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 (SOP mid 2020)
- **Europe:**
  - Germany (HQ)
  - Romania
- **Asia:**
  - China

**Key Facts**

- **2019 sales of €137 mm**
  - Regions:
    - EMEA (69m€) - 39%
    - Americas (53m€) - 50%
    - APAC (15m€) - 11%
  - Industries:
    - Automotive (98m€) - 72%
    - Industrial (37m€) - 27%
    - Aerospace (1m€) - 1%
  - Products:
    - Bellows (15m€) - 18%
    - Expansion joints (20m€) - 15%
    - Hoses & flex hoses (77m€) - 56%
    - Smart tubes (25m€) - 11%
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.

Internal processes ensure compliance of the code of conduct
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 conserve 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.

### Goals 2019 have been achieved to 100 %

**Waste:** Reduction of waste (for eg. rinsing liquid, metal scrap,...) over 25%  
- reduction of wooden packaging  
- Participation of battery recycling system

**Hazardous materials:** reduction of hazardous materials in production of 3% p.a.  
- exchange of hazardous materials

**Electricity:** Reduction of electricity consumption in production of 85%  
- Change of LED

**Emissions:** Reduction of CO₂- Emissions  
- significant less special freight (reduction CO₂ of 25%)  
- inhouse soldering  
- less company cars

**Energy:** reduction of heating oil consumption

### Goals 2020

- Further reduction of hazardous materials for 3% p.a.
- Further Reduction of special freight (CIP measures)
- New company policy regarding company cars (defined CO₂ limit)
- Procurement of a cardboard shredder

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#### KPIs BMS

<table>
<thead>
<tr>
<th>KPIs BMS</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Procurement turnover</td>
<td>33.0</td>
<td>37.3</td>
<td>32.2</td>
</tr>
<tr>
<td>sheets / bands / wire</td>
<td>%</td>
<td>11%</td>
<td>10%</td>
</tr>
<tr>
<td>tools / machines</td>
<td>%</td>
<td>13%</td>
<td>16%</td>
</tr>
<tr>
<td>Parts / components</td>
<td>%</td>
<td>63%</td>
<td>65%</td>
</tr>
<tr>
<td>NPM / services</td>
<td>%</td>
<td>12%</td>
<td>9%</td>
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<tr>
<td>energy / auxiliary materials</td>
<td>%</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>Energy</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>electricity</td>
<td>mWh</td>
<td>3.395</td>
<td>4.622</td>
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<tr>
<td>Gas consumption (heater)</td>
<td>mWh</td>
<td>3.605</td>
<td>3.251</td>
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<tr>
<td>Water</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fresh water / sewage</td>
<td>m³</td>
<td>47.935</td>
<td>49.122</td>
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<tr>
<td>Issue issuers</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>power consumption</td>
<td>CO₂ in t</td>
<td>1.647</td>
<td>2.163</td>
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<tr>
<td>Gas consumption (heater)</td>
<td>CO₂ in t</td>
<td>793</td>
<td>715</td>
</tr>
<tr>
<td>Travel (airplane)</td>
<td>CO₂ in t</td>
<td>426</td>
<td>233</td>
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<tr>
<td>Special freight [CO₂ 500 km/h per special freight]*</td>
<td>CO₂ in t</td>
<td>49</td>
<td>12</td>
</tr>
<tr>
<td>consumption pool cars + long term rental [driven km 2018]**</td>
<td>CO₂ in t</td>
<td>169</td>
<td>66</td>
</tr>
<tr>
<td>Waste</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Waste</td>
<td>t</td>
<td>993</td>
<td>885</td>
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<tr>
<td>recovery rate</td>
<td>%</td>
<td>61%</td>
<td>62%</td>
</tr>
<tr>
<td>Separated collection rate</td>
<td>%</td>
<td>97.7%</td>
<td>97.4%</td>
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Environment

**KPIs SBT**

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Energy</strong></td>
<td></td>
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<tr>
<td>electricity mWh</td>
<td>1,514,5</td>
<td>1,739,9</td>
<td>1,735,8</td>
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<tr>
<td><strong>Gas consumption (heater) m³</strong></td>
<td>/</td>
<td>/</td>
<td>713</td>
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<tr>
<td><strong>Water</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fresh water / sewage m³</td>
<td>2,089</td>
<td>1,666</td>
<td>1,923</td>
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**KPIs ABI**

<table>
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<tr>
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<th>2017</th>
<th>2018</th>
<th>2019</th>
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</thead>
<tbody>
<tr>
<td>electricity mWh</td>
<td>4880</td>
<td>5248</td>
<td>4950</td>
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<tr>
<td>Gas consumption (heater) Mcf</td>
<td>3233</td>
<td>3259</td>
<td>2953</td>
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<tr>
<td>Fresh water / sewage m³</td>
<td>2,244</td>
<td>2,629</td>
<td>2,401</td>
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<tr>
<td>Wood Pallet Recycle t</td>
<td>177</td>
<td>186</td>
<td>172</td>
</tr>
<tr>
<td>Cardboard Recycle t</td>
<td>73</td>
<td>100</td>
<td>63</td>
</tr>
<tr>
<td>Plastic Recycle t</td>
<td>20,2</td>
<td>13,7</td>
<td>17,9</td>
</tr>
<tr>
<td>Metal Recycle t</td>
<td>320</td>
<td>378</td>
<td>380</td>
</tr>
<tr>
<td>Waste</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Regulated Solid Waste t</td>
<td>47,3</td>
<td>67,6</td>
<td>68,5</td>
</tr>
</tbody>
</table>

**Goals 2020**

- Recycle 100% plastic spools from braider wire and damaged plastic pallets.
- Recycle 100% of non-contaminated cardboard.
- Achieve electrical consumption of <1.7 kWh per part.
- Reduce landfill waste by 5%.
- Reduce water consumption by 5%.
- Participate in battery recycle system.
Labour practices

Europe

- BMS (HQ) Germany
  - Stuttgart (HQ)
  - Employees: 310
- BOA RBT Romania
  - Arad
  - Employees: 135
- BOA Group Austria
  - Vienna

Asia

- BOA SBT China
  - Shanghai
  - Employees: 91
- BOA SBT (HQ) Germany

Americas

- BOA Group USA
  - Cumming, GA
  - Employees: 333
- Mexico
  - Employees (expt.: 140)

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 Rumania).
- Scholarships / gifts granted to employees' children, based on competitions of projects / talents (especially Rumania).
- 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.

Relocation of LV production
ABI to Mexico by mid 2020
Certifications and documents

- Certification of Environmental Audit acc. ISO 14001 (BMS, ABI)
- IATF (all, ABI 2020)
- ISO 9001 (all)
- Environmental, Health and Safety Policy (all)
- NQC Supplier assessment (BMS, RBT)
- Certification of Energy Audit acc. DIN EN 16247-1 (BMS)
- Code of Conduct (all)
- Flyer of the Environmental-Management-System incl. Environmental Policy (BMS, ABI)
- 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 Dilligence
- Supplier Self Assessment (BMS)
  - … Special documents are available on request

*All documents can be provided at anytime*