



BOA[®] Group

**Corporate Social
Responsibility- Report 2021**

Status: 20.10.2022

COMPANY OVERVIEW

BOA is a leading global provider of flexible fluid and gas handling components, primarily made of stainless steel

Business Overview

- ▶ Designs, manufactures and sells bellows, expansion joints, hoses, decouplers and metal tubes systems in industrial, energy, heavy vehicle, automotive and aerospace markets
- ▶ Six manufacturing locations across the globe with ~800 employees
- ▶ Founded in 1872 and headquartered in Karlsruhe, Germany
- ▶ Business highlights:
 - Leading positions in core markets
 - Diversified business by geography, application as well as end markets
 - Broad blue-chip customer base
 - Technology leadership built on engineering, design, simulation and validation process excellence

Locations

North America:

- Cumming, GA
- Mexico

Europe:

- Germany (HQ)
- Romania

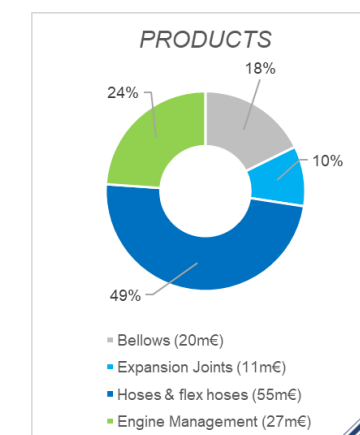
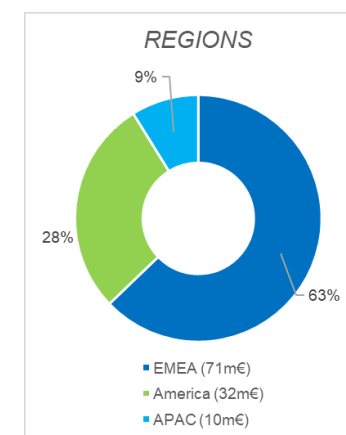
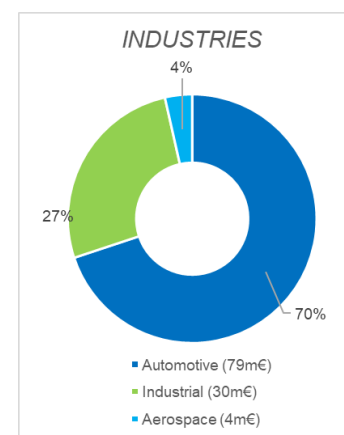
Asia:

- China



Key Facts

▶ 2021 sales of €113 mm



LEADING PRINCIPLES

The companies of BOA Group affirm **their Corporate Social Responsibility as a part of their global business activities.**

Code of Conduct

BOA Group assumes responsibility by bearing in mind the consequences of its business decisions and actions on economic, technological, social and environmental levels and brings about an appropriate balance of interests. The BOA Group voluntarily contributes to the well being and long-term development of a global society at every point it can at the locations where it is in business. It is geared towards **universally held ethical values and principles, especially integrity, honesty and respect of human dignity.**

This CoC is **in effect for all companies, company's branches and business units of BOA Group worldwide.** BOA commits to promoting adherence to the content of this CoC at every point it can for its suppliers and in other parts of the value chain.

Integrity and Organizational Governance

Human Rights

Hours of Work

Environmental Protection



Consumer Interests

Adherence to law

Communication

Civic Commitment

Working Conditions

➔ **Internal processes ensure compliance of the code of conduct**

ENVIRONMENT

The fulfilment of the requirements for a management system according to **ISO 14001** thus forms the ideal platform for us to **ensure a sustainable and ecological management to conservation our livelihood, through the continuous improvement of our environmental performance.**

The products of our company provide in the application the customer a high contribution to environmental protection, whether when used in the context of reducing fuel consumption and emission system or renewable energy.

In addition, **the responsible use of resources throughout the entire product realization, already fixed in functional and requirement specifications for development of our products and processes, has always been a high priority. Therefore environmental KPIs has been developed and strictly monitored.**

Achieved Goals 2021

Waste:

- Packaging waste reduction of 25%
- Wood packaging reduction of 5%

Hazardous materials:

- Machine oil reduction of 15%

Water:

- Reduction of fresh water consumption of 10%

CO₂- Emissions:

- less special freight (reduction CO₂ of 25%)
- less business trips by air

Goals 2022

- Further reduction of hazardous materials for 3% p.a.
- Further reduction of special freight (CIP measures)
- Reduction of forming and washing water
- New company policy regarding company cars (defined CO₂ limit)

KPIs BMS

| | | 2019 | 2020 | 2021 |
|--|-------------------|--------|--------|--------|
| Procurement turnover | | | | |
| Sheets / bands / wire | % | 8 | 9 | 14 |
| Tools / machines | % | 18 | 10 | 13 |
| Parts / components | % | 57 | 60 | 59 |
| NPM / services | % | 16 | 20 | 11 |
| Energy / auxiliary materials | % | 1 | 1 | 3 |
| Energy | | | | |
| Electricity | mWh | 4.477 | 3.825 | 4.929 |
| Gas consumption (heater) | mWh | 3.376 | 3.091 | 4.190 |
| Water | | | | |
| Fresh water / sewage | m ³ | 49.347 | 49.372 | 46.219 |
| Issue issuers | | | | |
| Power consumption | t CO ₂ | 1.795 | 1.436 | 1.735 |
| Gas consumption (heater) | t CO ₂ | 743 | 680 | 922 |
| Travel (airplane) | t CO ₂ | 124 | 33 | 5,3 |
| Special freight [∅ 500 km/h per special freight]* | t CO ₂ | 10 | 3 | 2 |
| Consumption pool cars + long term rental [driven km 2021]** | t CO ₂ | 68 | 50 | 5,3 |
| Waste | | | | |
| Waste | t | 752 | 725 | 826,78 |
| Separated collection rate | % | 95,6 | 95,7 | 97,5 |

ENVIRONMENT

KPIs SBT

| | | 2019 | 2020 | 2021 |
|--------------------------|----------------|-------|-------|-------|
| Energy | | | | |
| Electricity | mWh | 1.685 | 1.363 | 1.535 |
| Gas consumption (heater) | m ³ | 1.958 | 2.166 | 1.828 |
| Water | | | | |
| Fresh water / sewage | m ³ | 1.999 | 1.209 | 2.272 |

Achieved Goals 2021

- Electricity consumption reduced by 19%
- Water consumption reduced by 40%

KPIs ABI

| | | 2019 | 2020 | 2021 |
|--------------------------|----------------|-------|-------|-------|
| Energy | | | | |
| Electricity | mWh | 4.950 | 2.376 | 2.996 |
| Gas consumption (heater) | Mcf | 2.953 | 3.000 | 3.100 |
| Water | | | | |
| Fresh water / sewage | m ³ | 2.401 | 568 | 1.320 |
| Recycling | | | | |
| Wood Pallet Recycle | t | 172 | 55 | 130 |
| Carboard Recycle | t | 63 | 48 | 62 |
| Plastic Recycle | t | 18 | 9 | 13 |
| Metal Recycle | t | 380 | 262 | 325 |
| Waste | | | | |
| Regulated Solid Waste | t | 68,5 | 40 | 55 |

Achieved Goals 2021

- Electricity consumption only increased 30% while consolidating 2 factories into 1



KPIs MEXICO

| | | 2021 |
|----------------------|----------------|-------|
| Energy | | |
| Electricity | mWh | 1.426 |
| Water | | |
| Fresh water / sewage | m ³ | 2.034 |
| Waste | | |
| Waste | t | 252 |
| Steel | t | 3 |

Achieved Goals 2021

- Recycle of material 89% of total waste

KPIs RBT

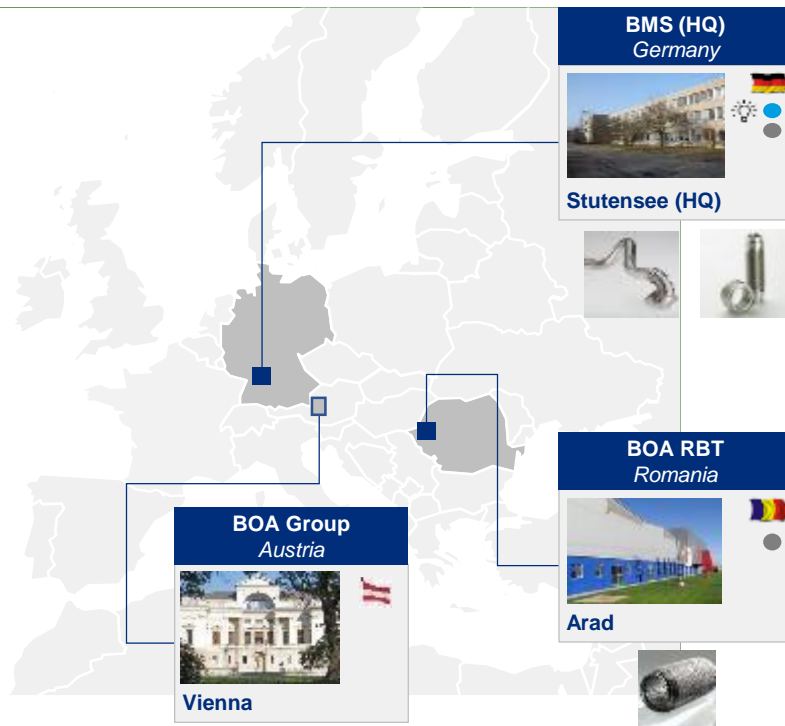
| | | 2021 |
|---|----------|-------|
| Energy | | |
| Parts produced / Electrical energy consumption | No. / KW | 4.8 |
| Environmental Incidents or near misses | | |
| Number of environmental incidents and near misses | No. | 0 |
| Waste | | |
| Parts produced / produced waste | No./ t | 34.52 |

Achieved Goals 2021

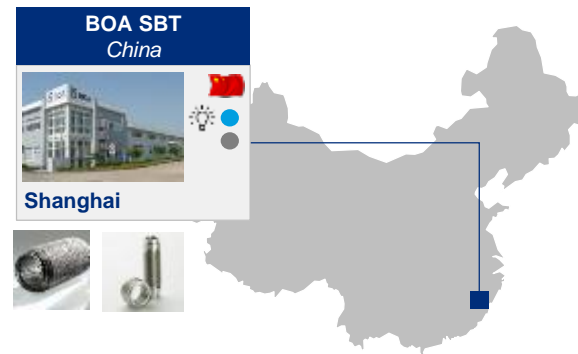
- Reduced electrical energy consumption from 4.25 produced parts / KW to 4.8 parts / KW.
- Reduced waste form 29.06 parts per ton of waste to 34.5 parts produced per ton of waste. (higher is better)

LABOUR PRACTICES

Europe



Asia



Americas



Extract CSR Actions

- ✓ We “**educate**” our employees: we are committed to inform and educate our employees, to connect them to what is happening around them (city life, events, concerts, volunteer opportunities, campaigns and charitable projects); community memberships, corporate benefits are offered as well
- ✓ Every year every employee can redirect 2% from his taxes to **charitable organizations**; the employer can conduct a campaign within the organization to encourage people to do so, organized “**donation**” projects (especially Romania)
- ✓ **Scholarships / gifts** granted to **employees' children**, based on competitions of projects / talents (especially Romania)
- ✓ Purchase of **small items sold by charitable organizations** to be used as incentives for the employees
- ✓ Activity type of fundraising competition for proposed projects; charitable sports competitions;
- ✓ **Volunteer hours bonus program**

Certifications and documents

- ISO 9001 (all)
- Certification of Environmental Audit acc. ISO 14001 (all)
- IATF (all)
- Certification of Energy Audit acc. DIN EN 16247-1 (BMS)
- Environmental, Health and Safety Policy (all)
- NQC Supplier assessment (BMS, RBT)
- ECOVADIS Score “Silver”
- Code of Conduct (all)
- Flyer of the Environmental-Management-System incl. Environmental Policy (BMS, ABI, RBT)
- Conformity of REACH & RoHs (all)
- Supplier Performance Determination conc. ISO 14001 or EMAS (BMS)
- Designation of Environmental-, Energy- and Dangerous Goods Appointees
- Extract of Due Diligence
- Supplier Self Assessment (BMS)
 - ... Special documents are available on request

** All documents can be provided at anytime*

