

SUSTAINABILITY 2022 REPORT

JOST Werke AG



JOST

ROCKINGER

TRIDEC

Quicke

ABOUT JOST

JOST is a leading global manufacturer and supplier of safety-relevant systems for the commercial vehicle industry with the core brands JOST, ROCKINGER, TRIDEC and Quicke. JOST's international market-leading position is underpinned by its strong brands, long-term customer relationships, served by its global sales network, and its efficient, low-investment business model. With sales and manufacturing facilities in 26 countries on six continents, JOST has direct access to all major manufacturers of trucks, trailers and agricultural tractors worldwide as well as to all relevant end customers in the commercial vehicle industry. JOST currently employs around 3,600 people worldwide and is listed on the Frankfurt Stock Exchange.

Sustainability at a glance

	Unit	2022	2021*	Change in %
Financial indicators				
Sales	€ million	1,264.6	1,048.6	+20.6%
Adjusted EBIT	€ million	123.8	104.8	+18.1%
Adjusted EBIT margin	%	9.8	10.0	-0.2%- points
Innovations				
Research & development expenses	€ million	19.7	17.9	+9.4%
Research & development intensity	%	1.6	1.7	-0.1%- points
Number of patent registrations		41	17	+141.2%
Employees				
Number of permanent employees	yearly average	3,516	3,324	+5.8%
Number of temporary workers	yearly average	606	632	-4.3%
Accident rate	Accidents per 200,000 working hours	3.39	3.72	-8.8%
Proportion of female employees	%	15.4	15.0	+0.4%- points
Proportion of female employees in management positions	%	17.4	16.2	+1.2%- points
Environment				
Proportion of production sites certified according to ISO 14001	%	65	67	-2%- points
CO _{2eq} -emissions intensity (Scope 1+2)	kg CO _{2eq} /prod. hour	4.1	4.8	-15.0%
CO _{2eq} -emissions absolute (Scope 1+2)	thousand t CO _{2eq}	32.15	35.45	-9.3%
Electricity consumption intensity	kWh/prod. hour	6.6	7.2	-8.3%
Electricity consumption	million kWh	52.0	53.4	-2.5%
Natural gas, oil and district heating Intensity	kWh/prod. hour	7.1	8.3	-14.7%
Natural gas, oil and district heating	million kWh	56.0	61.5	-9.0%
Water consumption intensity	m ³ /prod. hour	0.019	0.020	-3.7%
Waste	thousand t	19.0	19.0	+0.01%
Responsibility and compliance				
Number of judicially determined discrimination cases		0	0	0%
Number of reported indications		5	5	0%

* The key figures and ratios for 2021 were adjusted by the contribution of Jost UK Ltd., which was sold effective April 30, 2021, and whose activities will no longer be continued.

LETTER BY THE MANAGEMENT BOARD

GRI 2-22

Dear Business Partners,

2022 was a very dynamic year for us all, shaped by geopolitical shocks and significant uncertainty. The continuing effects of the coronavirus pandemic had already presented major challenges for supply chains and procurement markets at the start of the year. The outbreak of war in Ukraine and ongoing lockdowns in China as a result of the pandemic intensified this situation yet further.

Despite this very challenging environment, 2022 was the most successful fiscal year in JOST's company history to date. We achieved a substantial 20.6% increase in Group sales to EUR 1,264.6 million, significantly exceeding our sales target of EUR 1.2 billion. However, we weren't successful only from a financial perspective.

We made clear progress with our sustainability activities and achieved our sustainability targets for

2022. We're particularly proud of our successful efforts to reduce our CO₂ emissions: We decreased our (Scope 1 and Scope 2) CO₂ emissions per production hour by 15.0% compared with 2021 and by 35.2% compared with the base year of 2020. Our goal of reducing JOST's greenhouse gas emissions per production hour by 50% by 2030 is therefore within easy reach. We're also pleased to have reduced our Scope 1 emissions by 7.7% in absolute terms compared with the previous year and our Scope 2 emissions by 10.5%.

This successful outcome is the result of measures identified in the previous year and introduced in 2022 to reduce our energy consumption. A further step is to increase the share of renewable energies in our electricity mix. This share rose by 5.9% to 30.0% in 2022. Furthermore, JOST's first solar power systems went into operation on the roofs of our production sites in Portugal and Turkey.

We were also active in the area of social sustainability. We want to create a working environment where our employees feel comfortable, are highly engaged and can perform at their best. The prolonged pandemic has significantly changed the labor market. Demographic change has also intensified competition on labor markets worldwide. Despite this difficult environment, we succeeded in reducing our employee turnover by 3.4 percentage points year on year to 15.4%. A further important step for us was adopting our Human Rights Policy, which now officially enshrines the culture of consideration and respect for all people that is already lived within the Company in our operations and business relationships.

We continue to work hard to embed sustainability at all levels within the Company. It remains our goal to strike a balance between JOST's commercial success and our social and ecological responsibility as a company operating on the international stage. In fiscal year 2022,

we issued a promissory note loan in the amount of EUR 130.0 million, which for the first time was linked to the achievement of ESG targets. This highlights JOST's commitment to sustainability also in the Group financing.

With this report, we present the status of our sustainability activities in 2022 and our strategy for achieving a sustainable future.

Yours,
Joachim Dürr Dirk Hanenberg Dr. Christian Terlinde
CEO COO CFO

The Executive Board of JOST Werke SE
(at the balance sheet date operating under the name
JOST Werke AG)
Neu-Isenburg, March 22, 2023

Joachim Dürr
CEO



Dirk Hanenberg
COO



Dr. Christian Terlinde
CFO



HOW JOST CONTRIBUTES TO SUSTAINABILITY

In September 2015, the United Nations adopted 17 global targets for sustainable global development as part of its Agenda 2030. The focus of these targets is on the pursuit of economic development that also takes social and environmental aspects into account. Participation by the private sector has a decisive role to play in implementing these targets by 2030. JOST is strongly committed to this agenda and will contribute to its implementation through its corporate strategy and by engaging with sustainability issues.

During the 2020 fiscal year, JOST conducted an analysis of the 17 overarching development targets and the 169 sub-targets. From this analysis, we derived targets and action areas in which JOST, given its business activities, can achieve the greatest impact on mankind, the environment, and society.



THE GLOBAL GOALS



In particular, JOST focuses on the following sustainability goals:



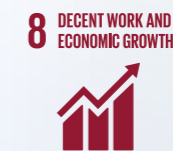
Goal 2 – Zero Hunger:

JOST wants to market its products for agricultural tractors in developing countries. By doing so, we can make an important contribution to increasing agricultural productivity in these countries, contributing to alleviate the risks of hunger.



Goal 4 – Quality Education:

Through measures in the area of training and further vocational education, JOST provides its employees worldwide with opportunities for professional advancement. Our apprenticeship and talent management programs are aimed primarily at giving young employees new development prospects within JOST.



Goal 8 – Decent Work and Economic Growth:

JOST pursues ambitious growth targets worldwide. In so doing, we pay attention to the health and safety of all our employees and ensure that human rights and social standards are respected. This also includes preventing all forms of discrimination.



Goal 9 – Industry, Innovation and Infrastructure:

As a market leader, JOST sees innovation as the driver of its future growth. The development of eco-friendly products and processes that also meet the complex requirements of our customers is the key to our commercial success.



Goal 11 – Sustainable Cities and Communities:

With our systems, we can help make the delivery of goods to cities and rural areas more sustainable and more efficient. Part of our research and development work is focused on developing efficient transport solutions for the logistics sector.



Goal 12 – Responsible Consumption and Production:

JOST strives to minimize the consumption of resources during its production activities. We are constantly working to make our production processes more efficient and to reduce waste.



Goal 13 – Climate Action:

As a manufacturer catering to the transport industry, we want to reduce our own greenhouse gas emissions substantially and help our customers in their quest for carbon neutrality. This important goal of our sustainability activities is reflected in our product innovations.

JOST also supports the implementation of many other goals in addition to this. These include, in particular, Goal 3 “Health and Wellbeing”, Goal 5 “Gender Equality” and Goal 10 “Fewer Inequalities” in dealings with employees and business partners.

GRI 2-1, 2-6

BUSINESS MODEL

JOST Werke AG is a listed corporation headquartered in Neu-Isenburg, Germany. It is the parent company of JOST Werke Group (“JOST”), a leading global manufacturer and supplier of safety-relevant systems for the commercial vehicle industry. Under the four brands JOST, ROCKINGER, TRIDEC and Quicke, JOST offers a diversified product portfolio for its business lines transport and agriculture.

Long-term and close relationships with customers as well as a capital-efficient business model support the Group’s market-leading position in fifth wheel coupling, landing gears, and agricultural front loaders worldwide. JOST has an extensive international distribution network through which the Group supplies original equipment manufacturers (OEMs) of trucks, trailers, and agricultural tractors worldwide. JOST also sells components to major spare parts companies of the OEMs as well as to wholesalers, which in turn cater for smaller OEMs, vehicle fleets, repair workshops, farmers, and other end users (aftermarket).

The JOST operational business is structured according to region and divided into the three geographical segments of Europe, North America, and Asia, Pacific and Africa (APA). These segments form the structure for internal organization, control and reporting.

The sales company JOST Middle East FZCO, headquartered in Dubai, United Arab Emirates, was founded in the 2022 fiscal year, while JOST Achsen Systeme GmbH was merged into JOST-Werke Deutschland GmbH. JOST Werke Group thus continued to comprise 42 companies (2021: 42) as of the reporting date of December 31, 2022.

→ Annual Report 2022/consolidated group of companies.

Furthermore, JOST holds 49% of the shares in a joint

venture in Brazil, which is accounted for using the equity method and does not belong to the consolidated group of companies.

In addition, the TRIDEC production site in the Netherlands was relocated and integrated into existing production activities in Portugal in the 2022 fiscal year. As of 2022, JOST is represented only by a sales company in the Netherlands, which means that the Group currently operates a total of 20 production sites worldwide (2021: 21).

In the 2022 fiscal year, JOST generated sales of EUR 1,264.6 million (2021: EUR 1,048.6 million) and employed 3,516 people on average worldwide (2021: 3,324). With 20 production facilities (including the joint venture in Brazil) and a large number of sales companies spread across 26 countries on five continents, JOST is a global company with excellent access not only to all manufacturers of trucks, trailers, and agricultural tractors worldwide, but also to all relevant end customers. Equity of the Company amounted to EUR 360.2 million as of December 31, 2022 (December 31, 2021: EUR 307.2 million). At the same time, borrowings amounted to EUR 644.3 million (December 31, 2021: EUR 677.7 million).

The strong international presence of JOST is reflected in the sales of products by destination. In 2022, JOST

generated 46.3% of its sales in Europe (2021: 49.0%). The second-largest region was North America with a sales share of 33.3% (2021: 27.5%), followed by Asia, Pacific and Africa (APA) with a sales share of 20.4% (2021: 23.4%). The Latin American market is mainly served by the joint venture in Brazil. These sales are

not consolidated and are therefore not included in the consolidated sales. In 2022, sales revenue from our Brazilian joint venture increased by 47.2% to EUR 115.0 million (2021: EUR 78.1 million).

GRI 2-1

Europe	P	S
Germany	●	●
Spain	●	●
Italy		●
France	●	●
United Kingdom		●
Hungary	●	
Russia	●	●
Poland	●	●
Netherlands		●
United Arab Emirates		●
Portugal	●	
Turkey	●	
Sweden	●	●
Denmark		●
Norway		●

North America	P	S
USA	●	●
Canada		●
South America	P	S
Brazil	●	●
Asia-Pacific-Africa (APA)	P	S
China	●	●
India	●	●
Australia	●	●
New Zealand		●
Singapore		●
Thailand		●
Japan		●
South Africa	●	●

P = Production company // S = Sales company

The JOST DNA



CUSTOMERS
We put the customer first



ORGANIZATIONS
Our approach is crossfunctional



SOLUTIONS
We develop solutions



EMPLOYEES
Our employees make the difference



ADDED VALUE
We create long-term added value

GRI 2-9, 2-23, 3-3

ORGANIZATIONAL STRUCTURE AND SUSTAINABILITY

In the structure of a German stock corporation (Aktiengesellschaft – AG), the Supervisory Board supervises and advises the Executive Board, which in turn is responsible for the strategic and operational management of the Company.

In line with the underlying concept of the German Corporate Governance Code, the JOST Werke AG Executive Board and Supervisory Board are responsible for ensuring the continued existence and sustainable development of the Company in line with the principles of the social market economy. As a result, good corporate governance, integrity, comprehensive compliance and the ethical conduct of every manager and employee are firmly established elements of JOST's corporate management.

In order to act sustainably, the right values, action guidelines and organizational structures must be firmly embedded within the Group. This will enable JOST to help its employees and executives to act responsibly

in the interests of a values-based and safety-conscious corporate management. As of the 2021 fiscal year, the Chief Financial Officer bears ultimate responsibility for sustainability issues (Environment, Social, Governance – ESG). The Group's ESG targets are set by the ESG Council and are given final approval by the Executive Board. The ESG Council meets twice a year to monitor the implementation and success of the ESG activities, adopt short- and medium-term measures, measure the status of their implementation and analyze progress with the achievement of ESG targets. The ESG Council is composed of the entire Executive Board and expert specialists from the areas of Production, Quality and Environmental Management, Procurement, Human Resources, Legal, Research and Development, Sales, Marketing and

Investor Relations. The control and implementation of the ESG activities adopted remains the responsibility of the relevant specialist functions. The following specialist functions within the Group are responsible for and drive forward the operational implementation of the actions:

Quality and environment

Our quality and environmental management system is responsible for compliance with and continual improvement of the environmental, safety and quality standards within JOST. Our strategy is to create an integrated quality and environmental management system worldwide. QHSE (Quality, Health, Safety & Environment) departments have been set up at local level to support all our production sites and

assist them with implementation. The quality and environmental management system is also responsible for the environmental, safety and quality certification of all JOST sites. We rely on internationally accepted standards and certifications to help us develop consistent corporate policies and directives and to maximize the standardization levels of processes and action guidelines at our various sites.

Human Resources

Human Resources are responsible for attracting, developing and retaining the best talent so as to enable us to achieve our business goals. One area of focus is on integrating social sustainability into our HR and cultural strategy. The HR department ensures that the processes

at JOST align with the regulations on human and labor rights. The development of senior management, values-based conduct and a high level of employee engagement and performance form the basis for developing a sustainable and social working environment.

Compliance

In addition to the Chief Compliance Officer (CCO), who is appointed by the Executive Board, all subsidiaries have local compliance officers who help the CCO to communicate compliance-related matters at the local level and to implement and execute particular compliance measures in the subsidiaries. Our compliance program allows for the timely development and implementation of measures to counteract potential

particularly with regard to the environment and our employees (social). The local sites are responsible for implementing the measures adopted, such as reducing energy consumption and CO₂ emissions. The regional production managers monitor the implementation status of the measures and report to the Executive Board and the ESG Council on site-specific implementation.

Research and Development

The department Research and Development makes a key contribution to our sustainability activities. The department Research and Development works closely with customers and end users to bring new products to market and further develop existing products. New product development is always analyzed with regard

to its contribution to the United Nations Sustainability Goals, which JOST has committed to. The impact that the use of our products has on the environment and the user is given special consideration. Our products are aimed at increasing the safety and comfort of users and at the same time, making a positive contribution to the environmental footprint of our customers.

Risk management

Direct responsibility for identifying and managing business risks at an early stage lies with the risk owners in each of our operating areas. Their responsibility also extends to risks in the areas of the environment, human resources, product management, and compliance. Each risk owner is responsible for carrying out risk

monitoring on a decentralized basis. The general control and consolidation of information is handled by central risk management. The Executive Board will be informed promptly of any acute risks and opportunities. Details can be found in the section "Report on opportunities and risks" in the 2022 Annual Report.



unlawful or unethical activities within the Group and thereby prevent improper conduct. Details of our compliance organization are provided in the "Compliance" section of this Sustainability Report.

Procurement

The Procurement department ensures the supply of materials for the Group and is responsible for supplier management. It qualifies, evaluates and negotiates with JOST's suppliers. Through a direct exchange with the suppliers and a careful pre-screening as part of the qualification process, Purchasing ensures that our direct suppliers are aware of the values of our Supplier Code of Conduct and are committed to acting accordingly. The strategic development and global coordination of the department are organized and managed by the central purchasing department. Responsibility for implementation lies at the local level.

Production

As a manufacturing company, our production plants are the biggest lever for achieving our internal ESG goals,



STRATEGY

GRI 2-23

The JOST sustainability strategy is embedded in the Group strategy. Our goal is for all business areas to act in a responsible and sustainable manner, thereby contributing to the long-term success of JOST and the associated continuous growth in the Company's value.



We want to reconcile the priorities of economic growth on the one hand and environmental and social responsibility on the other. Commercial success is a prerequisite for providing JOST with the resources and opportunities to fulfill its obligations towards society and the environment.

The aim of JOST's Group strategy is to ensure its long-term and sustainable success and the associated continuous growth in the Company's value. To this end, we are not only targeting sales growth above the trend in each market but also high profitability and strong cash flows. To achieve this, we concentrate on the following strategic action areas:

Product innovations

We want to further consolidate and expand our position as a preferred partner to our customers. As one of the world's leading manufacturers of safety-relevant systems for the commercial vehicle industry, we have brought a large number of high-quality, robust, and long-lasting branded products to the market over the past few decades. With our qualified employees, wide-ranging expertise, and outstanding product and service quality, we harness new and further developments to deliver the right solutions to our customers for their commercial vehicle applications. We position ourselves as development partners for our customers, using our products and systems to help them negotiate the technological transition to more complex, greener, and smarter commercial vehicles. Autonomous driving, digitalization and sustainability remain key drivers of growth that are reflected in JOST's product innovations – both in the transport industry as well as in agriculture.

Growth initiatives

We want to further strengthen our international market position through organic and external growth. Our long-term customer relationships, our existing

distribution channels and infrastructures as well as our global presence, supported by our high brand recognition, form the basis for successful expansion. Building on our strong traditional core business in the transport sector, we continue to drive growth at JOST and consolidate our product range both on and off the road. We are actively pursuing the targeted expansion of our product portfolio into related areas of the commercial vehicle industry in order to open up new revenue streams. Megatrends such as urbanization and e-commerce present major growth opportunities for us in the freight transport sector. In the agricultural sector, we benefit from strong demand for investment among end customers in order to boost agricultural productivity and improve global food production, especially in emerging and developing countries. We want to use our products and systems to further consolidate our existing markets and open up new markets.

Resource efficiency and cash flow

We want to further extend the competitive advantages of our products and services and successfully set ourselves apart from the competition through profitable growth. We constantly strive to make efficient and effective use of our resources not only to generate above-average margins but also to further reduce the carbon footprint of our production activities. We ensure the necessary flexibility to compete successfully in cyclical end-user markets. At the same time, our asset-light business, efficient use of resources and modular product design enable us to profit from a strong operating cash flow that we can invest in ongoing business growth.

PRINCIPLES AND REPORTING STANDARDS

GRI 2-2, 2-3, 2-4, 2-5, 3-1, 3-2

Our Sustainability Report has been informing our stakeholders about non-financial topics since 2017. It describes how JOST influences the environment and society. It also shows the central key figures as well as the goals and actions that we use to manage our sustainability activities.

This Sustainability Report contains the legally required non-financial report of JOST Werke AG, in accordance with Sections 315b and 315c of the Handelsgesetzbuch (German Commercial Code – HGB). The content to be reported was defined in 2022 by means of a materiality analysis in accordance with the requirements of the German CSR Directive Implementation Act (CSR RUG) and the Global Reporting Initiative (GRI).

This report was prepared with reference to the GRI Standards 2021 for the period from January 1 to December 31, 2022. The presentation and information content of the previous year have been retained and only adapted when required by the new GRI Standards 2021. The results of the materiality analysis carried out in the 2022 fiscal year were used for the preparation of this report. The JOST materiality analysis takes place in a two-year cycle. The next analysis will therefore be carried out in the second half of 2024.

The report supplements and enhances our reporting with its coverage of non-financial issues, and includes all Group companies over which JOST exercises control – in other words, 100% of consolidated sales.

→ *Business model, Group Annual Report 2022*

We therefore collect and report key figures in such a way that they are representative of the JOST Werke Group as a whole. We make mention of special circumstances and exceptions. This report covers the 2022 fiscal year, which is the same as the calendar year. The most recent non-financial report was prepared on March 16, 2022, and published along with the 2021 Sustainability Report on March 24, 2022.

We have been able to include the upstream and downstream parts of our value chain and outsourcing activities only to a limited extent because JOST's influence over these areas is limited. We exercise effective control only when we maintain influence over a company's financial and operating decisions.

The significant non-financial content as defined in Section 315c in conjunction with Section 289c of the Handelsgesetzbuch (German Commercial Code – HGB) as part of the separate non-financial report was audited by Spall & Kölsch GmbH Wirtschaftsprüfungsgesellschaft (limited assurance), as commissioned by the Supervisory Board.

The report is issued annually. The next Sustainability Report for fiscal year 2023 will therefore be published in March 2024.

STAKEHOLDERS AND MATERIALITY

GRI 2-29, 3-1, 3-2, 3-3

We see it as our corporate responsibility to strengthen the trust of our stakeholders by creating sustainable values and dealing proactively with the impact of our actions. To do this, we need to identify, evaluate and actively manage the positive and negative effects as well as the opportunities and risks of our business activities.

As a general rule, we engage closely and intensively with all of our stakeholders. We do so on a regular basis by various means, such as customer visits, surveys, supplier audits, conversations with employees, roadshows, as well as investor and analyst meetings. Our most important stakeholders are customers, suppliers, employees, investors and communities.

We carry out a materiality analysis once every two years that lays the groundwork for our sustainability reporting. In the 2022 fiscal year, we carried out our regular survey of internal and external stakeholders worldwide by means of a web-based survey. We subsequently analyzed the results of the survey and used it as a basis for our reporting.

The questions were structured based on the ESG (Environmental, Social, Governance) thematic areas. This gave us the opportunity to survey important topics relating to the environment, social issues and corporate governance in order to derive the key topics for JOST's business activities from this. In total, we considered 20 possible priorities / key topics.

The survey was sent by various specialist executives, from areas such as Sales and Purchasing, to the respective business partners. Cities and communities were also included, and investors and analysts also had an opportunity to participate in the survey. We achieved a high response rate from our employees, who were also able to take part in the survey.

Results of the stakeholder survey

A total of 1,150 stakeholders took part in the survey. Of these, 309 stakeholders completed the questionnaire. Only the completed questionnaires were included in the evaluation. (See piecharts to the right)

The opening question asked about the most important contribution that JOST makes to sustainability. The following points emerged as the most important aspects for our stakeholders:

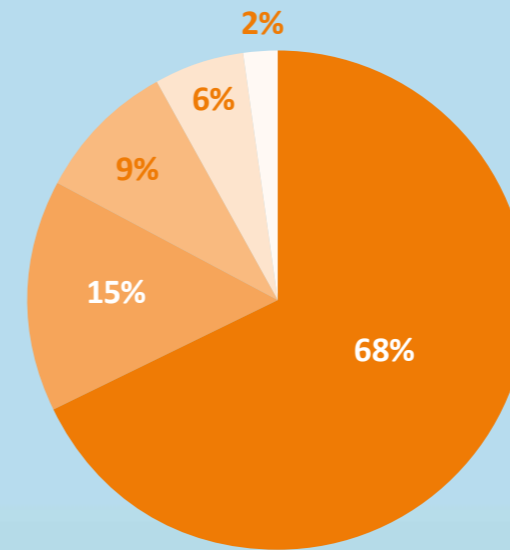
1. Business conduct at JOST –

How we act and take responsibility for the social and environmental impacts of our business activities in order to become more sustainable.

2. JOST's relationship with its employees –

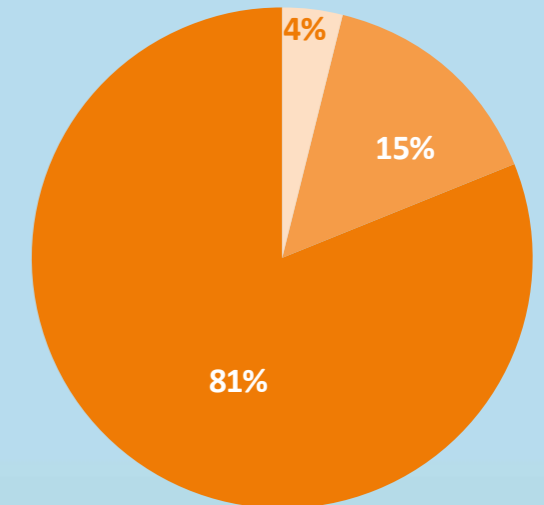
How does JOST treat its employees?

All other questions referred specifically to the ESG topics. Based on the results, a materiality matrix was compiled to define the priorities for reporting purposes. The results of the stakeholder survey were combined with the evaluation of corporate governance to determine the materiality for JOST. The aspects are considered to be significant if they are important from both perspectives.



Stakeholder

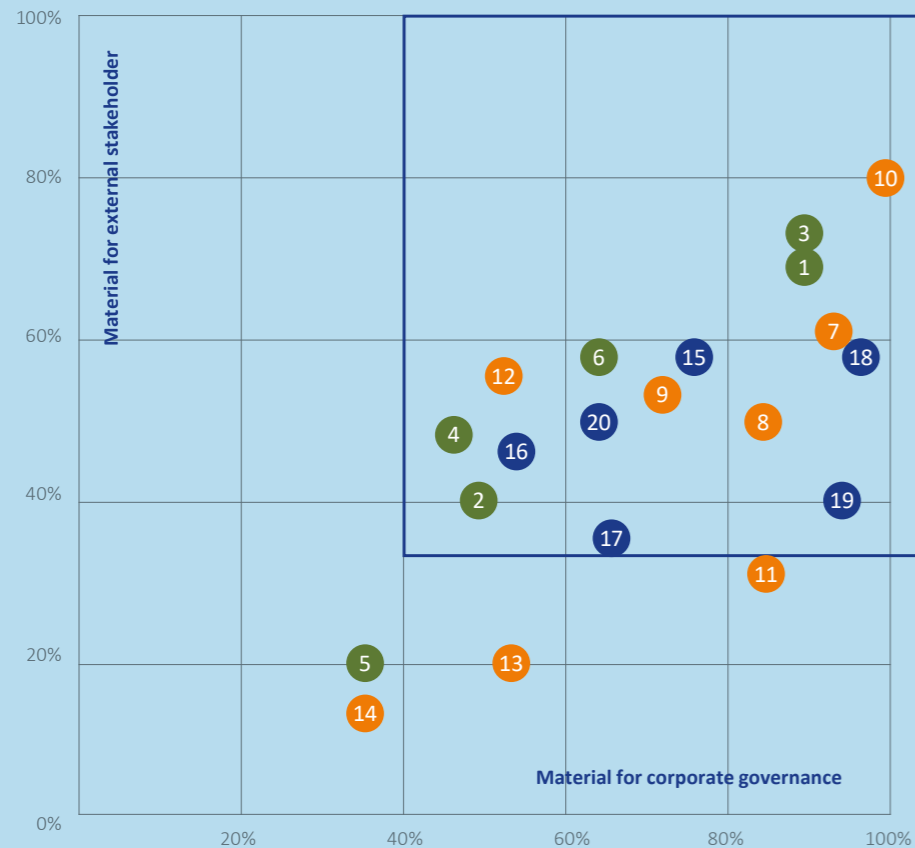
- 68% Employee (n=211)
- 15% Supplier (n=47)
- 9% Customer/Dealer (n=29)
- 6% Shareholder/Investor (n=17)
- 2% Other (n=5)



Location

- 81% Europe (n=250)
- 15% APA (n=47)
- 4% North America (n=12)
- 0% South America (n=0)

This resulted in the following **materiality matrix** for JOST in the 2022 fiscal year:



Environment

- 1 To reduce CO₂ emissions
- 2 To reduce water consumption
- 3 To improve energy efficiency
- 4 To improve waste management
- 5 To improve toxic chemicals management
- 6 To develop products that promote a sustainable environment through a more efficient usage of natural resources

Social

- 7 Human and labor rights
- 8 Employee engagement
- 9 Employee development
- 10 Employee health, safety and wellbeing
- 11 Workforce diversity, equity and inclusion
- 12 Work-life balance
- 13 Positive impact on local communities
- 14 Charity involvement

Governance

- 15 Corporate governance
- 16 Risk management
- 17 Compliance management
- 18 Customer satisfaction
- 19 Financial performance
- 20 Ethical business practices

The following topics were identified as material and are the focus of non-financial reporting for the 2022 and 2023 fiscal years. They were confirmed by the Executive Board:

Environment	To improve energy efficiency
	To reduce CO ₂ emissions
	To develop products that promote a sustainable environment through a more efficient usage of natural resources
	To improve waste management
Social	To reduce water consumption
	Employee health, safety and wellbeing
	Human and labor rights
	Employee engagement
	Employee development
Governance	Work-life balance
	Customer satisfaction
	Corporate governance
	Financial performance
	Ethical business practices
	Compliance management
	Risk management

Sustainability rankings

To enable our business partners to assess for themselves how JOST is continuously improving social, environmental and governance aspects, we annually increase the transparency of our non-financial reporting and are open to comments from our stakeholders.

Since JOST introduced sustainability reporting in 2017, we have continually improved the quality of our reporting on non-financial topics. This can be seen in various sustainability rankings from rating institutes such as MSCI ESG (rating: AA), Sustainalytics (rating: Low Risk), ISS ESG (rating: C-) and Ethifinance (rating: 51).

EU taxonomy

JOST has assessed the application of the EU taxonomy on its economic activities and in conjunction with this on its sales, capital expenses (capex) and operating expenses (opex) in the 2022 fiscal year. We report only on taxonomy-eligible economic activities related to the environmental goals of "climate change mitigation" and "climate change adaptation."

As a manufacturer and supplier of products and systems for trucks, trailers and tractors, other than engines and other than electronic equipment, JOST's economic activity falls under NACE code C29.3.2 "Manufacture of other parts and accessories for motor vehicles."

JOST products are not included in the economic activities envisaged by the EU taxonomy that represent a significant contribution to climate change mitigation and adaptation.

While JOST products may contribute to climate change mitigation as envisaged by the EU taxonomy by being used on "vehicles of categories N2 and N3 not dedicated to transporting fossil fuels with a technically permissible maximum laden mass exceeding 7.5 tonnes that are 'zero-emission heavy-duty vehicles' as defined in Article 3, point (11) of Regulation (EU) 2019/1242 or 'low-emission heavy-duty vehicles' as defined in Article 3, point (12) of that Regulation." However, since our products are model-independent and their use is determined by the manufacturers of the trucks and trailers, we do not know which of our products are used in the production of heavy-duty trucks that can be classified as relevant to climate protection according to the above definition under the Taxonomy Act.

Furthermore, we have no way to rule out that these trucks are not used by end users (fleet operators) to transport fossil fuels. For these reasons, we consider the proportion of consolidated sales that can be classified as material to climate protection and adaptation within the meaning of the EU taxonomy to be zero. Our taxonomy eligible capex in fiscal year 2022 amounted to EUR 1.0 million and represents 3.1% if our total capex of EUR 32.3 million. The proportion of taxonomy eligible operating expenditure is zero.

INNOVATION AND PRODUCT MANAGEMENT

GRI 3-3

2 ZERO HUNGER



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



We are experiencing a major transition in the transport and agricultural sectors towards greater sustainability as well as increasing automation and digitalization. Our position as an innovative and service-oriented provider of branded products and system solutions opens up new opportunities that we will seize. The need for sustainable and eco-friendly transport solutions as well as for new, efficient, and environmental ways to feed a growing global population, especially in emerging and developing countries, is a key sustainable development goal that JOST can and will promote with its products and innovations.

INNOVATIONS

Product innovations are a key pillar of our corporate strategy. We want our products and systems to help drive the technological transition to more efficient, greener and smart commercial vehicles in the transport and agricultural sectors. At the same time, we want to design our products and production processes to be sustainable so as to minimize the resources and energy they consume during its production as well as during their entire life cycle, thereby increasing resource efficiency.

We set highest standards of quality, safety and reliability for our products in order to further enhance JOST's competitiveness. We involve our customers in our innovation processes at an early stage and address their needs when developing our products. In this way, we can help them make their business more efficient and at the same time more sustainable.

Our ambition in the area of transport is to support increasingly decarbonized and highly automated forms of transportation with our systems and solutions, as well as to further increase the safety and convenience for users. In this way, we want to contribute to the sustainable supply of society while simultaneously



reducing the burden on the environment.

In agriculture, we want to deploy intelligent systems to further enhance the productivity of commercial vehicles, in addition to safety for users, and improve resource use and crop yields. Safeguarding food supplies for the growing global population is one of our society's greatest challenges. Efficient agriculture plays a decisive role in this. JOST develops solutions that make a contribution here.

JOST continually develops new, innovative products to meet our customers' current and, more importantly, future needs. When developing new products, we strive to meet the needs of our end users and increase the availability of systems in operation while extending the useful life of our products.

Through close interaction with end users via surveys and conversations, we learn about the use of our products and where there is room for improvement in terms of both safety and environmental impact. Our technical customer service also supports the innovation and further development of our products. Through this, we gather facts about how our products are actually used as well as insights into customer wishes and market requirements. These findings flow back into the development process. This allows JOST to respond quickly, flexibly and result-oriented to changing market requirements in its new developments and product adaptations and enables us to enhance functional and product safety, ergonomics, user-friendliness and occupational safety for users of our products.

Since 2021, each product development application is preceded by an assessment of the planned innovation's contribution to the United Nations Sustainable

Development Goals (SDGs), which have been signed by JOST. This is of key importance to JOST, as any initiation of new product developments must align with its corporate strategy and goals. The applicant must note that new projects can be attributed to at least one SDG goal.

Our research and development expenses increased by 9.4% to EUR 19.7 million in the 2022 fiscal year (2021: EUR 18.0 million). Our research intensity (research and development expenses as a percentage of sales) amounted to 1.6% (2021: 1.7%). The apparent reduction in research intensity is attributable to the strong rise in our sales, which were significantly influenced by price effects as a result of inflation. During the 2022 fiscal year, we implemented a total of 222 further developments to our existing products (2021: 265). The number of new patent registrations was 41 (2021: 17).





In fiscal 2022, we brought the following product innovations to market:

Non-lubricated ball coupling (JOST)

Innovation	Transport	The new ball coupling functions completely without lubricants. The traditional lubricant is replaced by a newly developed plastic cap that reduces wear.
Impact (environment)	Less environmental pollution	Avoids the use of lubricants.

KingPin Finder (JOST)

Innovation	Transport	Innovative assistance system for the coupling procedure using a camera integrated into the fifth wheel coupling that supports the coupling process with the help of live imaging on the dashboard in the cab.
Impact (social)	Occupational health and safety	The secure and controlled coupling of truck and trailer reduces accidents at work and minimizes human error during the coupling procedure.

Fifth wheel coupling for electric trucks (JOST)

Innovation	Transport	New fifth wheel coupling design optimized for use in electric trucks.
Impact (environment)	CO ₂ savings	The electrification of the commercial vehicle industry holds large potential for reducing CO ₂ emissions in transport.

In fiscal 2022, our research and development activities also focused strongly on lightweight construction and weight reduction in both transport and agriculture. Weight-optimized

products reduce CO₂ emissions during use and increase the freight efficiency of commercial vehicles. With this in mind, JOST developed the following products in 2022:

TZ3 and TZ5 (JOST Achsen)

Innovation	Transport	Conventional bearings require regular maintenance. Future wheel ends will be maintenance-free.
Impact (environment)	CO ₂ savings	The new wheel ends have a reduced weight (TZ3: 19kg, TZ5: 10kg).

DCA-L7-2 (JOST Achsen)

Innovation	Transport	DCA-L7-2 disc brake with a weight-optimized brake caliper design with the same performance.
Impact (environment)	CO ₂ savings	Reduced weight, payload increased by 3kg/axle.

Aluminum support leg and S foot for landing gears (JOST)

Innovation	Transport	Reduced rolling resistance and fuel consumption, more cargo with the same gross vehicle weight.
Impact (environment)	Less environmental pollution	Less environmental pollution due to reduced fuel consumption, lower operating costs.

JSK3CNWL (JOST)

Innovation	Transport	The JSK3CNWL fifth wheel coupling is an extreme example of a lightweight application. Its strength is achieved through a material mix comprising metal and carbon fibers.
Impact (environment)	CO ₂ savings	The use of carbon fibers brings weight savings of 20kg, thus reducing fuel consumption.



We involve our customers in our innovation processes at an early stage and address their needs when developing our products.

JCB 4000 Series (ROCKINGER)		
Innovation	Agriculture	JCB 4000 Series towing hitch achieves a further weight reduction.
Impact (environment)	CO ₂ savings	A significant weight reduction of 9kg has been achieved. Saves fuel and optimizes the production process.
RO845D90 (ROCKINGER)		
Innovation	Agriculture	The RO845D90 trailer hitch is used for heavy haulage, low-loaders and agricultural trucks.
Impact (environment)	CO ₂ savings	15kg weight reduction compared to the version with the coupling adapter.
Impact (social)	Occupational safety	Better handling for the driver.

PRODUCT MANAGEMENT

In addition to new developments, we focus on continuously enhancing our existing product portfolio. Ongoing research and development projects follow a defined process with regular reports at operating and management level. This is firmly

anchored in the integrated management system and process landscape at JOST. The following overview represents the contribution to sustainability of selected JOST products that are already in our existing product portfolio:

EF-S Light (TRIDEC)	Transport
Electronic steering system: An EF-S steering system enables steering of one, two or three steering knuckle axles. The EF-S Light was launched in 2021.	
Impact (environment)	Vehicle weight is reduced by 71kg compared with mechanical steering systems. Additional features offer improved autonomy.
Weight-reduced axles (JOST Achsen)	Transport
Our JOST axles have been further developed and feature weight reductions.	
DLS 9t with reduced tube wall thickness	
Impact (environment)	This axle brings a saving of 10kg in the axle beam and is thus particularly interesting for bulk goods transport and tankers, as more can be transported thanks to the weight saving.
DLSi	
Impact (environment)	The new suspension type brings a saving of 20kg per axle. The weight reduction contributes to CO ₂ savings.
JOST KKS (automatic coupling system) (JOST)	Transport
JOST has fully automated the coupling process between semitrailer trucks and trailers.	
Impact (social)	Additional occupational health and safety.
Impact (environment)	CO ₂ reduction thanks to automated, efficient transport.



In addition to new developments, we focus on continuously enhancing our existing product portfolio.

Drawbar Finder (integrated camera system) (ROCKINGER)	Transport
Supports the coupling procedure with the help of a camera system integrated into the trailer hitch. The reversing camera system (Drawbar Finder) helps the truck line up correctly with the drawbar on the trailer. An overlay software system supports the driver in adjusting the height of the truck to match that of the drawbar on the trailer.	
Impact (social)	Additional occupational health and safety.
Self-steering axle (JOST)	Transport
The new self-steering axle (ZGA) increases the maneuverability of vehicle combinations while also boosting efficiency.	
Impact (environment)	CO ₂ reduction and lower non-exhaust emissions and microplastics pollution.
Remote control systems for self-steering (TRIDEC)	Transport
The new remote control can be combined with electric self-steering axles to guarantee optimum and simple steering control. It also enables multi-axle steering for complex steering tasks.	
Impact (social)	Additional occupational health and safety for the driver.
Quicke Control System (Quicke)	Agriculture
The Quicke Control System increases the efficiency of agricultural processes by integrating functions into a smart operating concept for front loaders. It comprises an ergonomic control element, the QE-Command (joystick) and a digital operating and display device Q-companion.	
Impact (social)	Improved ergonomics, greater work efficiency and higher convenience.
Bio high performance lubricant (JOST)	Transport
The bio high-performance lubricant ensures reliable lubrication of the fifth wheel coupling plate and the locking hook of the fifth wheel coupling. Our LubeTronic system ensures an active reduction in the amount of grease required.	
Impact (environment)	Environmentally friendly, as biodegradable and minimal consumption.
JSK42ASW (AUSTRALIA) (JOST)	Transport
The JSK42ASW is designed to improve the safe use and operation of a fifth wheel coupling for connecting trucks and trailers. The design allows transportation companies to improve the use of existing sensors and remote operation.	
Impact (social)	Additional worker safety and health protection; reduced physical effort in the condition of the fifth wheel.
LV-O (TRIDEC)	Transport
Our independent suspension reduces the assembly space for the wheels, opening up cargo volume, resulting in a 60% increase in load capacity.	
Impact (environment)	The LV-O increases transport efficiency for long transports and significantly reduces the number of runs, cuts cost and saves the environment and infrastructure.



CLIMATE AND ENVIRONMENT

GRI 2-27, 3-3

We are keen to minimize our environmental impact and avoid it where possible in the course of our business activities. As a result, integrated quality and environmental management is part and parcel of the culture of JOST. It is our goal is to make our production sites safe and sustainable. Our quality and environmental management teams are responsible for making sure that this goal is met.

A structured program of employee training, combined with regular appraisals of health, safety, quality and environmental management, supports the implementation of established standards and policies and helps with the early identification of any areas in need of intervention. As part of our risk management system, we continuously and systematically identify risks and potential hazards in order to minimize them. On-site experts check compliance with local standards and the regulations that govern the safe operation of the plant.

In addition, regular external audits are carried out for the purposes of certification in accordance with the DIN ISO 9001 quality management standard, the DIN ISO 14001 environmental management standard, the OHSAS 18001 occupational health and safety management standard and the IATF 16949 automotive industry standard. If the results of the audits show potential for improvement, we implement the appropriate measures.

It is our mission to expand the certification of our sites on a continuous basis. Certifications enable us to make continuous improvements to the local management systems at our production plants. The annual external audits inject new stimuli into the Group, which we can roll out to other sites by exchanging best practices.

At present, 65% of our production plants are certified to ISO 14001 (2021: 67%), which equates to 13 of our 20 sites (2021: 14 of 21). The change compared with the previous year is due to the relocation of the production site in the Netherlands to Portugal, as this changed the total number of JOST production sites. At the same time, production in the Netherlands was certified to ISO 14001. Accordingly, the number of production



sites certified to ISO 14001 has decreased against the previous year.

Once again, we received no complaints during the 2022 fiscal year relating to environmental impacts and breaches of environmental legislation or regulations (2021: 0). Consequently, there were no environmental offenses and no sanctions to report.

MATERIALS USED

Since the commercial and environmental impacts of resource consumption are closely linked, they often point in the same direction. For instance, efficiency measures often have a positive impact on the environment by minimizing the consumption of resources. The greatest environmental risks in the production of our products are to be found in the upstream value chain, for example, in iron smelting

or in forges and foundries that generate high climate-relevant emissions during the production of steel products.

The majority of the materials we use are pre-processed steel and iron products. A detailed study carried out in 2018 by "Drive Sustainability, the Responsible Minerals Initiative" on the sustainability risks of various raw materials assessed the risks of environmental damage from the introduction of hazardous chemicals or acids into the environment during steel production and processing as low. In contrast, it judged the environmental damage from carbon emissions to be high. Likewise, the risk that iron smelting could pose a danger to nature reserves was rated as high.

JOST limits such risks through the responsible selection of our direct suppliers. However, we do not have a reliable overview or only limited possibilities to control the upstream suppliers of our suppliers. However, our Code of Conduct for suppliers requires that our direct suppliers uphold sustainability standards and exercise control over their own supply chain. Signing this Supplier Code is a prerequisite for new supplier relationships.

5 CORE INDICATORS OF THE ENVIRONMENTAL MANAGEMENT SYSTEM

Five circular icons representing environmental indicators: Power Consumption (lightning bolt), Gas Consumption (gas cylinder), Water Consumption (water tap), Total Waste (recycling symbol), and CO₂-Footprint (CO₂ molecule).

	ISO 9001: 2015	ISO 14001: 2015	IATF 16949: 2016	Certificates of conformity	ISO 45001: 2018
Europe					
JOST-Werke Deutschland GmbH, Neu-Isenburg, Germany	●	●	●	●	
JOST-Werke Deutschland GmbH, Wolframs-Eschenbach, Germany	●	●			
ROCKINGER Agriculture GmbH, Waltershausen, Germany	●	●		●	
JOST Hungária Kft, Hungary	●	●	●	●	
JOST Ibérica S.A., Spain	●	●	●	●	
JOST Polska Sp. z o.o, Poland	●	●	●	●	
JOST TAT OOO, Russia	●	●		●	
TRIDEC – Sistemas Direccionais para Semi-Reboques Lda., Portugal & TRIDEC BV	●	●		●	
JOST Otomotiv Sanayi Ticaret A. Ş., Turkey	●			●	
ÅLÖ AB, Sweden	●	●			
Agroma S.A., France	●				
North- and South America					
JOST Brasil Sistemas Automotivos Ltda., Brazil	●	●	●	●	●
JOST International Corporation, Grand Haven, USA	●				
JOST International Corporation, Greenville, USA	●	●	●		
Alo USA Inc., Simpsonville, USA	●				
Asia-Pacific-Africa					
JOST Australia Pty Ltd., Australia	●				
JOST (China) Auto Component Co. Ltd., China	●	●	●	●	●
JOST India Auto Component Pvt. Ltd., India	●	●	●	●	
JOST (South Africa) Pty. Ltd., South Africa	●			●	
Alo Agricultural Machinery (Ningbo) Co. Ltd., China	●				
Percentage of certified plants	100%	65%	40%	60%	10%

In the 2020 fiscal year, JOST set itself the target of reducing Scope 1 and 2 CO_{2eq} emissions per production hour by 50% by 2030 compared with the 2020 fiscal year.

ECOLOGICAL INDICATORS

GRI 3-3

Resource efficiency is a key goal of our corporate strategy. We constantly strive to use our resources efficiently and effectively. The general goal of our climate and environmental responsibilities is to continually improve our output-related environmental performance. In so doing, we want to become more efficient and more eco-friendly while at the same time supporting our customers' efforts to create

more sustainable supply chains. Our environmental management system tracks and monitors our performance with regard to energy consumption, waste volume, water consumption and climate-relevant emissions.

In the 2022 fiscal year, we developed and introduced a new Group-wide system that enables us to calculate CO₂ emissions and electricity, gas, oil, district heating and water consumption on a monthly basis. Up until

Indicator	Unit	2020 Base Year*	2021*	2022**	Change vs. base year	Change vs. previous year
Electricity consumption	in million kWh	50.5	53.4	52.0	3.1%	-2.5%
Electricity consumption intensity	in kWh/prod. hr.	8.8	7.2	6.6	-25.0%	-8.3%
Natural gas, oil and district heating	in million kWh	47.9	61.5	56.0	16.9%	-9.0%
Natural gas, oil and district heating intensity	in kWh/prod. hr.	8.4	8.3	7.1	-15.3%	-14.7%
Total energy consumption	in million kWh	98.4	114.9	108.0	9.8%	-6.0%
Energy consumption intensity	in kWh/prod. hr.	17.2	15.5	13.7	-20.4%	-11.9%
CO _{2eq} emission (Scope 1)	in t CO _{2eq}	12,745.6	15,130.0	13,962.1	9.5%	-7.7%
CO _{2eq} emission (Scope 2)	in t CO _{2eq}	23,206.8	20,323.2	18,191.4	-21.6%	-10.5%
CO _{2eq} emission (Scope 1+2)	in t CO _{2eq}	35,952.4	35,453.2	32,153.5	-10.6%	-9.3%
CO _{2eq} emission (Scope 1+2) per revenue sales	in kg CO _{2eq} /TEUR	45.3	33.8	25.8	-42.9%	-23.6%
CO _{2eq} emissions intensity (Scope 1+2)	in kg CO _{2eq} /prod. hr.	6.3	4.8	4.1	-35.2%	-15.0%

* The data from 2020 and 2021 were subsequently adjusted based on final accounts from water suppliers, as extrapolated data based on consumption in the first 11 months was assumed for some sites in the Sustainability Report 2021. In fiscal 2021, values from the US site in Simpsonville, South Carolina, and the Agroma site in France were included for the first time.

** Some data were extrapolated based on the first 11 months of 2022, as final accounts were not available for some sites at the time the report was prepared.

2021, these data were calculated only annually. Since 2022 these data can now be analyzed monthly at plant, segment and Group level. This makes it possible to monitor changes in the indicators throughout the year and to analyze and control deviations between target and actual values in a timely manner. As of the 2022 fiscal year, these indicators are integrated into monthly reporting to the Executive Board and the Supervisory Board.

Climate protection and energy efficiency

GRI 302-1, 302-3, 302-4, 305-1, 305-2, 305-3, 305-4, 305-5

In the 2020 fiscal year, JOST set itself the target of reducing Scope 1 and 2 CO_{2eq} emissions per production hour by 50% by 2030 compared with the 2020 fiscal year. The year 2020 was chosen as the base year because the acquisition and integration of the Ålö Group in 2020 significantly changed JOST's energy and carbon footprint compared with previous years. Accordingly, fiscal 2020 provides a better basis for measuring future development.

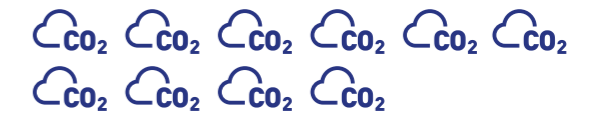
The calculation of the target excludes emissions that may be caused by future acquisitions. We are concentrating on emissions generated by our production activities and associated energy consumption (Scope 1 and Scope 2). Since we operate in a cyclical industry in which absolute production volumes are subject to strong fluctuations depending on the position of the cycle, the goal refers to emissions intensity (kg of CO_{2eq} emissions per production hour).

In fiscal 2022, JOST came a step closer to achieving the goal it set itself. Compared with 2020, the base year, we reduced our Scope 1 and Scope 2 CO_{2eq} emissions per production hour by 35.2% to 4.1kg CO_{2eq} emissions per production hour (2020: 6.3kg CO_{2eq} emissions per production hour). We achieved most of the reduction in Scope 2 by increasing the share of renewable energies in our electricity mix worldwide. We reduced our Scope 2 greenhouse gas emissions by 21.6% in absolute terms to 18,191.4 tons CO_{2eq} compared with the base year.

In the 2022 fiscal year, JOST reduced its absolute Group-wide energy consumption by 6.0% to 108.0 million kWh compared with the previous year, despite Group sales rising 20.6% compared with 2021 (2021: 114.9 million kWh).

In the previous year, as part of our activities to reduce our CO₂ emissions we conducted detailed analyses to identify the most energy-intensive production processes at JOST. An interdisciplinary group worked on measures that could lead to a reduction in energy use in these processes. These measures were implemented over the course of 2022 and are already having an effect a

2021: 4.8KG CO₂ EMISSION PER PRODUCTION HOUR



2022: 4.1KG CO₂ EMISSION PER PRODUCTION HOUR



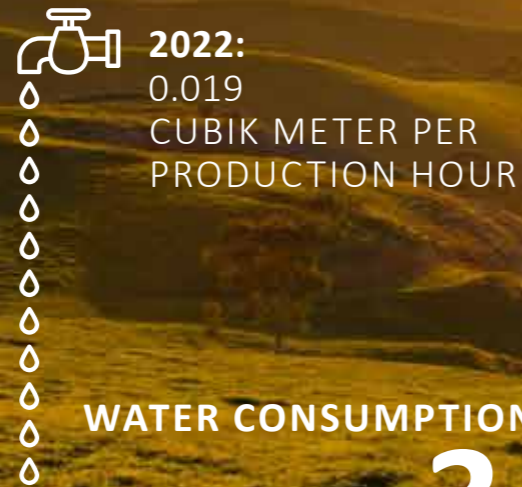
EMISSION INTENSITY
-15.0%

few months after their introduction. Significant levers we identified were making adjustments to coating and painting processes, improving insulation in selected premises and reducing the heating temperature in winter. In this way, JOST was able to decrease its gas, oil and district heating consumption by 9.0% in absolute terms to 56.0 million kWh (2021: 61.5 million kWh). We were also able to reduce our electricity consumption by 2.5% to 52.0 million kWh compared with the previous year (2021: 53.4 million kWh). The intensity key figures for electricity, natural gas, oil and district heating consumption (per production hour in each case) also improved significantly compared with the previous year. Total energy consumption intensity fell by 11.9% to 13.7kWh per production hour (2021: 15.5kWh per production hour).

JOST's absolute Scope 1 and Scope 2 CO₂ emissions declined compared with both the base year of 2020 and the previous year, decreasing by 9.3% to 32,153.5 tons CO_{2eq} (2021: 35,453.2 tons CO_{2eq}). This improvement is attributable to both the reduction in energy consumption and a considerably better electricity mix of purchased electricity, as JOST improved the share of renewable energies compared with the previous year.

The share of total electricity consumption attributable to renewable energies rose many times over compared with the previous year to 15.6 million kWh (2021: 3.1 million kWh). This figure refers to the sites that obtain 100% of their electricity consumption from renewable energy sources. The share of renewable energies in our total electricity mix thus amounted to 30.0% in 2022 (2021: 5.9%). We have identified further electricity supply contracts in which a switch to a less carbon-intensive electricity mix can be implemented after the existing supply contracts expire.

Furthermore, in 2022 JOST began construction of solar power systems on the roofs of its own production sites. In 2021, as part of our activities to reduce CO₂ emissions



WATER CONSUMPTION INTENSITY
-3.7%



WASTE INTENSITY
-6.3%

we conducted feasibility studies on the construction of solar power systems at all European production plants. These projects were initiated in 2022 and photovoltaic systems have already gone into operation at our Portuguese and Turkish sites. We were therefore able to produce 16 thousand kWh of solar energy ourselves as early as 2022. This figure will increase further over the next few years, as more solar power systems are planned.

Supported by these measures, we were able to improve Scope 1 and Scope 2 CO₂ emissions per production hour significantly compared with the previous year. This dropped by 15.0% to 4.1kg CO_{2eq} per production hour (2021: 4.8). During the production of fifth wheels, most of the CO₂ emissions are attributable to the material used (Scope 3). We estimate this proportion to be approximately 83% of overall CO₂ emissions. In the case of landing gears, the estimated share of total emissions that can be attributed to materials used (Scope 3) of 94% is even higher. The use of the material (mainly steel or steel products) is necessary to fulfill the stability, safety and durability requirements of both product groups.

Water efficiency

GRI 303-1, 303-5

Water is consumed at JOST mainly for cleaning production equipment and buildings, operating the CDC systems and for hygiene purposes for employees. JOST's water consumption in fiscal 2022 increased by 2.7% to 151.3 thousand m³ compared with the previous year (2021: 147.2 thousand m³). This is largely accounted for by the strong growth in business volume, as JOST increased sales by 20.6% year on year. However, water consumption per production hour fell by 3.7% to 0.019m³ per production hour, which could be achieved through a more efficient use of water (2021: 0.020).

During the 2022 fiscal year, the relevant key figures for water consumption developed as follows:

Indicator	Unit	2020*	2021*	2022**	Change vs. previous year
Water consumption					
	in thousand m ³	126.6	147.2	151.3	+2.7%
Water consumption intensity					
	in m ³ /prod. hr.	0.022	0.020	0.019	-3.7%

* See footnote to table on the right.

** See footnote to table on the right.

In countries such as India, we collect and use rain water to minimize consumption of supply water. In Europe and North America, water is sourced from the public supply network.

Waste

GRI 306-3

Despite the substantial rise in business volume, the Group-wide waste volume remained stable at 18,957 tons in fiscal 2022 (2021: 18,955 tons). Due to better capacity utilization and higher business volumes, waste intensity (waste volume per production hour) decreased by 6.3% to 2.40kg of waste per production hour compared with the previous year (2021: 2.56kg).

The share of scrap metal in our total waste volume remained virtually unchanged at 72.7% (2021: 72.2%). This relates exclusively to metals such as steel that are returned to economic circulation and recycled. The share of hazardous waste compared with the total waste volume has decreased to 4.3% (2021: 4.4%). JOST's hazardous waste includes grease, paint and oil sludges that are used during production. This waste is generated primarily from the painting of products and from cleaning and maintaining the production equipment. It is disposed of professionally by certified waste disposal companies.

Non-hazardous waste includes wood, paper, plastic and residual waste. During fiscal 2022, the proportion of non-hazardous waste across the Group decreased to 23.0% (2021: 23.4%). By separating waste, JOST strives to return the reusable share of its non-hazardous waste to the economic cycle. The remaining share is professionally disposed of by certified waste disposal companies.

In the 2022 fiscal year, the relevant waste key figures developed as follows:

Indicator	Unit	2020*	2021*	2022**	Change vs. previous year
Total waste					
	in tons	15,904	18,955	18,957	+0.01%
Waste intensity					
	in kg/prod. hr.	2.77	2.56	2.40	-6.3%

* The data from 2020 and 2021 were subsequently adjusted based on final accounts from water suppliers, as extrapolated data based on consumption in the first 11 months was assumed for some sites in the Sustainability Report 2021. In fiscal 2021, values from the US site in Simpsonville, South Carolina, and the Agroma site in France were included for the first time.

** Some data were extrapolated based on the first 11 months of 2022, as final accounts were not available for some sites at the time the report was prepared.

PEOPLE AND CULTURE

GRI 3-3

Our long-term ambition: We want to create a working environment where our employees feel comfortable, are highly engaged and can perform at their best.



People and culture are key to ensuring JOST is and remains an attractive employer. The commitment of our people drives our performance, innovation, and ultimately our sustainable business success. We therefore want to empower and develop our employees and inspire their enthusiasm for JOST so that we can continue to grow sustainably and profitably.

In 2022, we faced the impact of the pandemic on the labor markets. The prolonged pandemic caused many people to reassess their situation and set new priorities, including in their working lives. The demographic change has also tightened the labor markets further. Despite this difficult environment, JOST reduced employee turnover compared with the previous year to 15.4% (2021: 18.8%), which speaks to our employees' strong connection to JOST and our good company culture. This turnover rate reflects the number of employees who chose to leave JOST or retire as a proportion of the total workforce. Together with our employees, we want to further enhance JOST's attractiveness as an employer to remain competitive on the labor market. This is the only way to attract the most talented individuals to JOST and foster their commitment. Resilience, flexibility, empathy and transparency play a key role here.



JOST is committed to meeting the social responsibilities that go along with our status as an international company. For JOST, this starts with human rights.

VALUES AND ETHICS

We have developed our reputation and credibility over 70 years based on rigorously conforming to high standards of business and personal conduct. JOST is committed to meeting the social responsibilities that go along with our status as an international company. For JOST, this starts with human rights.

During our materiality analysis, 60% of our stakeholders overall confirmed that human and labor rights are of material significance to our business activities. For JOST, embedding respect for human rights in our company operations and business relationships is the most effective way to prevent harm to people and build trusting relationships with the communities and stakeholders our business relies on. In 2022, JOST underscored this commitment in a global Human Rights Policy, complementing our Code of Conduct and Supplier Code of Conduct.

Inspired by the development of our global Human Rights Policy, we decided to launch an analysis of our company culture to develop our global corporate values further. In parallel processes, employees and senior managers began to discuss the values we need to create a company culture that makes people feel comfortable. Projects such as the introduction of a “Core Value Month” in South Africa will be explored for adaptation on a larger scale. We plan to continue this initiative in 2023.

OUR GLOBAL REACH

GRI 2-7, 401-1

As of the reporting date of December 31, 2022, we had 3,602 employees worldwide. This corresponds to a rise of 5.5% compared with the previous year (December 31, 2021: 3,414).

This increase is attributable to the global rise in JOST’s activity levels due to strong growth in our markets in 2022. Averaged over the year, we employed 3,516 people (2021: 3,324) and a further 606 temporary staff (2021: 632).

Number of employees by function as of December 31, 2022

	31.12.2022	31.12.2021	Change vs. previous year
Production	2,417	2,264	6.8%
Sales	669	652	2.6%
R&D	143	143	0%
Administration	373	355	5.1%
Total	3,602	3,414	5.5%

EMPLOYEE ENGAGEMENT

At JOST, we firmly believe that strong employee engagement drives high corporate value and better performance. All our people and culture processes should contribute to increasing our employees’ engagement. We want JOST to be a company where people feel comfortable and enjoy working. This is how to ensure we retain talent over the long term. The increase in the average length of service to 6.6 years (2021: 5.7) shows we are on the right track. The reduction in the turnover rate to 15.4% (2021: 18.8%) also confirms this success. It is also encouraging to

Type of employment by region as of December 31, 2022

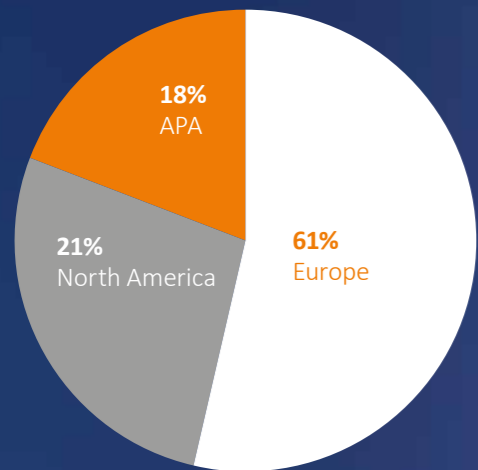
	Europe	North America	APA
with permanent contracts	86.0%	99.2%	99.7%
with fixed-term contracts	14.0%	0.8%	0.3%
newly hired	24.2%	59.2%	16.6%

note that there is no significant difference in turnover rates between the genders, which is testament to the inclusive company culture at JOST. In the 2022 fiscal year, the turnover rate was 13.9% for female employees and 15.7% for male employees. We observed more significant variations only on a regional level due to cultural and labor market-related factors. In 2022, turnover was highest in North America at 33.0%, while in Europe it was 8.1% and in the Asia, Pacific and Africa region 7.9%.

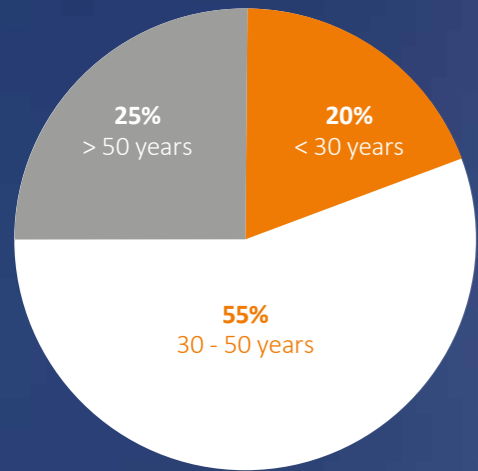
A feedback culture based on openness and employee empowerment is a fundamental building block in our endeavor to remain an attractive and productive employer.



Breakdown of employees by region as of December 31, 2022



Breakdown of employees by age as of December 31, 2022



We therefore invested in a modern employee engagement platform in 2022. In a multinational pilot project, 200 of our employees took part in pulse surveys on employee engagement that support teams and managers to work in a continuous feedback process, allowing them to shape their working environment, collaboration and engagement in a proactive way. Crucial success factors for the pulse surveys in the pilot were a bottom-up approach, a high level of adaptability to the needs of different teams and time-efficiency for employees and managers alike. Managers confirmed that the process enabled them to measure and increase employee engagement by monitoring progress on their teams' development goals using real-time data. Measuring engagement also has the potential to improve team bonding in remote management situations in connection with flexible working models and home working solutions.

We have therefore decided to introduce our employee engagement platform at all our sites gradually over the course of the next few years. For JOST, this decision marks a shift from punctual employee surveys toward continuous, timely and flexible pulse surveys that provide valuable insights for improving day-to-day working life.

HEALTH, SAFETY AND WELLBEING

GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-9

Working environment and safety

The health, safety and wellbeing of our employees are critical in all our business activities. Overall, 78% of our stakeholders identified this issue as the most important contributor to JOST's social sustainability performance.

We have a responsibility to create and maintain a safe working environment for our global workforce. As a manufacturing company, preventing workplace accidents takes highest priority at JOST. To this end, JOST sets high safety standards worldwide for dealing with dangerous substances and other potential hazards. Regular information, instructions, training and further education courses, whether legally required or voluntary, continuously raise our employees' awareness of safety issues and enable them to deal with potential hazards safely. This allows us to achieve high safety standards in all areas of the Group, both industrial and non-industrial.

In order to identify hazards, we carry out regular workplace inspections, which also include risk assessments, at our production sites. Various types of risk, such as mechanical or physical hazards, are identified and evaluated during the inspection. If a potential hazard is discovered, a risk assessment is carried out and effective preventative or remedial action initiated. The assessment is conducted every

two years and the implementation of measures is monitored on a quarterly basis. If there are any technical, organizational or other changes to jobs, this two-year rule is suspended, and the jobs are reevaluated.

In the event of an accident, we analyze the incident immediately and initiate measures to prevent it from reoccurring in the future. Guidelines are subsequently redrafted and reissued to prevent another similar accident from occurring. This procedure relies on active communication between our employees and the department managers. Near-accidents must also be reported to a line manager in order to enable an immediate response, such as providing additional sensitization training for employees.

At JOST, we go further than the minimum standard required by law, providing additional safety training in areas such as firefighting, first aid and health and safety issues. We also focus on having trained employees in reserve in case the main officer is absent in the event of emergencies or accidents. At some plants, forklift operators take part in a driving and skills competition for forklifts in which the three best participants can win prizes for safety knowledge and driving ability.

Quarterly meetings are held at many sites to discuss occupational safety at the sites, analyze accidents and introduce further occupational safety measures. External audits are also conducted as part of the



certification of our management systems. We are certified in accordance with DIN ISO 9001 (quality), DIN ISO 14001 (environment) and 18001 (occupational safety). We have refrained from obtaining additional OHSAS 18001 certification in countries that already have stringent statutory occupational health and safety requirements such as those in Europe and North America. We have obtained OHSAS 18001 certification at our sites in China and Brazil in order to create comparable occupational safety standards across the Group. More detailed information is available on our website at

→ <https://www.jost-world.com/certificates>

Smaller sites, such as in Turkey, have a contract with an external service provider who is on site several times a month and performs safety assessments. They report their observations to management and follow up on the completion of outstanding and necessary actions.

We adjusted our methodology for recording workplace accidents in the 2022 reporting year. As of 2022, we record not only the incidents, but also the severity of the injury. We divide accidents into four different levels according to the severity of the injuries. This enables us to raise even better awareness among employees and managers. We also adjusted the methodology for comparing accident rates between sites in line with the OHSAS definition so that we now record workplace accident rates in relation to hours worked rather than per 1,000 employees. This enables us to

take better account of varying working hours. This method of calculation for accidents takes into account all employees, including temporary workers.

In the 2022 fiscal year, we reduced the number of accidents per 200,000 production hours by 8.8% to 3.39 (2021: 3.72). Our goal is to reduce the number of accidents at work on an ongoing basis.

Health, wellbeing and work-life balance

GRI 403-6

Numerous country and culture-specific offers and initiatives relating to health, wellbeing and work-life balance are organized at site level as part of our occupational health management. These programs are not subject to central control, as this would risk ignoring the different regional and cultural needs of our employees.

A healthy work-life balance is important for both the health and wellbeing of our employees, as well as their ability to deliver top performance at work. Overall, 54% of our stakeholders identified this as a key factor in our social sustainability performance.

In Germany, Norway, Sweden and Denmark, JOST subsidizes memberships to local fitness studios and sport clubs. The company doctor in Germany continues to offer employees a wide range of support services.

For instance, he provides advice on how to wear

personal protective equipment correctly, helps organize first aid in the plant, and assists on the layout of workplaces. In 2022, all employees were also offered medical examinations for prostate and skin cancer as well as for the risk of heart attacks. In Germany, JOST has additionally started leasing electric bikes at a subsidized rate for employees in cooperation with a market-leading provider. The offer is to be extended to further German sites in 2023.

In Sweden, a committed health and wellness group composed of employees promotes an active and healthy lifestyle. The group organizes various wellness and fitness activities all year round. Employees can obtain a free nature pass package for walking and cycling and use it to win prizes if they visit several checkpoints over the course of six months. Women and transgender colleagues have been made aware of free self-defense courses at the local martial arts center in Umeå.

In South Africa, all employees who work with machinery or forklifts are required to undergo annual occupational health examinations. Furthermore, Health Days are organized where medical staff visit the Company and carry out tests for cholesterol, blood pressure, blood sugar and obesity and provide recommendations to those affected. Participation in these Health Days is voluntary, but around 90% of JOST employees in South Africa take part in them. In addition, all new employees receiving training on HIV/AIDS in a personal session with the HR manager, who is an accredited trainer for this topic. On World AIDS Day on December 1, statistics are shared within the Company to further raise awareness. Employees with private questions can approach the HR department to obtain recommendations for medical specialists who can help them. Where possible, brochures on different health-related topics are sourced from medical clinics and distributed to employees. This also has an impact on local communities, as employees take their brochures home with them to their families and neighbors.



In India, our employees took part in an eye examination campaign where experts visited the plant and offered extensive sight examinations.

In Poland, our female employees were invited to take part in training led by a medical expert on self-examination for breast cancer. Moreover, a bicycle repair station was set up in front of the office in Poland to encourage the use of bicycles for the daily commute

In addition to the physical wellbeing of our employees, we also focused on supporting their mental wellbeing. In South Africa, a professional counselor provided training for our employees on the significance and importance of mental health. Group coaching sessions were offered, as well as individual counseling sessions on request.

A similar service is available in Germany. At our Neu-Isenburg site, a risk analysis on psychological stress was launched in 2022. Based on the results of an employee survey, five departments were selected to take part in the analysis in consultation with the works council. In individual interviews conducted by

an expert consultant, the employees shared their experiences and discussed potential for improvement. Potential psychological stress factors recorded in the analysis ranged from work atmosphere, induction periods, qualifications, self-determination, communication and feedback culture, workload, personal organization, support networks and respectful relationships, to working environment. The analysis of the interviews is not yet complete. The plan for 2023 is to discuss the results and derive measures for reducing psychological risks.

LEADERSHIP, DEVELOPMENT AND PERFORMANCE

GRI 404-2, 404-3

We want to attract, empower and support employees with the right skills for all our business areas in order to remain competitive. We invest in the induction, development, engagement and performance of our employees to create an optimal working environment in which our employees can flourish.

Onboarding and offboarding

A seamless onboarding experience is essential to create an optimal working environment right from the start. Excellent onboarding can be a competitive advantage, as it ensures employees feel welcome at JOST and can quickly perform at their best. We also consider exit interviews a valuable source of information that enables us to learn from the experiences of outgoing employees and identify our strengths and potential for improvement as part of our open feedback culture.

During the introductory phase, new employees in India, the US and Sweden are familiarized with the company, its history and its visions for the future, for instance with handbooks. Employees in Germany and the US are accompanied by a personal buddy throughout the entire induction phase. In Australia, online training on products and processes ensures that employees can flexibly complete their induction whenever and wherever it fits with their schedule. Customized onboarding processes ensure that all employees are given the optimal conditions to succeed and can be productive faster.

Skills management

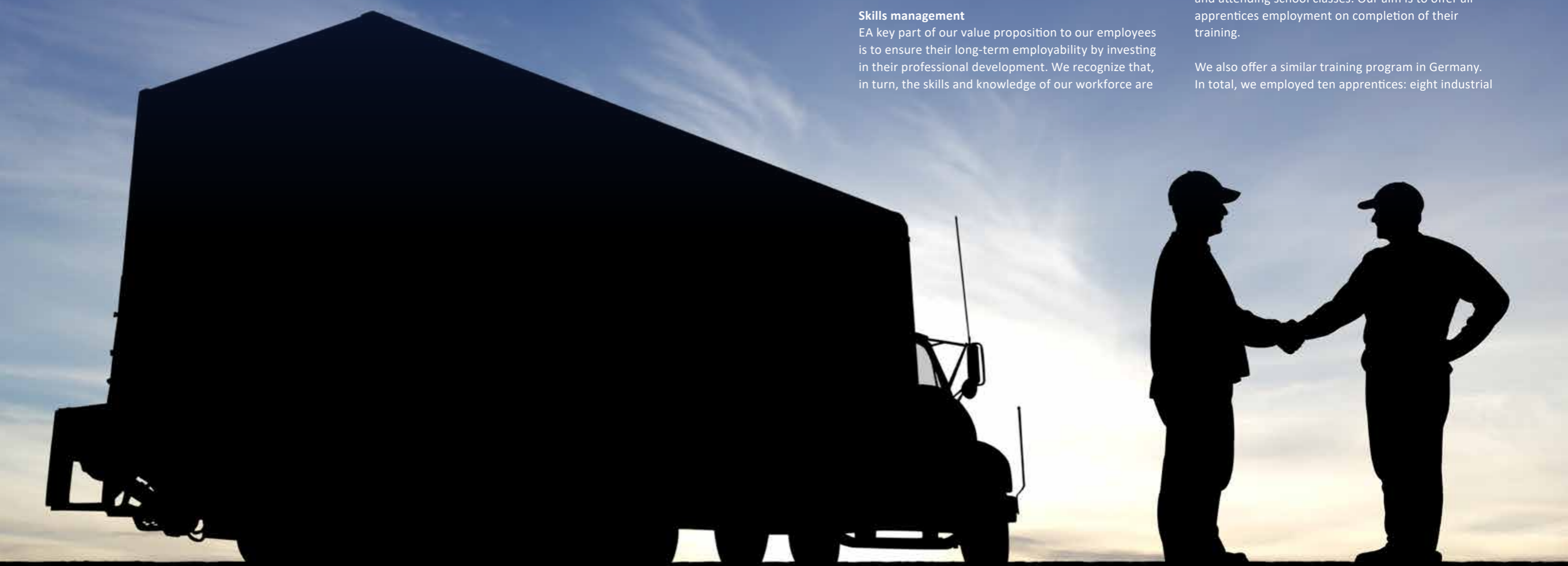
EA key part of our value proposition to our employees is to ensure their long-term employability by investing in their professional development. We recognize that, in turn, the skills and knowledge of our workforce are

a key component in JOST's success over the long term. To this end, in 2022 a modern platform for managing skills, competence and qualifications was launched in Poland, for example. A visual skills matrix enables managers to gain insights into the skill level of their teams and access the full history of employees' skills assessments. This makes it possible to set up comprehensive development plans for individuals and groups.

Talent pools

JOST attaches great importance to working with apprentices, students and interns. Our sites worldwide cooperate with various programs and initiatives to reach a wide group of students and interns and inspire them to join JOST. In Hungary, we offer vocational training for developing technical skills in young people. In 2022, 20 vocational students were trained as CNC machine operators, welders, electricians, and mechanical engineering technicians. The vocational training takes place over two years, during which the apprentices alternate between working in production and attending school classes. Our aim is to offer all apprentices employment on completion of their training.

We also offer a similar training program in Germany. In total, we employed ten apprentices: eight industrial



clerks, one apprentice specializing in computer sciences and one in product design. Here, too, we pursue the goal of offering our apprentices permanent jobs on completion of their training. Of the three apprentices who completed their training in 2022, 66% were employed by JOST (2021: 75%). Furthermore, four dual students specializing in HR, product development and IT are studying for their degrees while doing dual-track practical trainings on the job at JOST.

In India, JOST has a campus recruitment program for engineering and management trainees to attract young talent to JOST in order to cover the Company's existing and future HR requirements. Similarly, in Sweden, we have been working with engineering students from the University of Umeå for over five years. Under the name "Co-op", we offer university students the opportunity to gain work experience at JOST. In 2022, four students specializing in industrial finance, mechanical engineering, electronics and computer technology participated in this three-year program. We also offer internships for foreign graduates and young professionals to accelerate their chances of entering the workforce. This is among the reasons our Swedish subsidiary was awarded the title "Career Company 2023."

Performance

Our employees' performance impacts the successful development of JOST. For this reason, we value performance appraisals as a key process for fostering internal potential and driving the Company's success together.

The performance appraisal process has a long-term effect on our company culture. It defines our expectations of employees in terms of their conduct, skills and development and increases our attractiveness as an employer and retention at JOST, as it is a means of ensuring our employees receive the recognition they deserve. At JOST, the performance appraisal incorporates a skills assessment, further development, feedback, engagement and career opportunities.

In 2022, a total of 1,991 employees (2021: 1,706) received an individual performance appraisal from their supervisor. That corresponds to an increase of 16.7% compared with the previous year.

This can be broken down by gender and employee category as follows:

Performance reviews conducted				
	2022		2021	
Employees by gender	Number	% of total	Number	% of total
Male	1,676	55.0% of male employees	1,437	47.9% of male employees
Female	315	56.8% of female employees	269	55.1% of female employees
Employees by function	Anzahl	% of total	Number	% of total
Production	1,115	35.3% of production employees	895	37.1% of production employees
Sales	429	59.9% of sales employees	426	71.2% of sales employees
R&D	136	83.4% of R&D employees	117	81.2% of R&D employees
Administration	271	61.7% of administration employees	268	79.3% of administration employees



Leadership

Senior managers are the driving force behind our values and shape our employees' experiences. Therefore, it is essential that managers at all levels model JOST's key leadership behaviors and reward the right behaviors in their teams. We aim to provide a structure that empowers our managers to develop their entrepreneurial thinking and emotional intelligence so as to work successfully and effectively with their teams.

In a top-down process, senior management at JOST aligned our managers' development needs with JOST's plans for growth at Group level. This resulted in a leadership skills model that we use to prepare managers and young talent to adapt quickly and flexibly to new challenges and lead teams successfully in volatile circumstances.

Our production managers bear significant responsibility for maintaining and continuously optimizing JOST's production and quality standards. They have to possess a variety of management skills and serve as role models for our employees in terms of professional integrity.

Therefore, in China, all production managers have to complete a course on safety, quality and environmental management as well as leadership skills. Similarly, courses on developing leadership qualities are offered to all production team leaders in Sweden. In the US, a program set up for plant managers will continue in its third installment in 2023. Topics such as performance management and communication, change and conflict management, and team development and organizational impact are key components of the program. Advanced leadership development initiatives

for middle and senior management are planned for 2023 and 2024 to augment established development processes.

In Poland, all employees including shift, team and department managers, including those in senior management, are trained to improve their self-awareness and to understand the mechanisms that influence wellbeing, engagement and cooperation in their teams. Moreover, they learned to regulate their own emotions and to regain their mental balance faster in stressful situations, enabling them to act in a more conscious way when under pressure.

In India, career planning lays the foundation for developing internal leadership talent. The Company prepares leadership talent for a higher level of responsibility by offering a job rotation scheme. With the aid of this scheme, young talents gather cross-functional knowledge and experience in order to develop a broader business perspective.

We also successfully concluded the second round of our global JOST Talent Program in 2022. Eighteen talented employees from the global Group companies are taking part in the program over a period of two years. Diversity among the participants is crucial, spanning our various business functions, divisions and regions. Between the modules, the participants work on strategic projects supported by the Executive Board.

DIVERSITY, EQUALITY AND INTEGRATION

GRI 405-1, 406-1

For 70 years, JOST has been successfully bringing people with different talents and cultural backgrounds together to solve complex problems and drive innovation for our customers. We can achieve that even better by actively promoting an inclusive working environment in which everyone can reach their full potential. We want to be an attractive employer for people from a wide range of backgrounds and lifestyles and one at which everyone feels safe and welcome. Thanks to a diverse leadership team with a broad range of perspectives we can offer our customers all around the world solutions tailored to their culture, language and needs.

Our company culture is based on respecting the individuality of every person and promotes equal opportunities irrespective of age, gender, disability, ethnocultural origin, religion, ideology or sexual identity. In 2022, we affirmed this commitment in our global Human Rights Policy. Cases of discrimination can be recorded using the JOST reporting system (for additional information, refer to the compliance section). No cases of discrimination as defined by the International Labor Organization (ILO) were reported in 2022 (2021: 0).

The nature of our business and industry presents a challenge in terms of our commitment to achieving a balance between genders at all employee levels. Our business focuses heavily on technical professions, in which women are still significantly underrepresented both in higher and vocational education and thus also in the application process. Nevertheless, the percentage of women across the Group rose slightly in 2022 to 15.4% (2021: 15.0%).

A total of 1,013 new employees were hired in 2022. It was encouraging to note that the percentage of new hires accounted for by women increased to 18.4% (2021: 12.9%). This shows that our initiatives aimed at raising JOST's profile among female candidates, such as our "Women at JOST" LinkedIn campaign, are having an impact.

Type of employment by gender		
	Male	Female
with permanent contract	91.2%	91.5%
with fixed-term contract	8.8%	8.5%
full-time	98.7%	91.0%
part-time	1.3%	9.0%



The proportion of women in management roles at the two management levels below the Executive Board likewise climbed to 17.4% (2021: 16.2%). We have thus achieved our goal of increasing the proportion of women in management positions by one percentage point each year. The Executive Board of JOST set itself this target when issuing our first ESG-linked promissory note in the 2022 fiscal year. By 2025, JOST intends to increase the Group-wide proportion of women in management roles at the two management levels below the Executive Board to 19% (previous target: 15% by 2025).

As of the reporting date of December 31, 2022, the proportion of women in management positions at the single entity JOST Werke AG remained unchanged at 33% (2021: 33%). JOST Werke AG thus reached its target of 25%. The proportion of women on the Supervisory Board of JOST Werke AG remained unchanged at 17% in 2022 (2021: 17%). It thus met its target of one in six. The Supervisory Board aims to increase the proportion of women in the Executive Board to 25% by the 2025 fiscal year. The share is

Breakdown of new employee hires by gender		
	Male	Female
newly hired	827 (81.6%)	186 (18.4%)

Breakdown of new employee hires by age			
	< 30 years	30 – 50 years	> 50 years
newly hired	365 (36.0%)	529 (52.2%)	119 (11.7%)

Breakdown of new employee hires by region			
	Europe	North America	APA
newly hired	245 (24.2%)	600 (59.2%)	168 (16.6%)

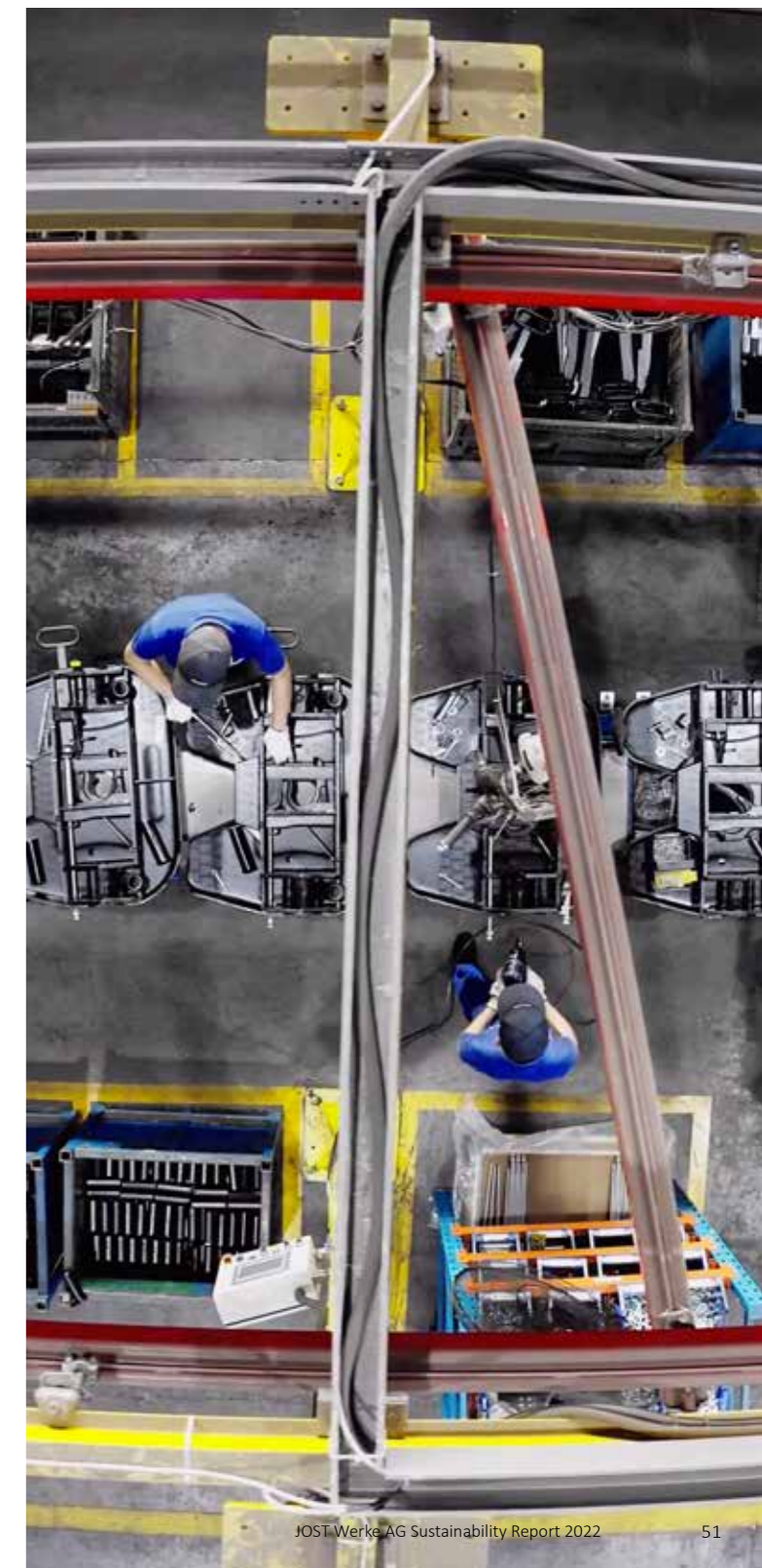
currently 0% (2021: 0%).

JOST focuses heavily on assembling diverse management teams, but professional and personal skills as well as potential performance constitute the key deciding factors in all new hires and promotions.

JOST employees people from 63 nations worldwide and our workforce encompasses four generations with an average age of 41 years (2021: 43).

In South Africa alone, the Company's employees speak eleven different languages. Diversity is part of daily life. All cultures and genders have a representative on the company's culture committee. The committee and Human Resources work closely together to ensure that all groups receive the same opportunities in processes such as promotion and development. Once a year, a culture day is organized to celebrate the different cultures.

In Sweden, we analyzed all HR processes with regard to diversity, equality and integration. Working environments in the office and in production were assessed in collaboration with an expert, including with regard to gender, disability and age. Group interviews with employees from different departments and a Company-wide survey led to comprehensive suggestions for improvements. Measures such as the provision of free sanitary products for women were implemented rapidly. The company also worked with Umeå Pride to increase awareness of diversity, equality and integration as well as to stimulate open discussion on these topics through questions on flyers in break rooms.



POLITICS AND COMMUNITY

We believe that we as a company have a responsibility to participate in initiatives and support organizations that contribute to the development of a sustainable society.

POLITICS

GRI 415-1

Once again, neither the JOST Werke Group nor its local subsidiaries exercised political influence in fiscal 2022. Therefore, the expenditure for this was EUR 0 (previous year: EUR 0).

COMMUNITY ENGAGEMENT

We believe that we as a company have a responsibility to participate in initiatives and support organizations that contribute to the development of a sustainable society.

We want to build close and personal relationships with the communities and people our business depends on. Our sites decide at a local level how we can best strengthen our support to the local communities, as they understand their needs best.

In India, our Company organizes a series of social projects in Jamshedpur each year. In 2022, the team distributed beds to an old age home and contributed to the renovation of local schools. Family visits to the factory are organized during the Vishwakarma festival in September every year.

In Sweden, we supported a series of organizations in 2022. This included the “We effect” organization, which promotes the development of sustainable and environmentally friendly food systems in 24 of the world’s poorest countries. Our team in the agricultural division identifies strongly with the organization’s vision of a fair and sustainable world without hunger.

In Poland, we supported local youth sports clubs as well as the hospice in Zielona Góra. The Company supported children from Ukraine and Poland at the community center in Nowa Sól through a donation of art and craft materials for their art classes. Two charitable organizations also received support in aid of Ukrainian refugees. A further donation was made to the Polska

Press Foundation’s “Train of Dreams”, an initiative enabling children from orphanages or families struggling with financial problems to take restful and carefree vacations.

In Italy, in collaboration with a customer the team supported a humanitarian organization in the Ukraine by providing three pallets of medical supplies, food, clothing and general basic provisions.

In Germany, JOST matched employee donations so that in the end EUR 20,000 were donated to support the German charity Aktion Deutschland Hilft, Germany’s Relief Coalition to help Ukrainian refugees. The Neu-Isenburg site organized a forest run for the second year in a row and employees raised donations for the local food bank through their athletic performance. Through the “Support Your Locals” initiative, JOST donated European pallets to be recycled into sofas for the break rooms at the youth fire department in Neu-Isenburg.

COMPLIANCE



GRI 2-9, 2-23, 2-27, 3-3

Compliance management at JOST aims to ensure that all of the Group’s activities comply with the law. Both lawful and responsible conduct and respect for human rights are firmly rooted within our Company. By living out our corporate values, we create trust among our employees, customers, business partners, shareholders and the general public. This is vital for the long-term success of our Company.

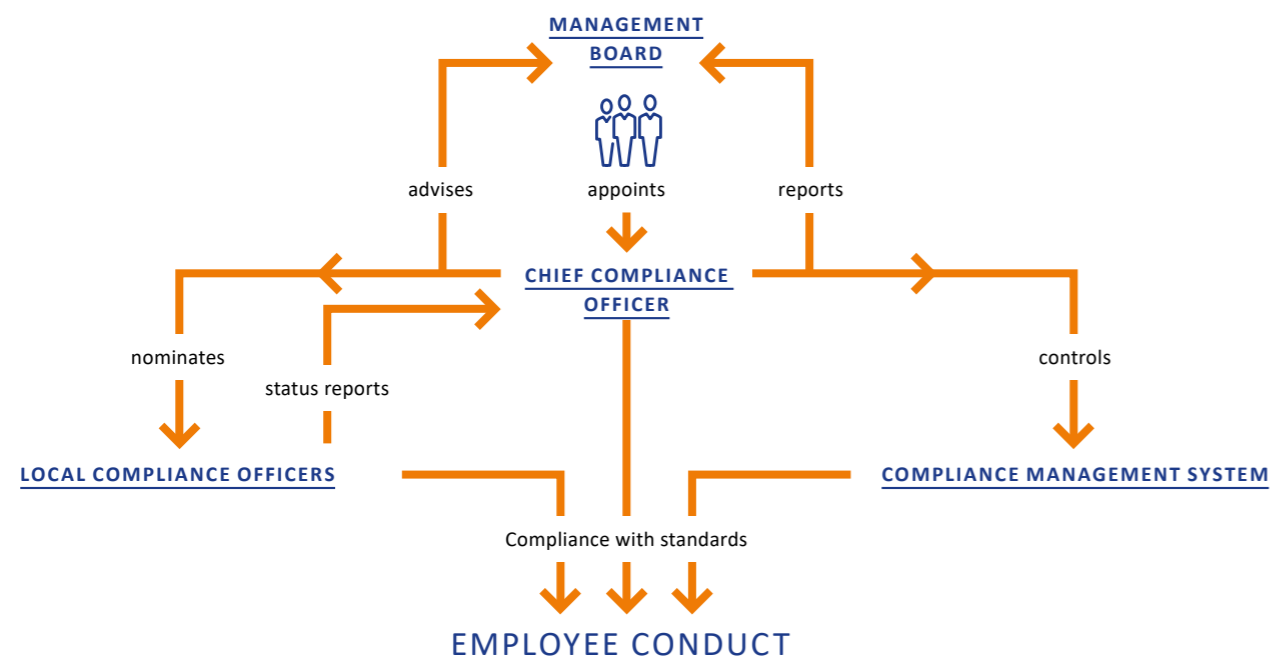
The Executive Board bears overall responsibility for compliance with laws, standards and principles within the Group and reports to the Supervisory Board in this regard. When performing its obligations, the Executive Board is required to delegate the relevant duties to various functions within the JOST Werke Group.

The Chief Compliance Officer (CCO) monitors and checks compliance with laws, standards and internal policies within the Group (compliance), using the compliance management system to support employees to act with integrity and adhere to the rules. The CCO is appointed by the Executive Board and reports directly to the Chief Financial Officer. In addition, they are responsible for the compliance management system and advises the Executive Board on any compliance issues.

The CCO nominates the local compliance officers at the subsidiaries, reviews compliance processes at JOST

on an ongoing basis and proposes general compliance objectives and individual compliance-related measures to be implemented at JOST to the Executive Board. They also manage the process and possible investigative measures in the event of reports or identification of potential compliance incidents.

The local compliance officers support the CCO with all compliance-related communication at local level as well as the introduction of specific compliance measures at the subsidiaries. The local compliance officers report to the CCO regularly on the status and progress of the compliance measures introduced at the respective subsidiaries as well as on the occurrence of any compliance incidents. A key task of the local compliance officers and the CCO is to serve as a contact for all employees at the respective local unit regarding any compliance-related issues.



ANTI-CORRUPTION, ANTI-COMPETITIVE BEHAVIOR AND HUMAN RIGHTS ASSESSMENT

GRI 2-27, 205-2, 205-3, 408-1, 409-1

JOST works in accordance with the recommendations of the Universal Declaration of Human Rights by the United Nations, the core labor standards of the International Labour Organization (ILO) and the OECD Guidelines for Multinational Enterprises as well as the United Nations Convention on the Rights of the Child.

In this context, the JOST Werke Group’s internal Code of Conduct with the requirements and voluntary ethical principles it contains together with our Human Rights Policy constitute the central elements that forms the basis of our compliance management system. The Code provides an essential basis for the day-to-day actions of our employees and executives. Every employee is given the Code of Conduct and an explanation of it when they join the Company. All other employees have already received training regarding the Code in previous years. In this way, we can ensure that every employee is aware of its contents. Furthermore, JOST has issued a Human Rights Policy with the aim of ensuring compliance with and implementation of, for example, human rights, fundamental employee rights and environmental standards in JOST companies as well as in the supply chain.

In 2022, JOST developed the Human Rights Policy in a cross-functional ESG team. JOST entered into obligations to develop relationships with suppliers on issues such as prohibition of forced labor, health, safety and environmental protection, tolerance, and fair business practices. The Human Rights Policy was presented to the Executive Board and adopted in December 2022. An additional one-page document was developed for communication with the target group. A Human Rights Committee has been formed and a human rights officer appointed.

Risks associated with violations of laws and policies are addressed by our risk management system. We continue to conduct regular checks to determine whether the risk assessment (probability of occurrence and possible extent of damage) needs to be adjusted. In the 2022 fiscal year, the organization did not identify any cases of non-compliance with laws and regulations that would have resulted in a fine or other sanctions.

In the 2022 fiscal year, JOST’s share of consolidated sales generated in countries with a corruption index < 60 was around 12.8% (2021: 16.9%). The evaluation is based on the Corruption Perceptions Index (CPI), which is compiled by Transparency International and lists countries according to the degree of corruption perceived in politics and administration. The lower this value, the greater the risk of corruption in the respective country. Initiatives for the early detection and prevention of corruption are therefore particularly important. No cases of corruption were confirmed in 2022 (2021: 0).

In the 2022 fiscal year, we began realigning the global e-learning concept with the aim of rolling it out with the involvement of a new service provider to better meet JOST Werke Group’s growth and its employees’ increasing requirements for training. In addition to the previous topics such as compliance, IT security and data protection, further global and target group-specific training courses will be offered in the future. The new training platform is to be rolled out in 2023.

DISCLOSURES AND COMPLAINT MANAGEMENT

GRI 2-25, 2-26, 2-27, 406-1, 408-1, 409-1

To ensure that possible violations of statutory regulations and internal policies can be detected and uncovered at an early stage, our employees as well as our business partners have the option, in addition to confronting the individuals involved directly, of using a whistleblowing system, if necessary, anonymously. The system can be accessed both externally via the JOST website and internally via the intranet. Users can use the whistleblowing system in their respective national language by phone or in writing. New employees receive an explanation of how to use the whistleblowing system when they join the Company. Further information is available to all employees on the intranet.

In the 2022 fiscal year, we received five disclosures (2021: 5), which were all received via the SpeakUp reporting system. All the disclosures related to the behavior of colleagues or supervisors. They were investigated by the Compliance department and local (HR) departments within a reasonable period of time and either clarified or resolved.



More and more of our OEM customers and the end users of our products, fleet operators and farmers are insisting on sustainable actions and sustainable products.

CUSTOMERS

GRI 3-3, 416-2

More and more of our OEM customers and the end users of our products, fleet operators and farmers are insisting on sustainable actions and sustainable products. Customer satisfaction therefore contributes significantly to our business activities by enabling us to operate successfully on the market. We continuously develop our products to meet the requirements of our business partners. To achieve this, we involve our customers in development projects at an early stage. Our products are designed to help customers operate more efficiently and sustainably. → *Innovation and product management*

In addition to involving customers in the innovation process, it is also important for us to maintain regular contact. Trade shows are one way of doing this, but so are regular phone calls and visits. Since 2021, we have offered customers training on our products and workshops. A combination of in-person and online learning is available for testing organizations such as TÜV and DEKRA. In this type of training, a face-to-face seminar is held first, followed by a survey and a knowledge test, which are run via the platform. The training also helps participants prepare themselves for the practical seminar so that everyone is up to speed.

In 2022, a total of 370 external and internal persons were trained in 24 courses using our platform.

In fiscal 2022, training such as KKS driver training, KKS briefing for sales and field service and KKS OEM training was carried out for the introduction of our KKS system. In addition, e-learning units were offered on service topics such as maintenance and repair.

We continued to feature practical tips, helpful information and diverse insights into the JOST World in our new “JOST Truck Stop” format on different social media platforms in the 2022 fiscal year. “JOST Truck Stop” is a video series in which facts and application tips about our products and solutions were shown in short video clips to offer our customers and other interested parties additional digital added value. A total of nine episodes were published in 2022 (2021: 16) and more are scheduled to appear in 2023.

PRODUCT SAFETY AND SERVICE QUALITY

As a producer of safety-relevant components, quality and the associated product safety as well as a high quality of service are our top priorities. The highest responsibility for product safety lies with the entire Executive Board. This is also reflected in our corporate policy.

We were not aware of any incidents or non-compliance leading to negative health and safety impacts of JOST products and services during the 2022 fiscal year (2021: 0).

For our daily work, we set ourselves targets for preventing errors. These targets and their fulfillment are published internally in the monthly quality report, thus ensuring regular monitoring. Our targets are defined and broken down to plant level.

We conduct safety audits at regular intervals to ensure safety. Thus, in addition to general audits, we also have product audits, conformity of production audits in accordance with homologation specifications, and requalification audits.



When failures occur in field trials, these cases are immediately analyzed. If the analysis suggests that there is a serious impact may occur, we carry out a detailed risk assessment using the RAPEX method, for example. This also applies to events that occur in field trials – but usually to original field failures. In 2022, we conducted three RAPEX assessments.

Reclamations, product safety issues and recalls are three possible cases in the risk assessment. Reclamations refer to all customer claims that lead to an inspection process. Cases related to product safety issues are the only cases that can have safety-related consequences in the field for users or bystanders. A recall may be initiated from a product safety case or from an internal finding related to an identified safety defect. In cases of recalls where we need to inform the public, we use websites as option, for example. The method of recall is based on the accessibility of customers.

Employee training for safety-related topics is available at Production level as well as in Sales and Customer Service. On the one hand, it is important that employees in Production are properly and thoroughly trained so that they can do their job and thus ensure quality and safety during the production steps. On the other hand, for the downstream steps, the employees in the field are trained so that they can see whether the products are working properly at the customer's location. This is completed with training from customer service for workshops on the correct handling and use of our products.

The functional safety of all future JOST products is also the main focus in our development activities for product

innovations, as the growing complexity of our intelligent systems also increases the potential for malfunctions. In particular, our software functions and mechatronic systems for commercial vehicles both for transport and agriculture have to be developed securely in line with the risk and threats associated with their application.

At JOST, we follow the requirements of the ISO 25119 "Tractors and machinery for agriculture and forestry" standard in the development process for agricultural applications. In developments for systems for road vehicles, JOST implements the process of the ISO 26262 "Automotive Functional Safety" standard. This enables us to minimize the risk of malfunctions when developing safety-relevant electronic products and systems, as in the case of automated or autonomous coupling. In 2022, we are further along the path to achieving an ISO 26262-certified process landscape.

In addition, the FMEA process has been improved. FMEA is a key method for assessing and safeguarding against product risks in line with JOST's certification in accordance with IATF 16949 (Quality Management). The method used has been enhanced, the technical possibilities for development expanded and further employees trained in this context. The new methodology and the use of software tools support the development

of products with low technical and environmental risks.

We train our employees as well as our customers worldwide on the safety aspects of dealing with our products through a combination of online and in-person events. This enables us to increase the quality of our customer service and areas of application for our products at the same time.

SUPPLIER MANAGEMENT AND SUPPLY CHAIN

GRI 2-6, 2-23, 3-3, 308-1, 408-1, 409-1

For us, it is particularly important that we also include our suppliers in our efforts to promote sustainability at JOST. We expect all of our business partners along the entire value chain to comply with the law and act with integrity and consider this to be a prerequisite for successful, long-lasting business relationships.

With this in mind, a code of conduct for suppliers is mandatory as standard for all new contractual relationships and is increasingly being introduced to existing relationships. This is particularly important for JOST as an iron processing company because corruption in iron smelting presents a high risk to sustainability according to analysis from "Drive Sustainability – the Responsible Minerals Initiative." This is because many iron-producing countries have weak governmental structures and exhibit shortcomings when it comes to the rule of law and/or suffer from high levels of corruption. Our suppliers are therefore also exposed to this risk.

With our Supplier Code, we can ensure that our suppliers address topics such as respect for human rights and the prevention of child labor. At the same time, the Supplier Code enables us to address environmental and social issues with our suppliers. All new supplier relationships are assessed on this basis to ensure that suppliers are complying with these requirements. In addition to stipulating regulations about environmental protection and conflict commodities, the JOST Supplier Code requires provisions for monitoring and verifying conformity in the suppliers' own supply chains to ensure that our standards are also adhered to there. In 2022, a purchasing volume of 53% was covered by our Supplier Code.



GRI 2-12

RISKS AND OPPORTUNITIES

As part of the risk management process, we have checked whether there are any risks associated with our own business activities, relationships, products and services that are highly likely to have serious negative consequences for non-financial aspects stipulated by law, either now or in the future. We have not identified any risks as defined by the German CSR Directive Implementation Act (CSR RUG) based on this net risk assessment as well as general legal regulations relating to the selection of significant report contents.

However, JOST is exposed to non-financial risks that do not result from our business activities. These risks in all areas (including Human Resources, IT, Law, Procurement, Quality, Environment) are already taken into consideration by risk owners throughout the Group. In addition to the consideration of the coming planning year, non-financial risks are also assessed for the subsequent second and third year. The risk owners present information on their risks to the Executive Board twice a year in the form of an internal risk report. This report gives a detailed overview of the current risk situation. As the highest governance body, the Executive Board bears responsibility for ensuring an effective risk management system is in place.

Along with the risks, however, we can see sustainability opportunities for JOST. Thanks to increasing levels of awareness and the growing importance for a sustainable value chain both in the transport sector and in agriculture, new prospects are opening up for us. As a company that thinks and acts along sustainable lines, we can not only use our products and developments to help our direct customers and the end users of our products to become more sustainable. We can also influence our own business activities and discover possible ways to operate more efficiently and conserve resources. Energy shortages and the resulting increase in energy costs are an example of a material risk to sustainability.

As this assessment forms part of the Company's risk reporting, a more detailed description of the risks and opportunities can be found in the
→ *JOST Annual Report 2022 / Risk Report.*

GRI CONTENT INDEX

JOST Werke AG has reported the information cited in this GRI content index for the period from 1 January 2022 to 31 December 2022 with reference to the GRI Standards.

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INDEPENDENT PRACTITIONERS' LIMITED ASSURANCE REPORT

Independent practitioners' limited assurance report regarding ESG information

To JOST Werke SE, Neu-Isenburg

We have been engaged to perform a limited assurance engagement on the non-financial report of JOST Werke SE (formerly JOST Werke AG), Neu-Isenburg (hereinafter the "Company") in accordance with Section 315b Para. 3 HGB et sqq. (German Commercial Code), for the period January 1 to December 31, 2022.

Management's responsibility

The officers of the company are responsible for the preparation of the non-financial report in accordance with the principles stated in the Sustainability Reporting Standards of the Global Reporting Initiative (hereinafter: "GRI-Criteria") and for the selection of the disclosures to be evaluated.

This responsibility of Company's officers includes the selection and application of appropriate methods of sustainability reporting as well as making assumptions and estimates related to individual sustainability disclosures, which are reasonable in the circumstances.

Furthermore, the officers are responsible for such internal control as they have considered necessary to enable the preparation of the non-financial report that is free from material misstatement, whether due to fraud or error.

Audit firm's independence and quality control

We are independent of the company in accordance with the provisions under German commercial law and professional requirements, and we have fulfilled our other ethical responsibilities in accordance with the relevant provisions within these requirements.

Our audit firm applies the German national legal requirements and the German profession's pronouncements for quality control, in particular the by-laws regulating the rights and duties of Wirtschaftsprüfer and vereidigte Buchprüfer in the exercise of their profession (Berufssatzung für Wirtschaftsprüfer und vereidigte Buchprüfer) as well as the IDW Standard on Quality Control 1: Requirements for Quality Control in Audit Firms [IDW Qualitätssicherungsstandards: Anforderungen an die Qualitätssicherung in der Wirtschaftsprüferpraxis (IDW QS 1)].

Practitioners' responsibility

Our responsibility is to express a limited assurance conclusion on the non-financial report, based on the assurance engagement we have performed.

We conducted our engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised): "Assurance Engagements other than Audits or Reviews of Historical Financial Information" published by the International Auditing and Assurance Standards Board (IAASB). This standard requires that we plan and perform the assurance engagement to obtain limited assurance whether any matters have come to our attention that cause us to believe that the non-financial report of the Company for the period January 1 to December 31, 2022 has not been prepared, in all material respects, in accordance with the GRI-Criteria.

We do not, however, issue a separate conclusion for each disclosure. In a limited assurance engagement, the evidence-gathering procedures are more limited than for a reasonable assurance engagement and therefore significantly less assurance is obtained than in a reasonable assurance engagement. The auditing firm is responsible for the selection of evidence-gathering procedures, according to their reasonable discretion.

Within the scope of our engagement we performed amongst others the following assurance procedures and further activities:

- Obtaining an understanding of the structure of the sustainability organisation and of the stakeholder engagement;
- Evaluation of the design and implementation of systems and processes for the collection, processing and monitoring of disclosures on environmental, employee and social matters, respect for human rights, and combating corruption and bribery, including data consolidation;
- Inquiries of personnel involved in the preparation of the non-financial report regarding the preparation process, the internal control system relating to this process and selected sustainability information;
- Evaluation of selected internal and external documents;
- Identification of the likely risks of material misstatements of the non-financial report under consideration of the GRI-Criteria;
- Analytical evaluation of selected disclosures in the non-financial report;
- Comparison of selected sustainability information with corresponding data in the consolidated financial statements and in the group management report;
- Assessment of the presentation of selected sustainability information.

Conclusion

Based on the assurance procedures performed and assurance evidence obtained, nothing has come to our attention that causes us to believe that the non-financial report of the Company for the period January 1 to December 31, 2022 has not been prepared, in all material respects, in accordance with the relevant GRI-Criteria.

Intended use of the Assurance Report

We issue this report on the basis of the engagement agreed with JOST Werke SE (formerly JOST Werke AG), Neu-Isenburg. The assurance engagement has been performed for the purpose of the Company and the report is solely intended to inform the Company as to the results of the assurance engagement and must not be used for purposes other than those intended. The report is not intended to provide third parties with support in making (financial) decisions.

Engagement Terms and liability

The "General Engagement Terms for Wirtschaftsprüfer and Wirtschaftsprüfungsgesellschaften (Allgemeine Auftragsbedingungen für Wirtschaftsprüfer und Wirtschaftsprüfungsgesellschaften)" dated January 1, 2017 are applicable to this engagement and also govern our relations with third parties in the context of this engagement. In addition, please refer to the liability provisions contained in No. 9 and to the exclusion of liability towards third parties. We assume no responsibility, liability or other obligations towards third parties unless we have concluded a written agreement to the contrary with the respective third party or liability cannot effectively be precluded.

We make express reference to the fact that we do not update the assurance report to reflect events or circumstances arising after it was issued unless required to do so by law. It is the sole responsibility of anyone taking note of the result of our assurance engagement summarized in this assurance report to decide whether and in what way this result is useful or suitable for their purposes and to supplement, verify or update it by means of their own review procedures.

Kronberg, March 22, 2023

Spall & Kölsch GmbH
Wirtschaftsprüfungsgesellschaft (Auditing firm)

[Original German Version signed by:]

Christian Spall
Wirtschaftsprüfer
[German Public Auditor]

Ralph Becker
Wirtschaftsprüfer
[German Public Auditor]

Legal disclaimer:

This document contains forward-looking statements. These statements reflect the current views, expectations and assumptions of the management, and are based on information currently available to the management. Forward-looking statements do not guarantee the occurrence of future results and developments and are subject to known and unknown risks and uncertainties. Therefore, actual future results and developments may deviate materially from the expectations and assumptions expressed in this document due to various factors. These factors primarily include changes in the general economic and competitive environment. Neither the Company nor any of its affiliates undertakes to update the statements contained in this report.

This sustainability report has been translated into German. Both language versions are available for download on the Internet at <https://www.jost-world.com/responsibility>. In case of any conflicts, the German version of the report shall prevail over the English translation.

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