geopolitical tensions, the ongoing effects of the pandemic, disrupted supply chains and increasing environmental and economic challenges, AVL is consistently pursuing its chosen path of sustainability.

Based on extensive in-house research activities, AVL provides concepts, technologies, methods and development tools for a greener, safer and better world of mobility - and beyond. We support international partners and customers in their sustainable and digital transformation. Through responsible design and development, taking into account affordability for end users, we reduce the CO₂e footprint across all life cycle phases of the powertrain.

The sustainable use of resources and ambitious targets to reduce greenhouse gas emissions will fundamentally change our industry. The focus is particularly on electrification and a balanced, efficient and environmentally friendly mix of drive systems - including hybridization. In combination with the growing use of renewable and alternative energies, a wide range of development scenarios will emerge in the coming decade. AVL is well prepared - and ready to play an active role in shaping this change.

WE OWE IT TO THE PLANET

AVL's Sustainability Strategy

In general, the challenges of the 21st century are enormous. As a global society, we must find new ways to deal with rapid population growth, climate change and global trends such as the demographic evolution of society or the ecological loss of diversity. Hardly any generation before has faced such drastic economic, ecological and social challenges. Current developments show that carrying on as before cannot be an option.

As a global company, we see it as our duty to leave our children, grandchildren and all future generations a planet that offers a solid and secure future. As a company that is always driven by innovation, we believe that a combination of economic success, social compatibility and careful use of natural resources must be at the heart of everything we do. We owe this to the planet and to all our descendants.

To this end we have developed a comprehensive sustainability strategy aimed at consistently aligning and sustainably promoting economic, ecological, and social interests. A holistic approach is paramount because sustainable innovations can only reach their full potential if

they are economically viable as well. At AVL, we are convinced that long-term success can only be achieved by integrating sustainability into every single business process. By combining sustainability and profitability, we are making a valuable contribution to protecting the environment while also creating added value for our company and our customers.

Sustainable Is the New Profitable. For AVL, this means thinking about competitiveness and sustainability together and taking responsibility along the entire value chain. It is about better understanding the impact of our business practices and designing our solutions in such a way that they not only meet but exceed our stakeholders' expectations of sustainable action. In our sustainability strategy we have expanded the globally recognized ESG criteria (Environmental, Social, Governance) by adding a second "E" for "Economic". These four dimensions are at the core of numerous sustainability aspects. At AVL, our goal is to combine these aspects

"Our main goal is to achieve net-zero emissions by 2039."

*Prof. Helmut List
Chairman and CEO, AVL*

harmoniously and find the best possible solution for each dimension. Our sustainability strategy focuses on reducing our ecological footprint, increasing resource and energy efficiency, and developing environmentally friendly yet economically viable technologies to support our customers in achieving their own sustainability objectives. In line with the European Union's Green Deal targets, AVL aims to achieve net-zero greenhouse gas emissions by 2039 – subject to technical and structural developments. The priority is the continuous

reduction of our own emissions, with compensation used exclusively for any remaining, unavoidable residual emissions. This ambition goes beyond the conventional understanding of "climate neutrality," which often focuses primarily on offsetting emissions. AVL sees net-zero as an active transformation pathway, one that prioritizes the consistent reduction of emissions while simultaneously supporting its customers in reaching their sustainability goals through robust technological solutions. To accomplish this, we are assessing our current product portfolio and aligning future offerings with strict sustainability criteria. Thus, we are not only reducing our own ecological footprint, but we are also supporting our customers with the realization of measurable and sustainable success for the environment and society. The implementation of this ambition is being progressively defined: AVL is currently working on establishing clear milestones and action plans to track, document, and transparently communicate its progress.

By 2040 we aim to generate more than 60 % of our revenue from technologies that have a positive impact on the climate. With this focus, we are not only securing the long-term economic success of AVL but also opening new business fields and markets. From 2040, we will be setting new standards by going beyond our own net-zero targets. Through the development and use of the latest carbon removal technologies, we are laying the foundation for offsetting the negative environmental impacts of the past and further transforming our value chain. As our portfolio evolves, so does the technological expertise of our employees. Sustainable technologies are at the heart of our innovations and create new areas of expertise. These sustainable skills are the key to continuing to shape the future of mobility and beyond at AVL and actively driving change in our industry – because “We owe it to the planet”.

2 ABOUT AVL LIST GMBH

REIMAGINING MOTION

AVL List GmbH (“AVL”) with its headquarters in Graz, is one of the world’s leading mobility technology companies for development, simulation and testing in the automotive industry, and in other sectors such as rail, marine, and energy. Based on extensive in-house research activities, the company delivers concepts, technology solutions, methodologies, and development tools for a greener, safer, better world of mobility and beyond. AVL supports international partners and customers in their sustainable and digital transformation. The focus lies on the areas of electrification, software, AI and automation. With a holistic approach - from ideation phase to serial production - the company covers vehicle architectures and platform solutions including the impact of new propulsion systems and energy carriers. AVL drives innovative and affordable solutions for all applications - from traditional to hybrid to battery and fuel cell electric technologies. As a global technology provider, AVL’s offerings range from simulation, virtualization and test automation for product development to ADAS/AD and vehicle software. The company combines state-of-the-art and highly scalable IT, software and technology solutions with its application knowhow, thereby offering customers extensive tools in areas such as Big Data, Artificial Intelligence, Cybersecurity or Embedded Systems. In addition, AVL supports companies in energy-intensive sectors on their way to a greener and more efficient energy generation and supply. Innovation is AVL’s passion. Together with 12,200 employees at more than 90 locations and with more than 50 Tech and Engineering Centers worldwide, AVL is driving the future of mobility. In 2024, the company generated a turnover of 2.03 billion Euros, of which 11 % are invested in R&D activities.

FACTS AND KEY FIGURES

Chairman and CEO:	Prof. Dr. h.c. Helmut List
Founded:	1948
Headquarters:	Hans-List-Platz 1, 8020 Graz, Austria
Employees:	12,200 worldwide (4,300 in Graz)
Affiliates:	48 worldwide
Export Quota:	96 %

R&D Investment:	11 % of turnover invested in Inhouse R&D
Turnover 2024:	2.03 billion Euro
Contact Company:	Phone: +43 316 787-0 Email: info@avl.com www.avl.com
Contact Press:	Markus Tomaschitz, Company Spokesperson Email: markus.tomaschitz@avl.com Andrea Rachbauer, PR Manager Email: press@avl.com

2.1 OUR VALUES AND PHILOSOPHY

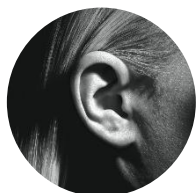
Our values are the guiding force behind our daily work. They have shaped our corporate culture since the very beginning and are incorporated in all our business activities.

PIONEERING SPIRIT



Turning visions of the future into reality with courage and expertise. We have cultivated the ability to recognize important breakthrough targets early on and reach them ahead of the market. Because only the courageous look beyond the horizon and make discoveries that lead to outstanding innovations.

CUSTOMER ORIENTATION



Our success can only be measured by that of our customers. True understanding of a customer and their needs, combined with experience and a global view, allows us to create innovative solutions. Expertly conceived, uniquely tailored and efficiently carried out – a shared success.

PROBLEM-SOLVING COMPETENCE



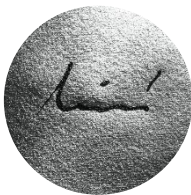
It's a demanding world. Focused research, cutting-edge technological developments and clear product orientation are fundamental requirements for global competitiveness. With multi-disciplinary teams, we offer expertise, creativity, innovative thinking and effective project management to support professional solutions.

RESPONSIBILITY



Modern mobility represents progress only when its goal, its form and its requirements respect nature. Our work at AVL reflects a deep understanding of the responsibility we share for our society, for mankind and for the world's achievements. We want to ensure that our world is one we can live in – now and in the future.

INDEPENDENCE



AVL is a company with personality. Embodied in Helmut List and reflected in our work. A personality rooted in a life-long pursuit of knowledge, characterized by a deep sense of responsibility and expressed in the company's independent status.

2.2 WHAT WE DO

We constantly transform our portfolio of high-end methodologies and technologies to support our customers in achieving their ambitions. From vehicle development and integration to e-mobility, automated and connected mobility (ADAS/AD) and software, we are driving innovation today, to build the mobility concepts of tomorrow.

With future-proven tools, products and systems augmented by our global network of experts and facilities, we support OEMs and Tier1s to shape current and future technologies for all applications.

ENGINEERING

AVL is a key player in providing mobility engineering services. Our key competences lie in design and development services for electrified and fully electric propulsion systems. That means everything from range extender, dedicated hybrid and battery electric to fuel cell electric and hydrogen combustion engines, and the integration into the vehicle. We cover combustion engines, electric drivelines including their components such as battery, e-axle, e-motor, power electronics and battery management systems. We focus on functional vehicle development, chassis and vehicle system integration, including electrical and electronics for the next generation vehicle. At AVL we strive to significantly reduce development time and support you with methods and tools, including AI powered solutions. Innovations towards a more sustainable, automated and connected mobility engineering are part of our daily work, and we constantly push the limits of what is possible.

Beyond automotive, we cover system development and integration for stationary and marine applications and a broad consulting portfolio for countless technology applications. We also offer industrial solutions with a focus on green power generation including electrolysis technology.

TESTING SOLUTIONS

As a global pioneer, we have innovated automotive test systems for decades. We provide advanced tools and methodologies to ensure an energy-efficient, fast, and reliable development, testing and validation for various applications and industries. Our offering comprises a great variety of solutions connecting different development environments. AVL and third-party products, systems and software can be seamlessly integrated and tailored to the workflow of the user.

SIMULATION SOLUTIONS

As a proven and much-trusted partner in delivering efficiency gains through virtualization, we provide a wide range of simulation solutions for all propulsion systems and phases of the vehicle development process. Our experience and expertise allow us to share high-definition insights into the behavior and interactions of components, systems and entire vehicles.

2.3 OUR KEY TOPICS

MOBILITY TECHNOLOGIES ARE AT THE CENTER OF EVERYTHING WE DO

Technology-driven trends such as Connectivity, Autonomous Driving and E-Mobility revolutionize the way our customers need to respond to changing consumer demands, local legislative and environmental requirements.

We help in planning the proper energy pathway by ecological treatment of resources for the reduction of greenhouse gas emissions in the transport sector. With sustainable design and development, we as AVL minimize the CO_{2e} footprint of all types of powertrains in all lifecycle stages while considering affordability for the end consumer.

With our experience and customer orientation approach, we deliver the best fit solutions for our customers and are the ideal partner to accompany both the OEMs and new market players on their way to sustainable performance improvement – be this substantial CO₂ reduced ICE, electrified powertrains, all kinds of hybrids, fuel cells to ADAS and automated driving and finally integrating all systems into the vehicle.

Hence, the future mobility landscape is diverse, it will be impacted by many factors, each unfolding at a different pace. By understanding our customers' roadmap, we offer the right solutions to support mobility demands of tomorrow across all applications. With our pioneering solutions, we provide complete and integrated development environments, measurement and test systems as well as state-of-the-art simulation methods.



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At AVL, we have always been committed to improving system efficiency and using resources as sparingly as possible in all areas. However, sustainability in the comprehensive sense - that is, the decision to use only sustainable energy - has now reached a new dimension and initiated a paradigm shift. The key to meeting this challenge is innovation. At AVL, we consider the entire lifecycle of our products and optimize both the CO_{2e} footprint in the production process and the emissions during vehicle operation.

Maria Kollmann, Vice President Government Affairs, AVL

2.3.1 NEXT GENERATION VEHICLES

ENGINEERING A BETTER FUTURE

We drive vehicle development by combining deep systems know-how with advanced virtual expertise. From passenger cars to commercial vehicles, on and off the road – we deliver smart, integrated solutions that meet the demands of a dynamic industry.



- Software and AI-Driven Concept Development
- Virtual Development and Integration
- Chassis Systems
- Thermal Management and HVAC
- Electric/Electronics

2.3.2 E-MOBILITY

REDRAWING THE LINES OF ELECTRIFICATION



We are relentlessly striving towards CO₂e neutrality. And not just by increasing the efficiency of multiple propulsion systems, but by pioneering energy from green resources. We drive innovative and affordable solutions by applying a multi-energy carrier strategy for all applications.

From battery electric to fuel cell technologies, we are paving the way for e-mobility. Our focus on electrification reinforces our commitment to sustainable and environmentally friendly mobility solutions.

2.3.3 AUTOMATED AND CONNECTED MOBILITY

TECHNOLOGY DESIGNED FOR THE HUMAN JOURNEY

Mobility is changing. As technologies such as assisted and automated concepts gain focus, we face a paradigm shift in the way vehicles are designed, built and used. This requires new approaches in development, system testing, as well as validation and certification. We are your professional and reliable partner for high demanding technology solutions within ADAS/AD system development.



2.3.4 FUTURE ICE SOLUTIONS

CREATING A CLEANER AND GREENER FUTURE

To achieve climate-neutrality, we are committed to support OEMs with mobility solutions that help to improve the performance and efficiency of traditional powertrains, as well as their electrification.

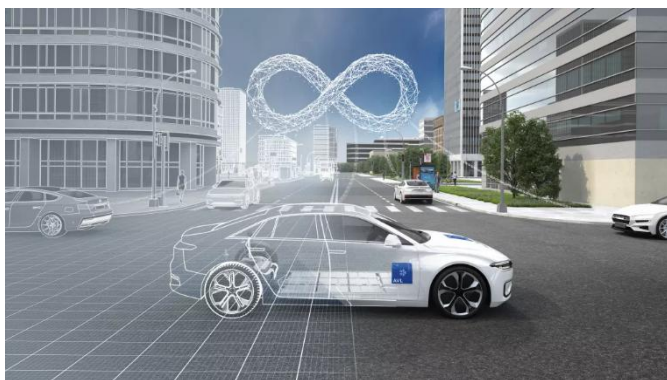


- ICE-based powertrains
- Hybrid-based powertrains
- RDE / ISC & WLTP
- Alternative fuels
- Hydrogen for CO₂e-neutral ICEs
- Emission legislation

2.3.5 SOFTWARE

DRIVING THE NOW, DEFINING THE NEXT

At AVL we place innovation at the heart of development. Our software is both ready for today and designed for tomorrow's challenges. Our solutions range from simulation, virtualization, and test automation (for vehicle development) to ADAS/AD and car software. We are pioneering advancements in the realm of software-defined vehicles to ensure readiness for the future of automotive innovation.



- Embedded Software Development
- Cloud Software Development
- Simulation, Test Software and Methodology
- Artificial Intelligence

2.3.6 INDUSTRIAL ENERGY ENGINEERING

SUSTAINABLE SOLUTIONS. FOR PRESENT AND FUTURE

Experts all agree: The energy system of the future is carbon neutral. However, there is less consensus when it comes to how to provide energy affordably, easily, and reliably. At AVL we deliver answers and solutions.

On the one hand, we are developing pioneering technologies to produce H₂ to meet the growing demand for hydrogen that is produced sustainably. Our high-temperature electrolysis makes us the global premium partner for electrolyzers.

On the other hand, we help our customers develop sustainable systems for energy production. Our high-temperature fuel cell is a scalable, highly efficient solution, which can be used globally.

We also give valuable impetus with our energy consulting services. Already now we can calculate the carbon footprint of vehicle fleets and quantify energy requirements precisely, for example. Or even forecast the heating needs of buildings and factories.

2.3.7 DATA INTELLIGENCE AND ARTIFICIAL INTELLIGENCE

GETTING THE MOST OUT OF YOUR DATA

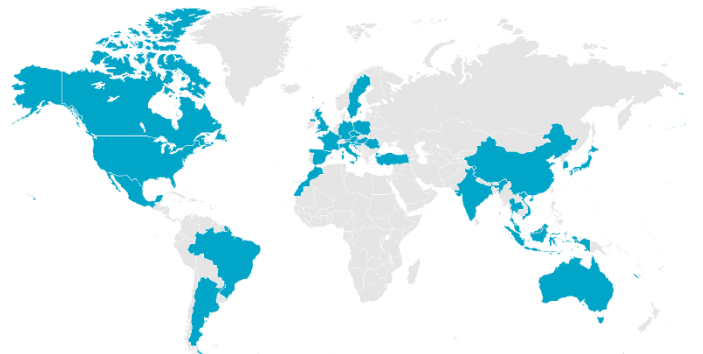
At AVL we have seen truly innovative methodologies and techniques adopted by the automotive industry over the years. However, few have been as potentially game changing as data analytics and artificial intelligence. Our data intelligence services support the complete vehicle development process from concept phase to after-sales management. Starting at the concept phase, an enormous amount of data is generated during the development, production and in-use phases of a vehicle. Throughout these steps we gather new and valuable insights from this data, make them available to your development engineers and boost development efficiency through data reuse to save time and reduce costs and GHG emissions.

2.4 OUR GLOBAL FOOTPRINT

Your success should not be based on your location. Our strong global presence through a worldwide network of affiliates allows us to work with our customers locally, from project start to a long-term partnership.

AVL IS CLOSE TO YOU, ANYWHERE IN THE WORLD

- Global structure and organization
- Global project execution
- Local engineers as part of a global team
- Global pool of expertise
- Global supply chain management



OUR GLOBAL TECH AND ENGINEERING CENTERS

We run best-in-class test facilities across the globe. By offering leading solutions and methodologies, we meet customer's demands while ensuring highest quality and robust results throughout the entire development process.

3 CORPORATE SOCIAL RESPONSIBILITY

WORKING TOWARDS A SOCIAL AND SUSTAINABLE FUTURE

As an internationally competitive company, we do see it as our duty to contribute to help solving social, cultural and environmental issues - especially regarding environmental protection, sustainability and global emissions. Our understanding of sustainability is closely linked to our corporate values – such as pioneering spirit, client orientation, problem-solving competence, responsibility and independence. The work at AVL reflects a deep understanding of the responsibility for society and respect for nature. It is of great importance to us to encourage and support sustainable development in Austria with all the means at our disposal.

AVL IS A MEMBER OF RESPACT - AUSTRIAN BUSINESS COUNCIL FOR SUSTAINABLE DEVELOPMENT

AVL is an active member of respACT (www.respect.at) since 1999 and one of the longest members in Austria ever.

respACT - who celebrated its 25th anniversary in 2022 - is the leading corporate platform for Corporate Social Responsibility (CSR) and sustainable development in Austria whose main purpose is to mobilize important players to make Austria a pioneer of future-proof and responsible business. respACT also provides impetus and coordination between international sustainability organizations such as the World Business Council of Sustainable Development, CSR Europe, the UN Global Compact and public institutions and companies in Austria. As the Austrian partner organization of these leading global organizations, respACT brings important tools such as the "SDG Compass" or the "CEO Guide to the Sustainable Development Goals" into the conversation.

EMPLOYEES' ENGAGEMENT

At AVL, we highly value creativity, courage, curiosity, and pushing boundaries. We encourage our employees to think outside the box and be the driving force behind the new technologies that shape the future of mobility because we have recognized that our success is driven by our employees. By investing 11 % of our annual revenue in R&D activities (2024), we provide our employees with the opportunity to work on their own research projects independent of client orders.

Our open and inclusive culture encourages everyone to contribute their ideas and perspectives. For instance, in our "Rapid Innovation Teams," members from different disciplines come together for a limited period to drive high-focus innovation tasks. Moreover, through the AVL Improvement Process, employees can submit improvement suggestions at any time, which are then evaluated and appropriately rewarded upon successful implementation.



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It's important for us to provide each team member with the opportunity to unleash their full potential and get the best out of themselves. Additionally, we place great emphasis on a good work-life balance, ensuring that our employees remain productive in the long term and feel comfortable.

Markus Tomaschitz, Company Spokesperson and Chief Human Resources Officer, AVL

RESPONSIBLE SUPPLY CHAIN

We are committed to developing strong relationships with our suppliers and partnering with them to improve their social and environmental performance. This is fundamental to securing a reliable, sustainable supply of high-quality materials. It is also essential to deliver the transparency required by our stakeholders and customers

ETHICS AND INTEGRITY

We expect our employees to conduct and to behave themselves in a professional manner. Our employees shall comply with the law and shall not act in a manner that may be interpreted as a violation of the law. It is vital that we continue to act with integrity to maintain our success as a large company with a global footprint. We have formalized our approach to ethics and integrity in a globally rolled out Code of Conduct.

HUMAN RIGHTS

Human rights are universal values, they guide our behavior in everything we do. AVL clearly distances itself from unethical behavior and issues such as slavery, forced or compulsory labor, human trafficking, child labor, discrimination or harassment and implements this in all of its business activities. We respect human rights and treat all people with dignity as recognized by the international community.

RESPONSIBLE PRODUCTS

The sustainable treatment of resources and the ambitious targets for reducing greenhouse gas emissions in the transport sector will have a drastic impact on the required electrification and the powertrain mix of the future. Together with the rise of renewable energy carriers it creates a wealth of different future development options and scenarios. We support customers in planning the proper energy pathway. With sustainable design and development AVL reduces the CO₂e footprint of the powertrain in all lifecycle stages while considering affordability for the end consumer.

PROTECTING THE ENVIRONMENT

A considerable proportion of our services and products aim to reduce environmental pollution. We are also committed to acting sustainably and to optimizing all internal processes in such a way that there is no or only minimal impact on the environment. In addition to self-evident compliance with all legal requirements and the use of environmentally friendly facilities and machines - as far as economically justifiable - we also show continuous improvement in site-related environmental protection. Our environmental management system is defined at the highest management level.

EFFICIENT USE OF ENERGY AND RAW MATERIALS

Our product portfolio aims to the efficient use of energy and raw materials as well as the minimization of waste and residual materials throughout the product life cycle. We minimize the use of materials and processes that pose a risk to the environment and health. To this end, we regularly review and monitor the ecological performance of our company and prepare regular reports in which we pay particular attention to the assessment of potential risks of existing and future products, services and processes.

AVL WHISTLEBLOWER SYSTEM

To fulfil AVL's social responsibility for compliance with human rights and environmental protection, AVL established a Whistleblower System, which also serves as complaints procedure in accordance with the German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz, LkSG).

4 POLICY – INTEGRATED MANAGEMENT SYSTEMS FOR RESPONSIBLE ACTION

AVL ASSUMES RESPONSIBILITY IN CHANGING TIMES

Our world is changing: Climate change, globalization, digitalization, increased need for security and safety as well as greater health awareness are causing us all to rethink and act. Every company must take this comprehensive process of change into account in what they do. AVL is happy to assume this responsibility – and to implement it in the form of an integrated management system.

WE ACT RESPONSIBLY

Environmental protection, sustainability and climate neutrality have the highest priority in our corporate strategy and daily work. However, information security, occupational safety, health and, of course, quality are also major concerns to us. Equal opportunity, the ban on child labor, the promotion of health, labor protection, environmental and climate awareness, and human rights – all are firmly anchored in our corporate culture. AVL is setting itself goals to implement this policy.

WE WORK SUSTAINABLY

The overarching goal of our company is to provide services and products for sustainable mobility. Therefore, we create products that are as energy efficient as possible, support the circular economy and are based on environmentally friendly materials and substances in their manufacture as far as possible.

AVL IS COMMITTED TO

- meeting appropriate requirements and obligations of customers, legislation, authorities, and other relevant and mandatory regulations,
- providing safe working conditions under consideration of the hazardous substances used and promoting the health of employees,
- protecting the environment and the climate,
- avoiding accidents at work and preventing work-related illnesses,
- careful handling of and preventing environmental impacts on water, air and soil, as well as eliminating hazards by minimizing health and safety risks in our sphere of influence,

- the regular involvement of employees and their representatives in the management system for occupational health & safety and environment,
- continuous improvement of our integrated management system, to optimize our performance regarding environment, quality, information security, as well as occupational health & safety and achieve the objectives set.

WE ARE ENVIRONMENTALLY AWARE IN OUR THINKING

Our mission is to develop “green mobility” – climate-friendly, future-oriented and energy-efficient. With our expertise, we contribute to the development of resource-friendly, sustainable mobility and energy solutions on a daily basis. Thanks to innovative methods and taking into consideration the model of the circular economy, we are constantly improving the quality of our services and products to offer our customers optimal support when facing future challenges.

WE COMMUNICATE OPENLY

Whether with suppliers, customers, employees, partners, authorities or the public – we always act transparently. Upon request, we provide all the relevant information and make processes traceable. This makes it easy for our highly qualified staff to not only meet individual customer requirements, but also global demands. The topics of quality, environment, information security and occupational safety are present every day and are constantly intensified through regular training courses, campaigns and activities.

THIS POLICY APPLIES FOR THE WHOLE OF AVL

Our integrated management systems constantly keep an eye on the environment, society and politics. Clear structures of responsibility make economic and ecological concerns an integral part of our company culture, allowing us to meet our objectives and consistently improve procurement, production and service provision. After all: *What we do today determines what the world will look like tomorrow.*¹

Prof. Helmut List
Chairman and CEO, AVL

¹ Marie von Ebner-Eschenbach (1830 – 1916), Moravian-Austrian author

5 STATEMENT ON HUMAN RIGHTS

Human rights are universal values, they guide our behavior in everything we do. AVL clearly distances itself from unethical behavior and issues such as slavery, forced or compulsory labor, human trafficking, child labor, discrimination or harassment and implements this in all of its business activities. We respect human rights and treat all people with dignity as recognized by the international community.

PREAMBLE

Governments are primarily responsible for protecting human rights, but AVL List GmbH ("AVL") has taken on the responsibility to respect and implement human rights in all of its business activities - with customers and suppliers - and to support their implementation and compliance. The commitment to human rights and ethical behavior is embedded in AVL's business principles and part of the comprehensive, global Compliance Management System (CMS), based on the AVL Code of Conduct. This code of conduct, which is trained worldwide as part of the mandatory compliance training for every employee, is based on the principles of integrity, honesty and fairness. AVL also expects all of its suppliers and their subcontractors to adhere to the respective applicable local laws and regulations for the protection of internationally proclaimed human rights. This is also reflected in AVL's supplier management in AVL's purchasing conditions. With regard to working conditions, AVL strictly complies with the Austrian labor law. The working conditions are legally shaped primarily through laws, collective bargaining agreements, works agreements, works regulations or employment contracts. The interests of workers in Austria are primarily represented by the chambers of labor and the trade unions. These are part of the economic and social partnership and are responsible for negotiating wages and price issues with the Federal Chamber of Commerce and Agriculture. In addition, many companies have a works council – just like AVL. From a company size of at least 5 nonfamily employees, this may be set up based on a works council election and has the power to conclude company agreements, to participate in dismissals, dismissals and transfers and to participate in supervisory board meetings.

COMMITMENT TO UN-GUIDING PRINCIPLES ON BUSINESS AND HUMAN RIGHTS

AVL is fully committed to the UN-guiding principles for business and human rights, respects and supports the implementation of human rights as they are anchored in the >General Declaration of Human Rights< and in internationally recognized treaties.

MEMBER OF RESPACT – AUSTRIAN BUSINESS COUNCIL FOR SUSTAINABLE DEVELOPMENT

AVL has been a member of respACT (www.respect.at) for many years, which has also been the coordinating body for the Global Compact network in Austria since 2004. The multi-stakeholder platform now unites over 100 organizations, and the initiative has more than 13,000 signatories worldwide. They are actively supported in promoting the 10 principles of the United Nations Global Compact in the areas of human rights including women's rights, labor standards, environmental protection and the fight against corruption.

ETHICAL BEHAVIOR AND RESPECT FOR PEOPLE

Human dignity and respect for people are of the utmost importance to us. AVL does not tolerate any illegal or unethical behavior on the part of its employees and is committed to the principles of respectful, fair and loyal cooperation. As also formulated in the AVL Code of Conduct, AVL does not tolerate any form of discrimination in respect of employment and occupation. All employees have the same opportunities in terms of their commitment and further personal development, regardless of worker or applicant characteristics such as race, color, age, gender, sexual orientation, gender identity, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union association, covered veteran status, genetic information or marital status. AVL expects all of its employees to contribute to positive corporate development through tolerant, polite and considerate interaction with one another. AVL clearly distances itself from issues such as slavery, forced or compulsory labor, human trafficking, child labor, discrimination or harassment in all of its business activities and ensures in its supplier management that all relevant evidence is also provided by subcontractors, suppliers and partner companies.

LABOR LAW AND WORKING CONDITIONS

The rights of employees in Austria are exceptionally well protected by the Austrian labor law. AVL acts strictly according to this law, which regulates all legal questions in connection with employment relationships as well as the rights and obligations between employers and employees - including topics such as: working time regulation, wages and benefits (minimum wages, overtime compensation etc.), employment contracts, employment for young workers/apprentices/students/interns, part-time employment, vacation entitlements, maternity/parental leave, protection against dismissal, equal treatment of all employees without

regard to ethnicity, religion, gender, sexual orientation or disability status., etc. The basis of an upright employment in Austria is always a valid employment contract that reflects all rights and obligations of employees and employers that go beyond the applicable statutory collective agreement. The employer is primarily obliged to pay the wages, employees are obliged to work. AVL has also concluded its own internal company agreements with AVL's works council for special topics such as flextime, shift work, etc., which, in accordance with the graduated structure of the Austrian legal system, always represent an improvement over the law and current collective agreement. Compliance with the law and collective bargaining agreements is regularly checked - and in the event of a violation also punished - by the labor inspectorate in Austria (<https://www.arbeitsinspektion.gv.at/>) or the Austrian Health Insurance. Checks take place regularly on an annual basis or whenever necessary (work accidents, etc.). As Equal Opportunity Employer, fair and ethical recruiting is a matter of course at AVL

AVL WORKS COUNCIL AND FREEDOM OF ASSOCIATION

In Austria, the works council is an organ for co-determination and representation of employee interests, which also participates in company decisions. The tasks of the works council include in particular negotiating with the employer, submitting proposals for resolving differences of opinion and applying to the employer for measures that serve the company and the workforce. An open and honest communication between management and AVL works council about working conditions and management practices, without fear of reprisals or intimidation, is of great importance to us, as we respect the right of employees to freely associate, join (or not join) unions, and to negotiate together.

OCCUPATIONAL HEALTH AND SAFETY

The health of employees is valuable and has the highest priority. Therefore, occupational health and safety is an integral part of the AVL mission, vision and values. Goals, approach and activities are described in the Integrated Management Systems Policy and in AVL's QES document Implementation of Worker Protection Regulations, which is 100 % based on the applicable national laws and industry standards for safety and occupational health. AVL List GmbH is also certified according to ISO 45001.

Training and Implementation of Human Rights, Ethical Behavior and Working Conditions

Topics such as human rights and ethical behavior are part of AVL's global Compliance Management System (CMS) which is based on the AVL Code of Conduct. The code of conduct

is trained worldwide as part of the mandatory compliance training for each AVL employee. Furthermore, AVL has developed its own training program especially for new employees - Welcome Newcomer - in which general knowledge about the AVL organization, processes and structures but also topics such as occupational health and safety, labor law and working conditions are trained and where explicit reference is made to the rights and obligations of every employee. For managers there are in-depth training courses on leadership, how to hold staff appraisals, resolve conflicts, deal with stress and burn-out in a team - and much more. Furthermore, a Web-based training on "Human Rights and Women's Rights" has been implemented, which is mandatory for all managers within AVL.

Markus Tomaschitz
Chief Human Resources Officer
AVL List GmbH

6 ENVIRONMENT AND PRODUCT SUSTAINABILITY

The sustainable treatment of resources and the ambitious targets for reducing greenhouse gas emissions in the transport sector will have a drastic impact on the required electrification and the powertrain mix of the future. Together with the rise of renewable energy carriers, it creates a wealth of different future development options and scenarios. We support customers in planning the proper energy pathway.

With its sustainable design and development, we reduce the CO₂ footprint of the powertrain in all lifecycle stages while considering affordability for the end consumer. We insist on the best possible quality standards to continue to increase our commitment towards our customers and the environment, and to provide efficient support.

6.1 CERTIFICATIONS

Every company that is certified proves to its existing and potential customers that it meets the standard requirements. The advantages of ISO certification are on the one hand legal conformity and on the other hand the implementation of a quality management system which creates regulated processes, defines roles and responsibilities and obliges the company to optimize processes and increase process performance. We have been awarded numerous certifications, which are also described in chapter 9.

ISO 14001

The international environmental management standard ISO 14001 defines globally recognized requirements for an environmental management system and is part of a family of standards. This family of standards includes numerous other standards for various areas of environmental management, including life cycle assessments, environmental indicators and environmental performance assessments.

We at AVL are ISO 14001 certified since 2002. For us, responsibility for people and the environment is a basic component of corporate values and corporate strategy. Therefore, we act sustainably and with foresight to meet the future changes while taking into consideration ecological and economic framework conditions.

6.2 AWARDS AND PROGRAMS

Receiving awards and taking part in different programs is the proof of our emphasis on sustainability and environmental protection. This highlights the effort that we put into meeting our stakeholders' expectations concerning topics related to ecological sustainability, environmentally friendly products and processes, climate protection and reduction of emissions. More information about the awards received can also be found in chapter 11.

ECOPROFIT PROGRAMME OF GRAZ

In 2024, AVL celebrated its 25th anniversary of participating in the ECOPROFIT® program of the city of Graz. Since the very beginning, the ECOPROFIT® program has supported the active integration of strategic and operational benefits of an environmental management system into the working environment of employees and management. The numerous workshops and working groups on a wide range of topics, such as waste law, resource efficiency, mobility or hazardous materials, which are organized and held by the ECOPROFIT® team of the City of Graz, support the continuous development of the programs running on these topics at AVL.

AVL AS A MEMBER OF THE GRAZ CLIMATE PACT 2024

In June 2024, AVL List GmbH proudly joined 39 other Graz-based companies in signing the Graz Climate Pact 2040, a voluntary initiative launched by the city's Climate Protection Department, the Department of Economic Development and Tourism, and the Environmental Office. This pact underscores the pivotal role of businesses in achieving Graz's goal of climate neutrality by 2040. As a signatory, AVL is committed to reducing its carbon footprint and actively promoting sustainable practices within the community. This commitment aligns with our corporate social responsibility objectives and reflects our dedication to environmental stewardship.

6.3 SUSTAINABILITY RATINGS

CDP rating 2024: CDP (Carbon Disclosure Project) is a global non-profit organization for environmental disclosure that was founded in 2000.

AVL has disclosed to CDP for the 3rd time in 2024 and has received a **B rating** for both Climate change and Water security.

6.4 ENERGY AND SUSTAINABILITY

The sustainable future in all sectors and industries is driven by the shift from fossil fuel sources to renewables. In a global energy trade system based on them, electricity as well as hydrogen-based chemical energy carriers contribute with various use cases to the efficient utilization, conversion, storage and distribution of renewable resources, at the right place and the right time.

We combine advanced engineering tools and digital development methods with our unique interdisciplinary solution competency to find pragmatic and efficient solutions and so shape the energy system of the future.

The future of automotive engineering is green and CO₂e -lean - at the same time economic feasibility remains a priority. This creates the need to develop a cross-sectoral mindset outside the core areas of powertrain and vehicle.

We provide independent studies and strategic advice on future energy and fuel pathways in the mobility sector as well as CO₂e analysis and scenario simulations throughout the life cycle.

As a technology partner, we guide OEMs, Tier 1s, and new market players through this rapid, disruptive change. We use detailed analyses to develop strategic action plans for our customers, to both safeguard the competitive position of their



core business and, through a technological edge, secure their pioneering role in the market. We advise our customers during every phase of the development process – from the ideation phase and portfolio and production definition to the realization phase and investment planning, to series production. At the same time, we provide support for all topics related to digitalization and the alignment of processes regarding vehicle functions. Interoperability, networking, and integration are objectives often mentioned.

CONSIDERING ALL THE OPTIONS

We find the right solution to meet all your unique requirements and your energy landscape. When we work with you to find the best energy fit, we consider topics such as:

- What will be the available energy sources in the future?
- What is the best roadmap to update your portfolio?
- What is the optimal technology mix for global and local products?
- What will be the energy impact on your customer's perception?

Our reports include concise descriptions of global emission reductions strategies and global energy roadmaps. We work with our customers, suppliers and other business partners to create a common understanding of the changing energy landscape, including energy pathways and rulemaking.

Our experts at AVL Energy Consulting understand energy trends and provide analysis of worldwide markets using published data in conjunction with our mobility expertise. We use this to identify specific implications for powertrain development and the end-consumer, and to provide possible future scenarios for the industry in general.

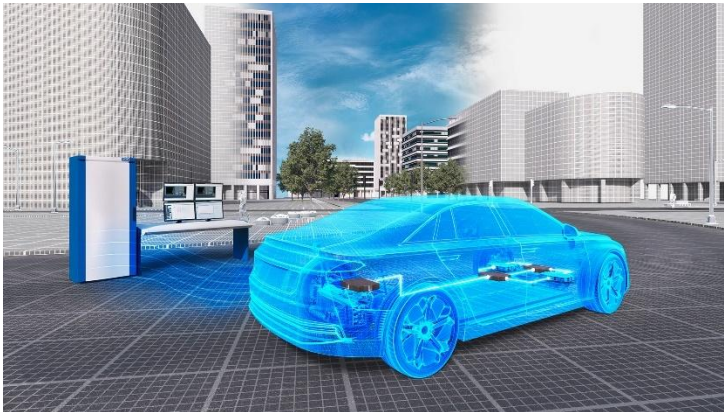
These insights allow us to gain a complete and objective picture of all existing and potential global energy scenarios. And this gives our business partners confidence to define the right future technology roadmaps.

The independent recommendations provided by us at AVL Energy Consulting add value for qualified and balanced solution packages. And they do so at the interface of energy and mobility.

EXAMPLE: CO₂ FREE BATTERY TESTING AT AVL

The AVL battery test center in Graz is one of the biggest of its kind. As a contribution to the CO₂e reduction in the battery life cycle the test center is powered by 100 % renewable electricity. For example, with the use of renewable electricity more than 300t CO₂e were saved in 2023.



EXAMPLE: CO₂ EMISSION REDUCTION VIRTUAL TESTBEDS

Virtualization in testing reduces the CO₂e footprint. With virtualization less fuel is consumed for testing components and vehicles. It reduces the CO₂e footprint and saves energy during the development phase.

By using so-called front-loading – which means shifting hardware component testing into the virtual world with the help of self-learning AI – significant CO₂e savings can be achieved. For example, 10 virtual test beds at our AVL headquarters in Graz save between 1300 and 1600 tons of CO₂e per year. This corresponds to the annual CO₂e emissions of 1000 combustion engine cars.

7 EMPLOYEE EMPOWERMENT

The competitive forces that AVL faces today – and will continue to face in the future – demand organizational excellence. That's why we have a strong stance on caring for our employees, enhancing their knowledge and skills.

To stay competitive and successful, we pursue a structured, global approach to learning, human development and talent management – but we also take care of our employees by promoting health measures and a constant optimization of working conditions.

Having recognized that our success is driven by our employees, we strive to empower all of them to be able to give their best – with the goal to improve the performance of our business.

7.1 EMPLOYER OF CHOICE

AVL List GmbH has been voted one of the top three most attractive employers in Austria by Randstad Employer Brand Research every year for the last five years and came in second in 2022 and first in 2024.

The employer branding study, surveyed in thirty countries, was performed by an independent institute (Statista) and is based on public perception.



More than 15.000 people all over Europe were surveyed, around 4000 in Austria on the 150 biggest companies in the country (measured by the number of employees in Austria).

The study has been conducted in numerous countries around the world for 24 years now - and always with the aim of identifying the most attractive employers in the country.

Randstad Employer Brand Research is one of the largest studies of its kind in the world.

AVL SEES WIN AS BOTH “CONFIRMATION” AND “OBLIGATION”

AVL List GmbH even topped the scores in seven of ten categories: career progression, pleasant work atmosphere, job security, interesting job content, good reputation, attractive salary and benefits, and use of the latest technology. AVL also tops the overall rating list with an

attractiveness score of 65 %— i.e. 65 % of those surveyed who knew the company described it as an attractive employer.



”

We see this award as confirmation of the numerous initiatives designed to increase staff satisfaction and strengthen the AVL brand on the labor market. In view of demographic developments and a growing lack of skilled workers, this allows us to gain a competitive edge.

Markus Tomaschitz, Company Spokesperson and Chief Human Resources Officer, AVL

The focus of all our activities is on our staff and the expectations they have of an attractive employer. We have always listened carefully, actively engaging with our colleagues' suggestions, and putting these ideas into practice in cooperation with the works council. At the same time, this first place is above all an obligation to continue to evolve this approach.

Further HR Awards (abstract):

- Winner Randstad Award “Most Attractive Employer Austria” (2018, 2019, 2023, 2024), Top 3 (2020, 2021, 2022)
- Finalist/Nomination - Austrian State Award “Innovation” (2022)
- Winner – Special State Award “Employer Branding in digital recruiting and personnel marketing” (2022)
- Finalist (2nd Place) – Austrian State Award “Family & Career” (2022)
- Winner “Innovation Award of Styria” (2022)
- Top ranking “Diversity Leader Award” (2021, 2022)
- Winner - Most family-friendly companies in Styria (2021)
- Finalist – State Prize KnewLEDGE (2018)
- Great Place to Work in apprenticeship (2018)
- MINT seal of quality for the “AVL Kindergarten” (2018)
- Most family-friendly companies in Styria – 2nd Place (2017)
- FFG Regional Prize "Jobs Through Innovation" (2017)
- State-Approved Apprentice Training Company (since 2013)

7.2 MANAGING TALENTS



ONBOARDING

The professional onboarding of new employees is more than just on-site training. At AVL, new employees are integrated into the company in just a few weeks as part of a comprehensive "Newcomer Welcome Program", to sustainably increase and maintain productivity. From the initial "First Day Experience" and "Buddy System" to the targeted feedback interview – everything is geared towards making it as smooth as possible for the new employees to get started.

DEVELOPMENT AND TRAINING

As an innovative company with a strong customer focus, we interpret development as a holistic process that empowers our staff to improve their personal, business and technical skills in a knowledge but also experience-based way. Development activities are a joint effort by the company and the individual to work out the potentials and skills needed to fulfill the company's goals and at the same time ensure personal growth. At AVL, training comprises all forms of acquiring know-how and experience – that is, face to face, e-learning, on the job-training, mentoring, etc. All training is based on needs and skills.

Whilst the focus of training activities is on the job that an individual currently holds, a holistic approach is used whenever possible to prepare AVL's staff for the ever-changing conditions in a mainly project- driven environment.

CAREER

Within the existing organization, there are basically two career paths and people can switch from one to the other at any time: The expert career, which includes all technical employees from engineering and sales, but also all technical positions from local and corporate management departments; and the line management career in the form of disciplinary and organizational/functional management of organizational units and/or governing bodies.

ANNUAL APPRAISAL INTERVIEW

The performance and development appraisal is our essential tool within the performance and development management process. It is a central management and leading aspect and vital in our Human Resource Development. Together with the line manager, employees discuss and define personal development plans and career opportunities during the annual appraisal.

BENEFITS

We offer our employees a wide range of benefits – from freshly prepared meals in our canteen, a 80% subsidy on public transportation costs, and a culture and health fund to bike checkups and leasing, company sports clubs, regular events, and numerous discounts with various partners.

7.3 FAIR WORK-LIFE-BALANCE

FLEXTIME

AVL strives to take the personal needs of its employees into account through a flexible flextime system. Employees can determine the start and end of their daily working hours within a given framework. This gives employees more freedom to plan their private appointments and leisure activities.

WORKING HOURS BASED ON TRUST

Trust-based working hours at AVL focus on completing a task on time or achieving an agreed goal rather than focusing on the time required to do so. Employees record their working time

themselves, and they are trusted to actually perform the work and the corresponding working time without having to punch a time clock.

MATERNITY LEAVE

AVL is committed to complying with the statutory maternity leave regulations and strives to provide support to expectant mothers before, during and after maternity leave: structured exit and reentry with supplementary and additional training, further training seminars during maternity leave, individual career planning, working hours regarding care duties, return talks and opportunities for a smooth reentry.

AVL KINDERGARTEN

Since 2013 AVL has been operating its own company kindergarten in Graz with space for more than 100 children. Our enthusiasm for science and technology begins here. Our in-house technology specialists visit the children regularly and work with them on technical experiments.

7.4 EMPLOYEE ENGAGEMENT AND SOCIAL DIALOG

AVL IMPROVEMENT PROCESS (AVP)

The purpose of the AVL Improvement Process is to encourage economic innovations and ideas for improving profits. Within this process, suggestions to improve internal workflows are systematically filed, evaluated and implemented.

All our staff can and should participate – no matter what area they work in. Nobody knows the potential for improvement better than the employees in the individual areas, since they encounter this in their day-to-day work.

SOCIAL DIALOG – WORKS COUNCIL

We have an institutionalized employee representation in the form of a works council. This co-determination body under the works constitution law ensures that employees comply with the standards applicable to them and, at the same time, promotes measures to protect the environment at the workplace and within the company.

8 COMMUNITY AND CULTURE

AVL is aware of its responsibility towards society and fulfills this responsibility in a variety of ways: For example, we maintain intensive and long-standing collaborations with numerous universities and research institutes worldwide.

The Hans-List-Prize was established in 2007 to honor talented engineers whose outstanding, innovative work and developments have already been used successfully on the market. Also in 2007, the AVL Cultural Foundation was founded as a bridge between science and art with the aim of implementing and promoting art and cultural projects.

8.1 INSTITUTIONAL AND UNIVERSITY COOPERATION

We collaborate with national associations enable the cooperation with Austrian universities, non- university research institutions and local industry partners. In Austria, AVL collaborates among others with the WKO (Austrian Federal Economic Chamber), the Industriellenvereinigung (IV, The Federation of Austrian Industries), the Styrian mobility cluster **ACStyria** and the association **A3PS** (Austrian Agency for Alternative Propulsion Systems). On European level, we cooperate with many communities dealing with propulsion system research and the corresponding environment, like:

- **ERTRAC** (European Road Transport Research Advisory Council)
- **EGVIA2Zero** (European Green Vehicles Initiative Association)
- **CCAM** (Connected, Cooperative and Automated Mobility)
- **KDT JU** (Key Digital Technologies Joint Undertaking)
- **Hydrogen Europe** (European association representing the interest of the hydrogen industry)
- **BEPA** (Batteries European Partnership Association)
- **EFFRA** (European Factories of the Future Research Association)
- **CDG** (Christian Doppler Gesellschaft)
- **EARPA** (European Automotive Research Partners Association)
- **EUCAR** (Association of Vehicle Manufacturers)
- **CONCAWE** (Association for liquid fuel industry)
- and **CLEPA** (Association of automotive suppliers).

To continuously expand its global leadership in its three business areas – Powertrain Development, Instrumentation and Test Systems, as well as Simulation Technology – AVL is

investing heavily in its own research projects. We collaborate with numerous industrial partners and more than 100 universities worldwide.

In addition to internships, scholarships and AVL classes, our University Partnership Program (UPP) gives our partners unique access to our latest simulation technology. This allows students to learn at the highest possible level and gives young researchers the opportunity to work on state-of-the-art engines, powertrain and vehicle-related simulation to ideally prepare them for their future endeavors.

In memory of AVL's founder, Prof. Dr. Dr. h.c. Hans List, the AVL List GmbH founded the Hans List Fonds on the occasion of his 100th birthday. The fund is meant to encourage students and graduates of scientific universities in Styria, particularly the University of Technology in Graz, the University of Leoben and the FH Joanneum University of Applied Sciences.



Each year, the Hans List Fond's Board of Trustees picks six outstanding students and their innovative research or achievements. The scholarship usually centers on master theses and dissertations focused on the development and optimization of the combustion engine and powertrain technology. Four scholarships amounting to 5,000 € for dissertations and two scholarships amounting to 3,000 € for master theses will be awarded. The total value of the scholarships is 26,000 €.

8.2 SUPERVISE AND ACCOMPANY OF MASTER'S THESES



AVL offers interested students in the field of mechanical engineering exciting master thesis opportunities in the automotive industry.

8.3 BRIDGING ART AND SCIENCE

The AVL Cultural Foundation was born out of AVL CEO Helmut List's vision to bring art into AVL's corporate culture.



Founded in 2007 by Helmut and Kathryn List, the AVL Cultural Foundation has invested in art and cultural programs in Austria as well as internationally to support the human potential of creative and innovative expression. Today, the AVL Cultural Foundation has a

strengthened focus and energy to generate bridges between science, technology and art and to create spaces of on-going and open dialogue between the scientist, the engineer and the artist.

www.avlcf.com

9 SUPPLY CHAIN AND BUSINESS ETHICS

We strive to build strong relationships with our suppliers and work with them to improve their social and environmental performance. This is fundamental to securing a reliable, sustainable supply of high-quality materials and services. It is also essential to deliver the transparency required by our stakeholders and customers.

9.1 COMPLIANCE RULES

AVL supports and respects the protection of internationally recognized human rights and strives to comply with all applicable laws and regulations. The “AVL Code of Conduct” is a binding guideline for our employees and contains essential corporate principles such as

- Fair competition and fair business practices
- Anti-corruption and anti-bribery
- Ethical code of conduct
- Respect for human rights

We are committed to the principles of integrity, honesty and fairness in all relationships within and outside the company. AVL's management fully supports the principles set out in the Code of Conduct and expects the company's employees to comply with all of its provisions.

AVL has therefore also introduced the supplementary Code of Conduct for Business Partners.

9.2 SUPPLY CHAIN MANAGEMENT PRACTICES

SCM – TERMS AND CONDITIONS FOR PURCHASING

AVL implements specific terms and conditions as well as specific AVL Code of Conduct for Business partners as part of a supply chain management strategy for integrated, process-oriented planning and control regarding the flow of goods, services, information and money along the entire value and supply chain from the customer to the raw material supplier and to fulfil the supply chain due diligence.

DUE DILIGENCE FOR CONFLICT MINERALS

AVL attaches great importance to due diligence in the supply chain of materials such as tin, tantalum and tungsten, ores and gold from conflict and high-risk areas. We are committed to reducing the funding of conflicts arising from raw materials and human rights abuses in the extraction and processing of these metals and minerals along the supply chain.

CUSTOMER SERVICES/COMPLAINT MANAGEMENT

AVL Customer Service offers extensive support for software products and works closely with customers to develop specific simulation solutions. The transfer of know-how maximizes the value for the customer from the download and installation of the software to the development of methods and daily use. Furthermore, we attach particular importance to the systematic processing of customer complaints to stabilize at-risk customer relationships and for quality assurance.

AVL DELIVERY AND PACKAGING REGULATION

A specifically created set of rules applies to every delivery of products to locations of the AVL LIST GmbH and is binding and mandatory. The guideline contains detailed instructions regarding the delivery process. All product deliveries are regularly checked to make sure they comply with our predefined quality guidelines.

RESTRICTED SUBSTANCES LIST

The Restricted Substances List is a manifest list of prohibited and declarable substances. A detailed QES document provides a definition of substances that may only be used or circulated by us to a limited extent or under certain conditions. This list of substances is an addition to the responsibility of each supplier to comply with applicable, possibly stricter legal regulations in their current version.

9.3 DATA AND INFORMATION SECURITY

PROTECTION OF PERSONAL DATA

AVL aims to consistently provide a high and transparent level of data protection through its established data protection organization, ensuring the protection of people and their rights. Therefore, AVL strictly observes the legal provisions and regulations applicable (GDPR).

INFORMATION SECURITY

It is AVL's intent to protect all information and assets for which AVL is responsible according to legislative, regulative and contractual requirements. To ensure adequate protection according to confidentiality, availability and integrity of information, AVL operates an Information Security Management System (ISMS) based on international ISO 27001 standard, which has been certified since 2010.

AUTOMOTIVE CYBERSECURITY

AVL makes its contribution to the cyber security and safety of future mobility. Therefore, AVL is extending the ISMS, to include elements of the Cyber Security Management System (CSMS.) Cybersecurity risks for road vehicles shall be managed, particularly during the development phase and post-production phase. During these phases AVL primarily supports its customers in aspects relevant for road vehicle cybersecurity.

10 SUSTAINABLE DEVELOPMENT GOALS

AVL has been a member of respAct since 2009 and has thus recognized the requirements of the UN Global Compact. In implementing its goals and activities, AVL is guided by the principles of respAct regarding human and labor rights, environmental protection and anti-corruption.



Source: <https://www.un.org/sustainabledevelopment/>

OUR FOCUS AREAS






We are proud to contribute to several SDGs.



SUPPORT the experts of the future

AVL founded the Hans List Fond which provides scholarships for master theses and dissertations focused on the development and optimization of the combustion engine and powertrain technology.

AVL offers interested students in the field of mechanical engineering exciting master thesis opportunities in the automotive industry.

	FORCE Diversity, Inclusion & Social Responsibility	<p>Gender-equal access to all positions in the company.</p> <p>AVL is partner company of the MINTality program to promote girls' enthusiasm for mathematics, computer science, natural sciences and technology.</p>
	USE renewable electricity	<p>AVL installed solar panels on several buildings.</p> <p>AVL headquarters owns a heating and cooling system, fed by a company owned solar thermal plant, saving 320 tons of CO₂ every year.</p>
	BEND the physical limits	<p>Beyond that 100 % renewable electricity is consumed from the grid.</p> <p>Extensive scientific research in future areas like electrification and automated driving for a greener, safer, better world of mobility.</p>
	IMPROVE local air quality	<p>We support our customers to improve the local air quality through our developments and test equipment for lowering emission.</p>
	REDUCE GHG emissions (CO₂)	<p>AVL contributes where energy efficiency is increased and therefore CO₂e is reduced.</p> <p>Examples are increased efficiency of the hybrid powertrain or increased energy density for new battery developments.</p> <p>Beyond, AVL has set itself the goal to achieve net-zero emissions by 2039 and has committed to SBTi.</p> <p>To be able to get an overview of the energy consumption and greenhouse gas emissions of AVL globally, an Energy Monitoring Tool has been developed in-house. This serves as the basis for setting efficient measures to achieve our environmental targets.</p>

11 OUR ACHIEVEMENTS

11.1 OUR CERTIFICATES

11.1.1 ISO 9001

We insist on the best possible quality standards. Therefore, we have implemented a Quality Management System which is ISO 9001 certified since 1992. The international standard ISO 9001 gives organizations of all types and sizes the opportunity to demonstrate their ability to deliver quality products and services.

Thus, we:

- Commit ourselves to numerous quality aims
- Focus on continuous improvement
- Maintain an audit program and document control
- Apply an AVL internal quality gate systematic to ensure a controlled product development and an efficient and adequate project execution

11.1.2 ISO 14001

The international environmental management standard ISO 14001 defines globally recognized requirements for an environmental management system and is part of a family of standards. This family of standards includes numerous other standards for various areas of environmental management, including life cycle assessments, environmental indicators and environmental performance assessments.

We at AVL are ISO 14001 certified since 2002. For us, responsibility for people and the environment is a basic component of corporate values and the corporate strategy. Therefore, we act sustainably and with foresight to meet the future changes while taking into consideration ecological and economic framework conditions.

11.1.3 ISO 27001 AND TISAX

IT security procedures and information security management systems specify the requirements for setting up, implementing, maintaining and continuously improving a documented information security management system, considering, assessing and dealing with information security risks in the individual context of an organization.

The TISAX assessment builds to a large extent on the ISO 27001, but supplements it with specific information security measures (e.g. prototype protection) for the automotive sector. The scopes and assessment results of TISAX (Trusted Information Security Assessment Exchange) are shared among the participants via the ENX portal.

AVL has been certified according to ISO 27001 since 2010 and is continuously expanding the scope of its information security certifications. By continuously improving our global information security management system, we strive to maintain the trust of our customers, partners, suppliers and employees.

11.1.4 ISO 45001 - OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEMS

ISO 45001 is a standard published by the International Organization for Standardization in March 2018 and describes requirements for an occupational health and safety management system and instructions for implementation.

We are serious about improving employee safety, reducing workplace risks and creating better, safer working conditions and are ISO 45001 certified since 2021.

11.1.5 ECOPROFIT®

For more than 20 years we have been participating in the ECOPROFIT® program of the city of Graz. Since the very beginning, the ECOPROFIT® program has supported the active integration of strategic and operational benefits of an environmental management system into the working environment of employees and management. The numerous workshops and working groups on a wide range of topics, such as waste law, resource efficiency, mobility or hazardous materials, which are organized and held by the ECOPROFIT® team of the City of Graz, support the continuous development of the programs running on these topics at AVL.

In 2024 we were awarded the ECOPROFIT® Award for 25 years of successful participation in the ECOPROFIT® program by the Mayor of Graz.

11.1.6 ISO/SAE 21434 – ROAD VEHICLES – CYBERSECURITY ENGINEERING

The ever increasing connectivity of vehicles also leads to an increase in their attack surface. ISO / SAE 21434 defines measures to prevent the exploitation of these attack surfaces to ensure that road users continue to enjoy a secure and safe driving experience.

AVL has been certified according to ISO / SAE 21434 since 2022, just in time with the entry into force of UN Regulation 155, to make our contribution to the cybersecurity and safety of future mobility.

11.1.7 ISO/IEC 17025 GENERAL REQUIREMENTS FOR THE COMPETENCE OF TESTING AND CALIBRATION LABORATORIES

Evaluating measurement results is as challenging as it is critical to your automotive development processes. To get the results of calibrations and ensure the technical credibility and competence of your laboratories, regular calibration of your measurement instruments is essential. This can be difficult, as strict quality requirements govern the calibration method you use. Adding to this, you must also monitor both measurement uncertainty and the measurement standards you choose.

AVL's ISO 17025 Accredited Calibration Service can help you overcome these challenges. With it, you can ensure your calibration processes are standardized and ISO certified. By using calibration services that are line with ISO 17025, you can have peace of mind that quality and reliability guide your applied calibration methods. These factors play a decisive role in ensuring the quality of measurement results and are essential when it comes to the development and certification of drivetrains and vehicles.

11.1.8 REDCERT-EU

Since 2024, AVL List GmbH is certified according to REDcert-EU for the scope (502) supplier/dealer/warehouse/logistic center (after the last interface).

This certification serves as proof of compliance with the sustainability criteria and requirements within Article 29(2) to (7) of the Directive (EU) 2018/2001 on the promotion of the use of energy from renewable sources.

11.2 AWARDS - AVL LIST GMBH

11.2.1 MINT SEAL OF APPROVAL KINDERGARTEN

The MINT seal of approval is awarded to educational institutions that use various measures to promote innovative and inspiring learning in mathematics, information technology, the natural sciences and technology and implement them with diverse approaches for girls and boys.

11.2.2 AUSTRIAN STATE AWARD "FAMILY & CAREER"

AVL took second place in the 2021/2022 "Family & Career" state award. 18 companies were honored for their outstanding achievements in terms of reconciling family and career.

The State Prize "Family & Career" and the special prize bring companies and institutions with family-conscious personnel policies to the forefront throughout Austria and present them with awards. The award winners and all participating companies and institutions are also partners of the "Companies for Families" network and thus point the way and provide impetus for other companies and a better work-life balance.

In addition, AVL won the special prize on the topic of "Family-friendly employer branding in digital recruiting and HR marketing".

11.2.3 MOST FAMILY-FRIENDLY COMPANY / STYRIA

In 2018 AVL List GmbH was awarded second place in the Styrian state competition "Most family-friendly company in Styria".

In 2021, only 3 years later, AVL won the award and was voted the "Most family-friendly company in Styria".

11.2.4 FGG FEDERAL STATE PRIZE "JOBS THROUGH INNOVATION"

The "Jobs through Innovation" initiative recognizes companies that are developing in an economically excellent way thanks to innovative products or services and offer their employees above-average working conditions. One large company and one small or medium-sized company per federal state are awarded. In Styria, this distinction was awarded to AVL List GmbH.

11.2.5 STATE-APPROVED APPRENTICE TRAINING COMPANY

The Federal Minister for Digitalization and Business Location awards companies that have rendered outstanding services to the Austrian economy through exceptional performance in the training of apprentices and in the apprenticeship system with the distinction of "State-awarded training company". AVL may use this designation since 2013.

11.2.6 RANDSTAD AWARD "BEST EMPLOYER"

Around 4000 Austrians evaluated the Top 150 companies in Austria according to their attractiveness as employers. AVL was voted one of Austria's TOP 10 most attractive employer already several times (2018, 2019, 2020, 2021, 2022) and came in first place in 2024.

11.2.7 INNOVATION AWARD – AUSTRIA'S MOST INNOVATIVE COMPANY

The hardest currency of innovation is the patent, according to the authors of the "trend" and ÖGVS study. To receive an Innovation Award, the number of patents, the citation of patents and the thematic diversity of the research were considered. AVL has once again proven its leadership in innovation: With 192 patent applications in 2024, the company has secured the top position in the Austrian Patent Office's ranking for the 14th consecutive year. This achievement underscores AVL's role as a technological pioneer and driving force in innovation. Around two-thirds of the new patents relate to sustainable technologies, with electrification leading the way. Additionally, artificial intelligence is playing an increasingly significant role in AVL's patented solutions, opening up new possibilities for forward-looking applications. In total, AVL holds over 2,300 active, granted patents worldwide.



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Being recognized as Austria's most innovative company is a great honor and a source of pride! This achievement reflects AVL's culture and the mindset of our employees, who always keep innovation—especially in future-oriented fields—at the center of their work.

Mario Hartinger, Head of Intellectual Property, AVL

AVL's sustained success in patent applications is rooted in its deeply embedded culture of innovation, which highlights the critical importance of technological advancements to the company. This mindset encourages employees to actively engage in pioneering solutions and play a key role in shaping technological progress.

In 2022 AVL won the "Innovation Award of Styria 2022". The best projects of Styrian companies and research institutions were awarded in the two categories digitalization and sustainability. AVL won in the category "Sustainability".

Also, AVL was able to achieve not only the most patent applications with 674 patents in the survey period 2018 and 2019, but also the highest number of awards (15 in total).

With this impressive track record, AVL continues to set new benchmarks and make a significant contribution to the development of sustainable mobility and energy solutions.

11.2.8 DIVERSITY LEADERS AWARD

AVL was voted among the top 200 of 15,000 companies in Europe and ranks among the top 5 in Austria.

For the third time in a row, AVL has been voted among the "Diversity Leaders" in Europe. The independent survey by the Financial Times in cooperation with Statista - the largest German online platform for statistics - was conducted in 16 European countries between April and August 2021.

Experts from the fields of human resources and recruitment, as well as over 100,000 male and female employees from the EU region, rated the companies on their approach to inclusion or their efforts to promote various aspects of diversity. These include gender balance, openness to all forms of sexual orientation, ethnic origin, religion, and disability and age.

11.2.9 NATIONAL AWARD FOR TECHNOLOGY

The Austrian Federal Ministry for Climate Action, Environment, Energy, Mobility, Innovation and Technology (BMK) awarded the National Award for Technology in 2024 for the first time. AVL has been one of the first winners ever when it won first place in the category Mobility technologies for a modular hydrogen fuel cell system developed by AVL for the use in freight transport.

Reimagining Motion

For a greener, safer, better world of mobility.

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