

# SUSTAINABILITY 2023 REPORT

JOST Werke SE

**JOST**



**JOST**  
**ROCKINGER**  
**TRIDEC**  
**Quicke**



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** **ROCKINGER** *TRIDEC* *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 27 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 4,500 people worldwide and is listed on the Frankfurt Stock Exchange.

# Sustainability at a glance

## Selected key sustainability indicators

	Unit	2023	2022	Change vs. previous year
<b>Financial indicators</b>				
Sales	€ million	1,249.7	1,264.6	-1.2 %
Adjusted EBIT	€ million	140.8	123.8	13.7 %
Adjusted EBIT margin	%	11.3	9.8	+1.5%-points
<b>Innovations</b>				
Research & development expenses	€ million	20.2	19.7	+2.7 %
Research & development intensity	%	1.6	1.6	0%-points
Number of patent registrations		63	41	+53.7 %
<b>Employees</b>				
Number of permanent employees	yearly average	3,992	3,516	+13.5 %
Number of temporary workers	yearly average	550	606	-9.2 %
Turnover rate	%	11.6	15.4	-3.8%-points
Proportion of female employees	%	14.9	15.4	-0.5%-points
Proportion of female employees in management positions	%	18.6	17.4	+1.2%-points
<b>Environment</b>				
Proportion of production sites certified according to ISO 14001	%	67	65	+2%-points
CO <sub>2aq</sub> -emissions intensity (Scope 1+2)	kg CO <sub>2eq</sub> /prod. hour	3.4	4.2	-19.0 %
CO <sub>2aq</sub> -emissions absolute (Scope 1+2)	thousand t CO <sub>2eq</sub>	27.33	32.18	-15.1 %
Electricity consumption intensity	kWh/prod. hour	6.3	6.9	-8.7 %
Electricity consumption	million kWh	50.6	52.0	-2.7 %
Natural gas, oil and district heating Intensity	kWh/prod. hour	6.7	7.4	-9.5 %
Natural gas, oil and district heating	million kWh	54.2	56.1	-3.4 %
Water consumption intensity	m <sup>3</sup> /prod. hour	0.020	0.020	0 %
Renewable energy in energy mix	%	36.6	29.9	+6.7%-points
<b>Responsibility and compliance</b>				
Number of judicially determined discrimination cases		0	0	0 %
Number of reported indications		7	5	+40 %



Joachim Dürr  
CEO

# LETTER BY THE MANAGEMENT BOARD

GRI 2-22

Dirk Hanenberg  
COO

Oliver Gantzert  
CFO

## Dear Business Partners,

JOST achieved key sustainability milestones in the 2023 fiscal year. We have almost achieved the target we set ourselves of reducing Scope 1 and 2 CO<sub>2eq</sub> emissions per production hour by 50 % by 2030 compared to 2020 levels, far faster than originally anticipated.

In 2023, we reduced our Scope 1 and 2 CO<sub>2eq</sub> emissions per production hour by 46.0 % against 2020 levels to 3.4 kg CO<sub>2eq</sub>. Our absolute Scope 1 emissions decreased by 5.3 % compared to 2022 and our absolute Scope 2 emissions by a considerable 22.6 %.

This successful outcome is the result of numerous measures identified and introduced to reduce our energy consumption. We also steadily increased the share of total electricity consumption attributable to renewable energies by 6.7 percentage points in 2023 to 36.6 % and significantly upped the amount of solar power generated in-house to 506.8 thousand kWh by building and commissioning new solar power systems on the roofs of our production sites.

Following the acquisition of Crenlo do Brasil and LH Lift in 2023, we welcomed more than 800 new employees to our Group. The new companies will help us further grow our agricultural components business in Latin America and Asia. Thanks to this, JOST will play an even greater role in achieving sustainable development goal two of the Agenda 2030, “Zero Hunger” in the future.

We were also very active in the area of social sustainability. The 3.8 percentage point decrease in the turnover rate to 11.6 % deserves particular mention here. The number of individual feedback meetings also rose considerably by 33.4 % to 2,655. This open feedback helps foster a company culture where people feel comfortable, like to work and can perform at their best.

We still have a lot more planned. This report outlines our main sustainability activities in 2023 and our goals for the future.



Joachim Dürr (CEO)



Oliver Gantzert (CFO)



Dirk Hanenberg (COO)

The Executive Board of JOST Werke SE

Neu-Isenburg, March 20, 2024



# 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.

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.

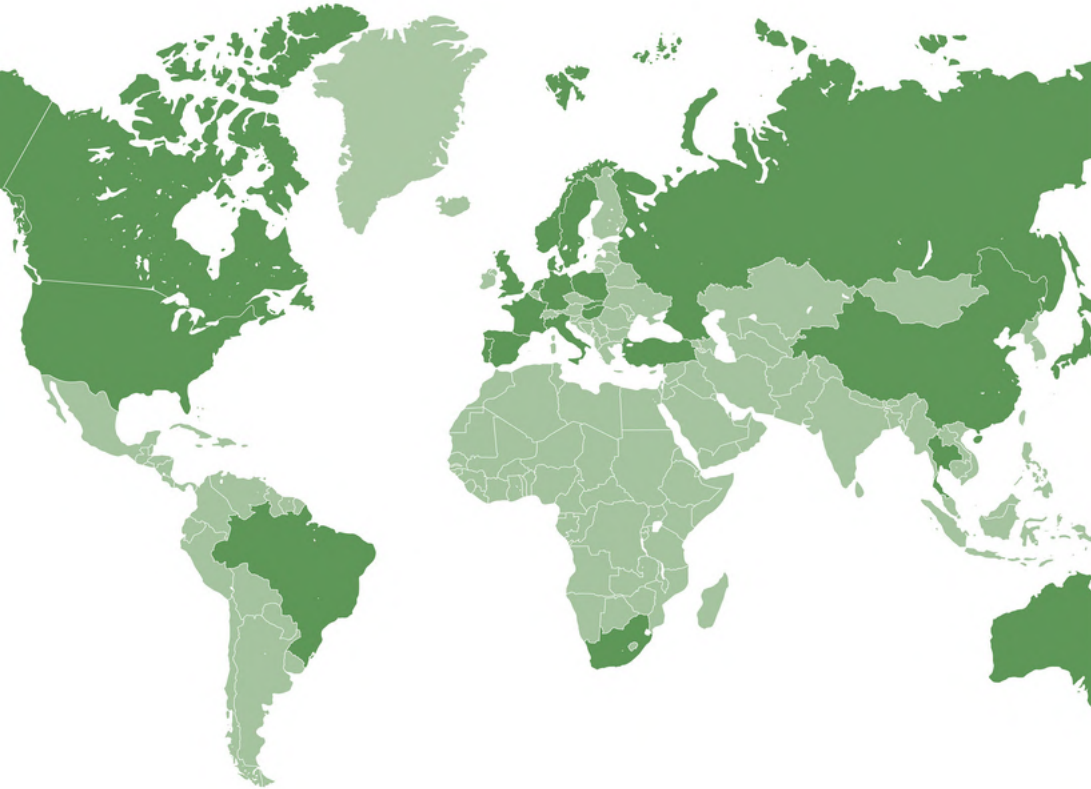


**Goal 13 – Climate Action:** As a manufacturer catering to the commercial vehicle industry, we want to reduce our own greenhouse gas emissions substantially and help our customers in their quest for carbon neutrality. This important goal of our sustainability activities is reflected in our product innovations.

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.

# BUSINESS MODEL

GRI 2-1, 2-6



JOST Werke SE 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, its comprehensive product portfolio is subdivided into systems for use on the road as well as for agriculture and the construction industry.

The group’s leading global position in the markets for fifth wheel couplings, landing gears, and agricultural front loaders is supported by close, long-standing customer relationships and a capital-efficient business model. 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-Africa (APA). These segments form the structure for internal organization, control and reporting.

JOST acquired two companies in fiscal year 2023. The JOST Werke Group’s consolidated group of companies changed in fiscal year 2023 through the acquisition of Taxi Brazil Holdings B.V., Amsterdam, the Netherlands, with its subsidiary Crenlo do Brasil Engenharia de Cabines LTDA, Guaranésia, Brazil, and the acquisition of LH Lift Oy, Kuusa, Finland, with its subsidiary LH Lift Ningbo Co. Ltd, Ningbo, China. As of the reporting date of December 31, 2023, the Group consisted of 46 companies (December 31, 2022: 42). JOST also holds a 49 % stake in a joint venture in Brazil which is accounted for using the equity method. [🔗 JOST Annual Report 2023/Note 4](#)

As a result of these acquisitions, JOST gained three new production sites in Guaranésia, Brazil; Kuusa, Finland; and Ningbo, China. JOST also completed the construction of a new production plant in Chennai, India, in 2023, which was commissioned in the third quarter of 2023. Overall, JOST had a total of 24 production facilities in operation worldwide in 2023 (2022: 20).



Europe	P	S	North America	P	S
Germany	•	•	USA	•	•
Spain	•	•	Canada		•
Italy		•			
France	•	•	<b>South America</b>	<b>P</b>	<b>S</b>
United Kingdom		•	Brazil	•	•
Hungary	•				
Russia	•	•	<b>Asia-Pacific-Africa (APA)</b>	<b>P</b>	<b>S</b>
Poland	•	•	China	•	•
Netherlands		•	India	•	•
United Arab Emirates		•	Australia	•	•
Portugal	•		New Zealand		•
Turkey	•		Singapore		•
Sweden	•	•	Thailand		•
Denmark		•	Japan		•
Norway		•	South Africa	•	•
Finland	•	•			

P = Production company // S = Sales company

In the 2023 fiscal year, JOST generated sales of EUR 1,249.7 million (2022: EUR 1,264.6 million). The Group employed an average of 3,992 people worldwide in 2023 (2022: 3,516). The increase is mainly attributable to the acquisitions of Crenlo do Brasil and LH Lift. With 24 production facilities (including the joint venture in Brazil) and a number of sales companies spanning 27 countries and six continents, JOST is a global company with excellent access to all manufacturers of trucks, trailers, agricultural tractors, and construction machinery worldwide and all relevant end customers.

As of December 31, 2023, the company’s equity had increased by EUR 22.0 million to EUR 382.2 million (December 31, 2022: EUR 360.2 million). Current liabilities decreased by EUR 21.4 million to EUR 622.9 million in 2023 (December 31, 2022: EUR 644.4 million).

JOST primarily distributes products in two business lines:

**Transport:** This includes products and systems for trucks and trailers that provide the interface connecting the truck to the trailer. We sell fifth wheel couplings, landing gears, and king pins as well as ball bearing turntables and bus articulations under the JOST brand. In addition, we offer axle systems with or without modular suspension systems for trailers as well as leading and trailing axles for trucks. Container locks and components for intermodal transport are also marketed under the JOST brand. The core products from the ROCKINGER brand are towing hitches, towing eyes, and drawbars for trucks and trailers. Steering systems and axle suspensions for trailers are offered under the TRIDEC brand.

**Agriculture:** This includes products such as agricultural front loaders for tractors, various implements for front loaders, and subframes sold under the long-established Quicke brand. Drawbars, towing eyes, towing hitches and hitch blocks from the ROCKINGER brand are also used in agriculture and forestry. Three-point fixtures, a new addition to the portfolio, have been marketed under the ROCKINGER brand since 2023. The products of the new subsidiaries acquired in 2023, Crenlo do Brasil and LH Lift, fall under the Agriculture business line.

Complementing our product portfolio, we offer our OEM customers essential services that include just-in-sequence production and integrated logistics. Since 2023, we have produced and sold driver’s cabs and add-on parts in Brazil for the mining, construction, and forestry machinery industries.

We also supply wholesale companies worldwide with components and JOST, ROCKINGER, TRIDEC, and Quicke original replacement parts. JOST also offers comprehensive technical customer service. This allows the company to provide end users (such as fleet operators and farmers) with immediate assistance and guidance on the use of our products and to supply them with replacement parts on short notice. The strong international presence of JOST is reflected in the sales of products by destination. In 2023, JOST generated 47.3 % of its sales in Europe (2022: 46.3 %). The second-largest region was North and South America with a sales share of 31.5 % (2022: 33.3 %), followed by Asia, Pacific, and Africa (APA) with a sales share of 21.2 % (2022: 20.4 %). The Latin American market for the area of transport is additionally served by a joint venture in Brazil. These sales are not consolidated and are therefore not included in the consolidated sales. In 2023, overall sales revenue from our Brazilian joint venture decreased by 6.7 % to EUR 107.4 million (2022: EUR 115.0 million) due to market pressures.



An aerial photograph showing a multi-lane highway cutting through a landscape of green agricultural fields and a dense forest. A white semi-truck is driving on the highway, and a blue tractor is visible in one of the fields. The scene is captured from a high angle, looking down at the road and surrounding terrain.

# ORGANIZATIONAL STRUCTURE AND SUSTAINABILITY

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



In the structure of an European stock corporation (Societas Europaea – SE), 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 SE 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 enables 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 operational implementation of the ESG activities adopted within the Group is the task of the respective specialist functions, which advance, monitor and bear responsibility for the successful implementation of measures.

### 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 the 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 is 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 unlawful or unethical activities within the Group and thereby prevent improper conduct. Details of our compliance organization are provided in the [Compliance](#) section.

### 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, 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 CO<sub>2</sub> 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 [🔗 \*Risks and opportunities\*](#) section.





# 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 objectives of JOST's group strategy are to ensure sustainable, long-term operating success and the continuous increase in enterprise value this entails. 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 qualified employees, comprehensive expertise and a high level of product and service quality, we offer our customers the right solutions for their commercial vehicle applications in transport and agriculture with innovations and enhancements. We position ourselves as a development partner for our customers, using our products and services to assist the technological transition to more complex, more sustainable and more intelligent commercial vehicles. Autonomous driving, digitalization and sustainability remain key growth drivers in both the transport industry and the agricultural sector – a trend that is reflected in JOST's product innovations.

### **Growth initiatives**

We want to further strengthen our international market position through organic and inorganic 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. 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.





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

# PRINCIPLES AND REPORTING STANDARDS



Our Sustainability Report has been informing our stakeholders about nonfinancial 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 SE, 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).

As in the previous year, the report was prepared with reference to the Global Reporting Initiative (GRI) Standards 2021. The format and informational content of the previous year have been retained. This report covers the 2023 fiscal year, which is the same as the calendar year. 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. 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. Upstream and downstream parts of the value chain and outsourced activities can be taken into account 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 most recent non-financial report was prepared on March 22, 2023, and published along with the 2022 Sustainability Report on March 28, 2023. The report is issued annually. The next Sustainability Report for fiscal year 2024 will therefore be published in March 2025.







# 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, industry events, roadshows, as well as investor and analyst meetings. Our most important stakeholders are customers, employees, suppliers, investors and communities.

We carry out a materiality analysis once every two years that lays the groundwork for our sustainability reporting. The most recent analysis took place in the 2022 fiscal year. The next periodic stakeholder survey and the resulting materiality analysis will be carried out in 2024. As such, the results of the last survey from 2022 have been employed as the basis for the non-financial reporting for 2023 as well.

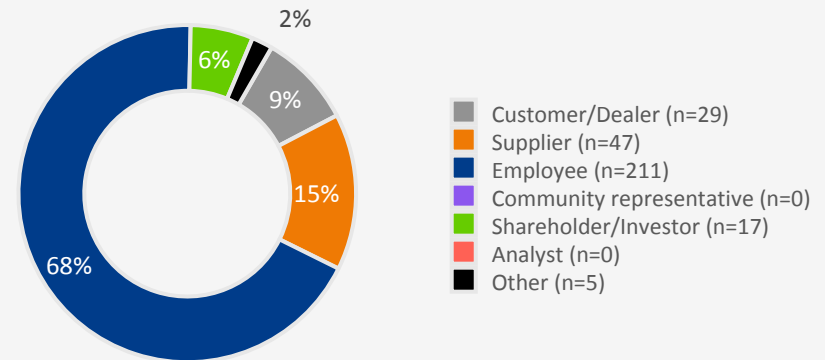
The questions were structured based on the ESG (Environmental, Social, Governance) thematic areas. This gave us the opportunity to survey important topics relating to the environment, social issues and corporate governance in order to derive the key topics for JOST's business activities from this. A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

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 the 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.

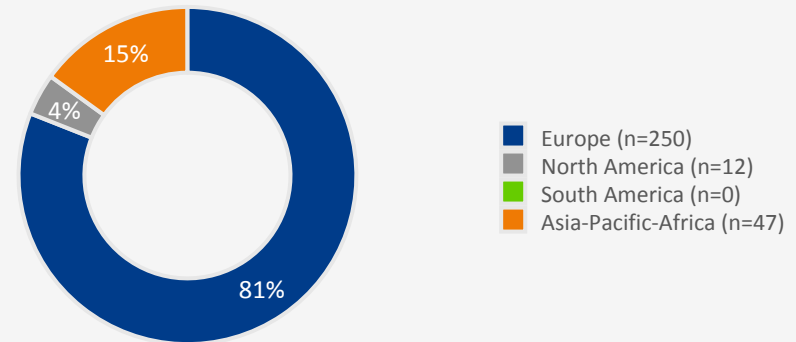
## Results of the stakeholder survey

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.

Participating stakeholders by stakeholder type



Participating stakeholders by region



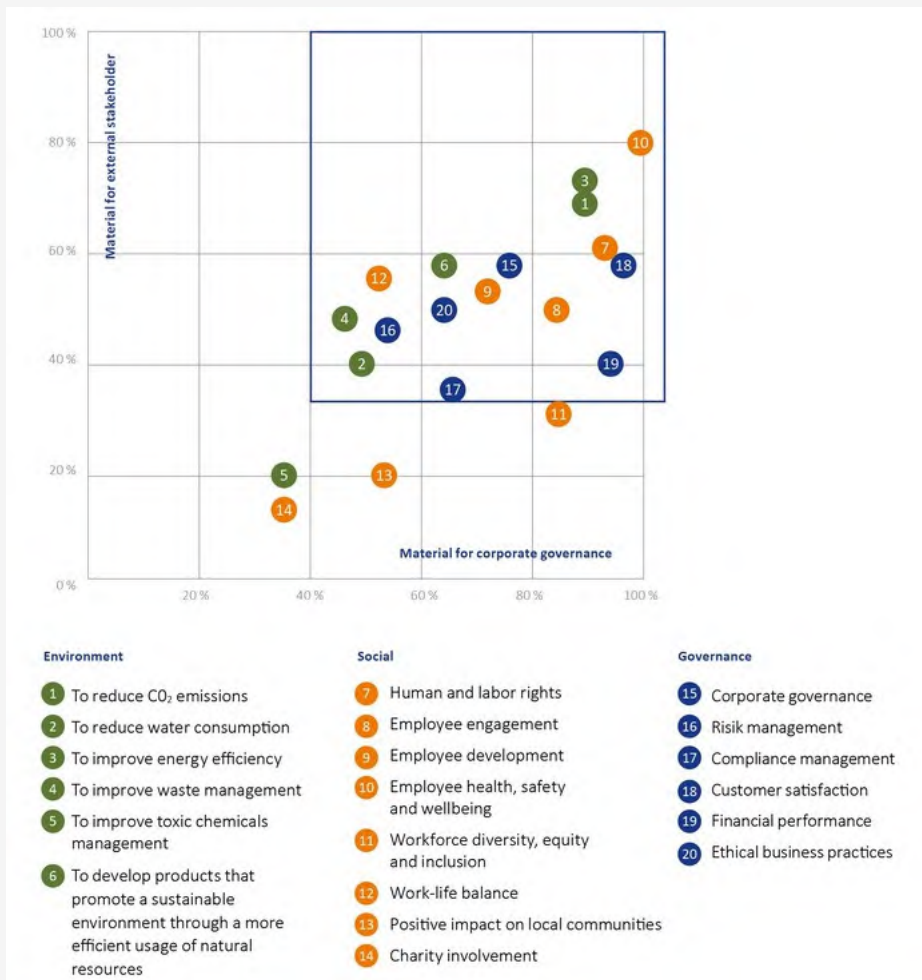
The opening question asked about the most important contribution that JOST makes to sustainability. The following points emerged as the most important aspects for our stakeholders:

- 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.
- 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.

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

**Materiality matrix**



**Material topics**

<b>Environment</b>	To improve energy efficiency
	To reduce CO <sub>2</sub> emissions
	To develop products that promote a sustainable environment through a more efficient usage of natural resources
	To improve waste management
	To reduce water consumption
<b>Social</b>	Employee health, safety and wellbeing
	Human and labor rights
	Employee engagement
	Employee development
	Work-life balance
<b>Governance</b>	Customer satisfaction
	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 (2023 rating: AA), Sustainalytics (2023 rating: Low Risk) and ISS ESG (2023 rating: C-).

## 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 2023 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 29.32.0 “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.

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 tons 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.

In 2023, JOST recognized revenue measuring EUR 0.5 million from truck manufacturers that exclusively manufacture electric trucks. 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 rose in the 2023 fiscal year to EUR 4.8 million (2022: EUR 1.0 million) and represents a 15.4 % share (2022: 3.1 %) of JOST’s total capex of EUR 30.8 million (2022: EUR 32.3 million). The share of total operating expenditure accounted for by taxonomy-eligible operating expenditure is zero (2022: 0).



**INTERPUMP  
HYDRAULICS**

**JOST**  
Truck Stops

**INTERPUMP  
HYDRAULICS**

A wide range of Hydraulic Solutions  
for All Truck Applications

**GRI 3-3**

# INNOVATION AND PRODUCT MANAGEMENT

- 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 agriculture 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.

JOST continually develops new, innovative products to meet our customers' current and, more importantly, future needs. We involve our end users in our innovation processes at an early stage and address their needs when developing our products. When developing new products, we also strive to increase the availability of systems in operation and to fully exploit the longevity and durability of our products. This serves to ensure that our products have long useful lives and that waste is prevented.

We set highest standards of quality, safety and reliability for our products in order to further enhance JOST's competitiveness. In this way, we can help customers make their business safer, more efficient and more sustainable at the same time.

Through close interaction with end users via surveys and conversations, we learn about how our products are used and where there is room for improvement in terms of both safety and environmental impact.

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 addition to safety, automation and increased comfort, our research and development activities in the 2023 fiscal year remained heavily focused on lightweight construction and weight reduction in both transport and agriculture, as weight-optimized products reduce CO<sub>2</sub> emissions during use and increase the freight efficiency of commercial vehicles.

In the 2023 fiscal year, we launched the following product innovations for the transport sector:

Transport	DCA-X7 brake (JOST)
As the lightest brake in its segment, the new DCA-X7 has achieved a 6 kg increase in payload per axle. This serves to reduce emissions by maximizing payload and performance. The weight advantage has a positive impact on the freight efficiency of the axle.	
Impact (environment)	CO <sub>2</sub> reduction / resource conservation
Weight reduction paired with a reduction of material used, which counts towards the conservation of resources.	
Transport	JSK3CNWL (JOST)
The JSK3CNWL fifth wheel coupling features a pneumatic control and operation function for opening the fifth wheel coupling. This lightweight application can be comfortably operated by the driver remotely.	
Impact (environment)	CO <sub>2</sub> reduction
Reduces weight and fuel consumption as one of the lightest fifth wheel couplings available in North America.	
Impact (social)	Occupational safety
Additional safety and improved comfort and ergonomics for drivers.	

Transport	JSK35DVS with 2 sensors (JOST)
The new JSK35DVS fifth wheel coupling is equipped with two sensors and was developed specifically for the Asian market.	
Impact (social)	Occupational safety
Popularization of sensors as a safety element and driver assistance function.	

Transport	JSK35DVS top liner (JOST)
The JSK35DVS top liner serves as a protective layer to guard the fifth wheel coupling and trailer against premature wear, which simultaneously reduces maintenance expenses. This allows the fifth wheel coupling to be operated without additional lubrication.	
Impact (environment)	Less environmental pollution
Less environmental pollution and lower operating costs.	

Transport	Load-detecting landing gears (JOST)
Concepts for detecting landing gear load have been developed in the course of a research project. The goal of this project was to achieve greater accuracy in the context of loading and unloading and to reduce accidents during such processes.	
Impact (social)	Occupational safety
Additional safety for users and improved freight efficiency.	

Transport	Fifth wheel coupling for electric trucks (JOST)
JOST has developed a fifth wheel coupling in the form of a robust but lightweight application. The fifth wheel coupling and shifting mechanism have been developed specifically for electric trucks, which are subject to steep requirements for weight optimization.	
Impact (environment)	CO <sub>2</sub> reduction
Electric power trains hold immense potential for reducing CO <sub>2</sub> emissions in the transport sector.	



<b>Transport</b>	<b>KingPin Finder (JOST)</b>
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.	
<b>Impact (social)</b>	<b>Occupational health and safety</b>
The secure and controlled coupling of truck and trailer reduces accidents at work and minimizes human error during the coupling procedure.	

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.

We launched the following product innovations for the agriculture sector in the 2023 fiscal year:

<b>Agriculture</b>	<b>Towing hitches with drawbar finders (ROCKINGER)</b>
With the new highly adjustable 40 mm and 50 mm RO845D90 and RO841B40 towing hitches, drivers benefit from additional safety in the context of coupling towing vehicles thanks to the camera assistance function. These are used for tractors and harvesters.	
<b>Impact (social)</b>	<b>Occupational health and safety</b>
Better handling, safety and health protection for drivers.	

<b>Agriculture</b>	<b>Multicoupling C-Series (Quicke)</b>
Multicoupling is a cost-efficient system that allows loader hydraulics to be connected quickly and easily. The product has a highly compact design with a unique and patented alignment function. It serves to increase productivity and safety for the compact vehicle and truck markets.	
<b>Impact (environment)</b>	<b>Less environmental pollution</b>
The system reduces the risk of oil leakage and the necessity of cleaning with degreasing agents, which serves to protect the environment from pollution and contamination.	
<b>Impact (social)</b>	<b>Occupational health and safety</b>
The multicoupling offers comfort and ergonomics for users by making loader hydraulics safer and more user-friendly.	

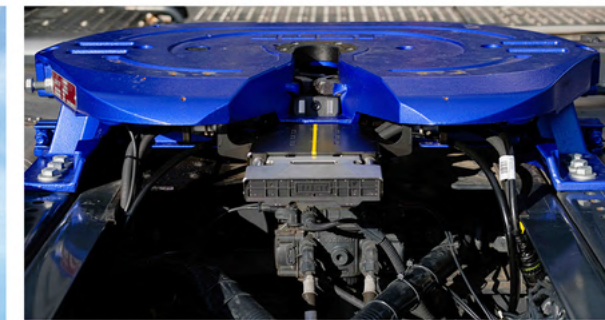
<b>Agriculture</b>	<b>Q9S front loader (Quicke)</b>
The new Q9S front loader has been developed for the new loader platform. At the same time, the weight of the loader has been reduced by 10 kg.	
<b>Impact (environment)</b>	<b>CO<sub>2</sub> reduction</b>
CO <sub>2</sub> reduction thanks to weight reduction	

<b>Agriculture</b>	<b>HD-O hydraulic axle (TRIDEC)</b>
The HD-O hydraulic axle has been optimized for weight reduction (23 kg per axle), which serves to increase vehicle load capacity.	
<b>Impact (environment)</b>	<b>CO<sub>2</sub> reduction</b>
Increasing the cargo load per trip serves to reduce the number of trips required. This serves to reduce the amount of emissions per load.	

Our technical customer service is highly involved in innovation and the further development of our products. It gathers facts about how products are actually used as well as insights into customer wishes and changing market requirements. These findings flow back into the development process. This allows JOST to respond to new market requirements with new developments and product adjustments in a rapid, flexible and results-oriented manner, which in turn enables us to enhance functional and product safety, ergonomics, user-friendliness and occupational safety for users of our products.

Patents are a crucial instrument for the protection of JOST's product innovations. As such, carrying our innovative strengths over into patents is a major priority for us. A great emphasis is placed on maintaining procedural and methodological competencies related to the patent process as well as ensuring awareness of the importance of patents to the company. The number of new patent registrations rose to 63 in 2023 (2022: 41).

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. We have switched to paperless user manuals and documentation, for example. The customer can access a product's instructions for operation via barcode. This contributes towards goals such as SDG 13, "Climate Action," by reducing consumption of paper and other resources.





## 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 JOST's integrated management system and process landscape.

Our research and development expenses increased by 2.7 % to EUR 20.2 million in the 2023 fiscal year (2022: EUR 19.7 million). Our research intensity (research and development expenses as a percentage of sales) amounted to 1.6 % in this period (2022: 1.6 %). During the 2023 fiscal year, we implemented a total of 364 further developments to our existing products (2022: 222).

The following overview represents the contribution to sustainability of selected JOST products that are already in our existing product portfolio:

Transport	EF-S Light (TRIDEC)
The electronic steering system (EF-S) enables steering of one, two or three steering knuckle axles. EF-S Light was launched in 2021.	
Impact (environment)	CO <sub>2</sub> reduction
Vehicle weight is reduced by 71 kg compared with mechanical steering systems (CO <sub>2</sub> reduction). Additional features offer improved autonomy.	
Transport	DCA WEIGHTMASTER PLUS axle (JOST)
DCA WEIGHTMASTER PLUS is the lightest axle in its class. Structural optimization of the axle as a whole has resulted in weight reduction by 17 kg. The weight, wear and performance-optimized wheel head is a unique feature of the axle.	
Impact (environment)	CO <sub>2</sub> reduction / resource conservation
Reduction of emissions, conservation of resources and maximization of efficiency.	

Transport	DCA-L7-2 (JOST)
DCA-L7-2 disc brake with a weight-optimized brake caliper design with the same performance.	
Impact (environment)	CO <sub>2</sub> reduction
Reduced weight, payload increased by 3 kg/axle – CO <sub>2</sub> reduction.	

Transport	JOST KKS (automatic coupling system) (JOST)
JOST has fully automated the coupling process between semitrailer trucks and trailers.	
Impact (environment)	CO <sub>2</sub> reduction
CO <sub>2</sub> reduction thanks to automated, efficient transport.	
Impact (social)	Occupational health and safety
Additional occupational health and safety.	

Transport	Drawbar Finder (integrated camera system) (ROCKINGER)
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)	Occupational health and safety
Additional occupational health and safety.	

Transport	Bio high-performance lubricant (JOST)
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)	Resource conservation
Environmentally friendly, as biodegradable and minimal consumption.	

Transport	Non-lubricated ball coupling (JOST)
The ball coupling functions completely without lubricants. The traditional lubricant is replaced by a newly developed plastic cap that reduces wear.	
Impact (environment)	Resource conservation
Avoids the use of lubricants, reduces environmental pollution.	

Transport	Aluminum support leg and S foot for landing gears (JOST)
Reduced rolling resistance and fuel consumption, more cargo with the same gross vehicle weight.	
Impact (environment)	CO <sub>2</sub> reduction / resource conservation
Less environmental pollution due to reduced fuel consumption, lower operating costs.	

Transport	TZ3 and TZ5 (JOST)
Conventional bearings require regular maintenance. Future wheel ends will be maintenance-free.	
Impact (environment)	CO <sub>2</sub> reduction
The wheel ends feature reduced weight (TZ3: 19 kg, TZ5: 10 kg). This results in the reduction of CO <sub>2</sub> emissions.	

Transport	LV-O (TRIDEC)
Our independent suspension reduces the assembly space for the wheels, opening up cargo volume, resulting in a 60 % increase in load capacity.	
Impact (environment)	CO <sub>2</sub> reduction / resource conservation
The LV-O increases transport efficiency for volume transports and significantly reduces the number of runs, cuts costs and protects the environment and infrastructure.	

Agriculture	JCB 4000 Series (ROCKINGER)
The JCB 4000 Series towing hitch contributes towards weight reduction.	
Impact (environment)	CO <sub>2</sub> reduction
A significant weight reduction of 9 kg has been achieved. Saves fuel and optimizes the production process.	

Agriculture	Quicke Control System (Quicke)
The control system has been converted to a new software version for Quicke control systems and operator assistance tools. It increases the efficiency of agricultural processes by integrating functions into a smart operating concept for front loaders. The system comprises an ergonomic control element, the QE-Command (joystick), and a digital operation and display device, the Q-Companion.	
Impact (social)	Occupational health and safety
The system improves the ease of operation and precision of loader movements as well as the comfort of joystick operation. Improved ergonomics, greater work efficiency and increased flexibility.	



# CLIMATE AND ENVIRONMENT

GRI 2-27, 3-3



**TRIDEC**

Member of JOST World



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 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 DIN ISO 45001 occupational health and safety management standard, the conformity requirement (KBA confirmation) 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 improvements to the local management systems at our production plants on an ongoing basis. The annual external audits inject new stimuli into the Group, which we can roll out to other sites by exchanging best practices. In 2023, the Global Logistics Center (GLC) in Erfurt was successfully audited in accordance with ISO 9001. The site has been added to our matrix certification for ISO 9001.

At present, 67 % of our production plants are certified to ISO 14001 (2022: 65 %), which equates to 16 of our 24 sites (2022: 13 of 20). The change in this ratio relative to the previous year is attributable to the acquisition of production sites in Brazil, Finland and China as well as the construction of a new production plant in Chennai, India. We have presented the two TRIDEC companies in the Netherlands and Portugal as two separate companies in this year's overview. Accordingly, the number of ISO 14001-certified production sites has increased relative to the previous year.

Once again, we received no complaints during the 2023 fiscal year relating to environmental impacts and breaches of environmental legislation or regulations (2022: 0). Consequently, there were no environmental offenses and no sanctions to report.





	ISO 9001	ISO 14001	IATF 16949	KBA confirmation	ISO 45001
<b>Europe</b>					
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 B.V., Netherlands	●	●			
TRIDEC - Sistemas Direccionais para Semi-Reboques Lda., Portugal	●	●			
JOST Otomotiv Sanayi Ticaret A. Ş., Turkey	●				
ÅLÖ AB, Sweden	●	●			
Agroma S.A., France	●				
LH Lift Oy, Finland	●	●			●
<b>North and South America</b>					
JOST Brasil Sistemas Automotivos Ltda., Brazil	●	●	●		●
JOST International Corporation, Grand Haven, USA	●				
JOST International Corporation, Greeneville, USA		●	●		
JOST Agriculture Inc., Simpsonville, USA	●				
Crenlo do Brasil Engenharia de Cabines Ltda	●	●			
<b>Asia-Pacific-Africa</b>					
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	●				
LH Lift (Ningbo) Oy, China	●				
<b>Percentage of certified plants</b>	<b>92%</b>	<b>67%</b>	<b>33%</b>	<b>8%</b>	<b>17%</b>

## Materials used

GRI 301-2

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.

Roughly 74.0 % 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 dioxide emissions (CO<sub>2</sub> emissions) to be high. The risk that iron smelting could pose a danger to nature reserves was also rated as high.

JOST limits such risks through the responsible and accurate assessment of our direct suppliers before selection. However, our Supplier Code of Conduct 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.

We also carried out a dedicated risk analysis in 2023 to identify potential risks resulting from the sites and business activities of our direct suppliers. This analysis allows us to identify suppliers which are subject to elevated risks of human rights or environmental violations and to minimize such risks in the future by means of targeted supplier visits and audits.

We also seek to use a high proportion of recycled materials in our production. We primarily manufacture our products using cast parts made from 40 % recycled scrap. Another 40 % of cast parts used employ recycled material from our suppliers’ own production cycles. As such, the cast parts we use consist of 80 % recycled material and 20 % raw iron.

## 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.

Since 2022, we have used a Group-wide system that allows us to calculate CO<sub>2</sub> emissions and electricity, gas, oil, district heating and water consumption on a monthly basis. These data can be analyzed on a monthly basis at the plant, segment and Group levels. 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. These indicators are integrated into monthly reporting to the Executive Board and Supervisory Board.



### 5 CORE INDICATORS OF THE ENVIRONMENTAL MANAGEMENT SYSTEM



Power Consumption



Gas Consumption



Water Consumption



Total Waste



CO<sub>2</sub>-Footprint



## 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<sub>2eq</sub> 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 CO<sub>2</sub> footprint compared with previous years. Accordingly, fiscal 2020 provides a better basis for measuring future development.

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<sub>2eq</sub> emissions per production hour).

JOST almost reached this self-defined target during the 2023 fiscal year, much earlier than originally anticipated. Relative to 2020, the base year, we were able to reduce our Scope 1 and Scope 2 CO<sub>2eq</sub> emissions per production hour by 46.0 % to 3.4 kg CO<sub>2eq</sub> emissions per production hour in 2023 (2020: 6.3 kg CO<sub>2eq</sub> emissions per production hour).

We achieved most of the reduction in Scope 2 emissions by increasing the share of renewable energies in our electricity mix worldwide to 36.6 %, a considerable increase relative to 2020 (2020: 0). This, in conjunction with measures to reduce our power consumption per production hour, has enabled us to reduce our Scope 2 greenhouse gas emissions by 39.3 % relative to the base year to a level of 14,087 tons CO<sub>2eq</sub> (2020: 23,207 tons CO<sub>2eq</sub>).

Indicator	Unit	2020 base year	2022 <sup>1</sup>	2023 <sup>2</sup>	Change vs. base year	Change vs. previous year
Electricity consumption	million kWh	50.5	52.0	50.6	0 %	-2.7%
Electricity consumption intensity	kWh/ prod. hr.	8.8	6.9	6.3	-28.4 %	-8.7%
Natural gas, oil and district heating	million kWh	47.9	56.1	54.2	+13.2 %	-3.4%
Natural gas, oil and district heating intensity	kWh/ prod. hr.	8.4	7.4	6.7	-20.2 %	-9.5%
Total energy consumption	million kWh	98.4	108.2	105.3	+7.0 %	-2.7%
Energy consumption intensity	kWh/ prod. hr.	17.2	14.3	13.0	-24.4 %	-9.1%
CO <sub>2aq</sub> emissions (Scope 1)	t CO <sub>2eq</sub>	12,746	13,986	13,242	+3.9 %	-5.3%
CO <sub>2aq</sub> emissions (Scope 2)	t CO <sub>2eq</sub>	23,207	18,191	14,087	-39.3 %	-22.6%
CO <sub>2aq</sub> emissions (Scope 1+2)	t CO <sub>2eq</sub>	35,952	32,177	27,328	-24.0 %	-15.1%
CO <sub>2aq</sub> emissions (Scope 1+2) per revenue sales	kg CO <sub>2eq</sub> / TEUR	45.3	25.4	21.9	-51.7 %	-13.8%
CO <sub>2aq</sub> emissions intensity (Scope 1+2)	kg CO <sub>2eq</sub> / prod. hr.	6.3	4.2	3.4	-46.0 %	-19.0%

1) The data from 2022 were subsequently adjusted based on final accounts from energy suppliers, as extrapolated data based on consumption in the first eleven months was assumed for some sites in the Sustainability Report 2022. The figures for acquired companies Crenlo do Brasil and LH Lift are only taken into account for the 2023 fiscal year from September 1, 2023, onwards (time of consolidation within the Group).

2) Some data were extrapolated based on the first eleven months of 2023, as final accounts were not available for some sites at the time the report was prepared.

In the 2023 fiscal year, JOST was able to reduce Group-wide absolute energy consumption by 2.7 % relative to the previous year to 105.3 million kWh (2022: 108.2 million kWh) despite the additional absolute energy consumption of 5.7 million kWh consolidated due to the acquisition of Crenlo do Brasil and LH Lift as of September 1, 2023.

In 2021, as part of our CO<sub>2</sub> reduction activities, JOST began carrying out a detailed analysis in order to identify the most energy-intensive production processes at JOST. Since then, an interdisciplinary group has worked to develop measures to reduce the energy needs of these processes on an ongoing basis. Multiple measures were implemented gradually over the course of 2022 and 2023 and have resulted in a successful reduction of electricity and gas needs.

Significant levers we identified were adjustments to coating and painting processes, automatic doors, improvements to the insulation of selected facilities and the reduction of the heating temperature in winter. The insulation of the coating oven at the production plant in Poland was also improved in 2023.

In this way, JOST was able to decrease its gas, oil and district heating consumption by 3.4 % to 54.2 million kWh in 2023 (2022: 56.1 million kWh). This includes the 2.9 million kWh contributed by the two acquired companies since September 1, 2023. Adjusting for the takeover effect, absolute gas, oil and district heating consumption would have decreased by 8.6 % relative to the previous year.

We were also able to reduce our electricity consumption by 2.7 % to 50.6 million kWh compared with the previous year in 2023 (2022: 52.0 million kWh). Adjusting for the 2.8 million kWh contributed by the acquired companies, electricity consumption would have decreased by 8.1 % relative to the previous year.

The intensity key figures for electricity, natural gas, oil and district heating consumption (per production hour in each case) also improved significantly relative to the previous year. Total energy consumption intensity fell by 9.1 % to 13.0 kWh per production hour (2022: 14.3 kWh per production hour).

JOST's absolute Scope 1 and Scope 2 CO<sub>2</sub> emissions declined relative to both the base year of 2020 and the previous year, decreasing by 15.1 % to 27,328 tons CO<sub>2eq</sub> (2022: 32,177 tons CO<sub>2eq</sub>). This includes 1,738 tons CO<sub>2eq</sub> from the new companies Crenlo do Brasil and LH Lift. Adjusting for the takeover effect, absolute Scope 1 and Scope 2 CO<sub>2</sub> emissions would have decreased by 20.5 % relative to the previous year. This improvement is attributable to the reduction in energy consumption described above as well as the considerably improved electricity mix of purchased electricity and the increased share of solar power generated in-house relative to the previous year.

The share of total electricity consumption attributable to renewable energies rose by 18.6 % relative to the previous year to 18.5 million kWh in 2023 (2022: 15.6 million kWh). This figure refers to the sites that obtain 100 % of their electricity consumption from renewable energy sources and to solar power generated in-house. The share of renewable energies in our total electricity mix thus increased by 6.7 % to 36.6 % in 2023 (2022: 29.9 %). In the 2023 fiscal year, we also identified further electricity supply contracts in which a switch to a less CO<sub>2</sub>-intensive electricity mix can be implemented after the existing supply contracts expire.

JOST also made further progress with the construction of solar power systems on the roofs of its own production sites in 2023. In addition to the photovoltaic systems at the Portugal and Turkey sites, which commenced operation in 2022, we successfully commissioned two additional systems in Germany and Poland in 2023.

This allowed us to dramatically increase the solar power generated in-house many times over to 506.8 thousand kWh in 2023 (2022: 16.2 thousand kWh). This figure will increase continuously over the years ahead, as the installation of more solar power systems is planned.

Supported by these measures, we were able to further improve Scope 1 and Scope 2 CO<sub>2</sub> emissions per production hour relative to the previous year. This figure decreased by 19.0 % to 3.4 kg CO<sub>2eq</sub>/prod. hr. (2022: 4.2 kg CO<sub>2eq</sub>/prod. hr.).

In the context of the production of fifth wheel couplings, the majority of CO<sub>2</sub> emissions are attributable to the material used (Scope 3). We estimate this proportion to be approximately 83 % of overall CO<sub>2</sub> 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 the 2023 fiscal year increased by 8.0 % to 163.4 thousand m<sup>3</sup> relative to the previous year (2022: 151.3 thousand m<sup>3</sup>). This is largely attributable to the additional water consumption by the newly acquired companies and the increase in production volume in China. Capacity utilization in China was much lower in the previous year than in the 2023 fiscal year due to the slump in the local truck market.

Water consumption per production hour, however, remained unchanged relative to the previous year at 0.020 m<sup>3</sup> per production hour (2022: 0.020 m<sup>3</sup>/prod. hr.).

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.



During the 2023 fiscal year, the relevant key figures for water consumption developed as follows:

Indicator	Unit	2020	2022 <sup>1</sup>	2023 <sup>2</sup>	Change vs. previous year
Water consumption	thousand m <sup>3</sup>	126.6	151.3	163.4	+8.0 %
Water consumption intensity	m <sup>3</sup> /prod. hr.	0,022	0.020	0.020	0 %

1) The data from 2022 were subsequently adjusted based on final accounts from water suppliers, as extrapolated data based on consumption in the first eleven months was assumed for some sites in the Sustainability Report 2022. The figures for acquired companies Crenlo do Brasil and LH Lift are only taken into account for the 2023 fiscal year from September 1, 2023, onwards (time of consolidation within the Group).

2) Some data were extrapolated based on the first eleven months of 2023, as final accounts were not available for some sites at the time the report was prepared.

## Waste

GRI 306-3

In the 2023 fiscal year, the Group-wide waste volume increased by 30.8 % to 24,801 tons (2022: 18,961 tons). The primary reason for the strong increase is the first-time consolidation of subsidiaries Crenlo do Brasil and LH Lift as of September 1, 2023. In addition, the waste from the Global Logistics Center in Erfurt, Germany, which was completed and commissioned in the previous year, was taken into account for the first time in 2023.

Waste intensity (waste volume per production hour) also increased relative to the previous year, rising 22.5 % to 3.07 kg per production hour (2022: 2.50 kg/prod. hr.).

The share of scrap metal in our total waste volume rose by 0.8 % to 73.5 % (2022: 72.7 %). This relates exclusively to metals such as steel that are returned to economic circulation and fully recycled.

The share of hazardous waste relative to total waste volume increased slightly to 4.7 % (2022: 4.3 %). JOST's hazardous waste includes grease, paint and oil sludges that are using 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.

The share of non-hazardous waste decreased slightly to 21.8 % (2022: 23.0 %). This category includes wood, paper, plastic and residual waste. 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 2023 fiscal year, the relevant waste key figures developed as follows:

Indicator	Unit	2020	2022 <sup>1</sup>	2023 <sup>2</sup>	Change vs. previous year
Total waste	tons	15,904	18,961	24,801	+30.8 %
Waste intensity	kg/prod. hr.	2.77	2.50	3.07	+22.5 %

1) The data from 2022 were subsequently adjusted based on final accounts from waste disposal companies, as extrapolated data based on consumption in the first eleven months was assumed for some sites in the Sustainability Report 2022. The figures for acquired companies Crenlo do Brasil and LH Lift are only taken into account for the 2023 fiscal year from September 1, 2023, onwards (time of consolidation within the Group).

2) Some data were extrapolated based on the first eleven months of 2023, 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 is 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.

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 and labor 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 and labor 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. JOST underscores this commitment with a global Human Rights Policy that serves to supplement our own Code of Conduct and Supplier Code of Conduct.

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.



## Our global reach

GRI 2-7, 401-1

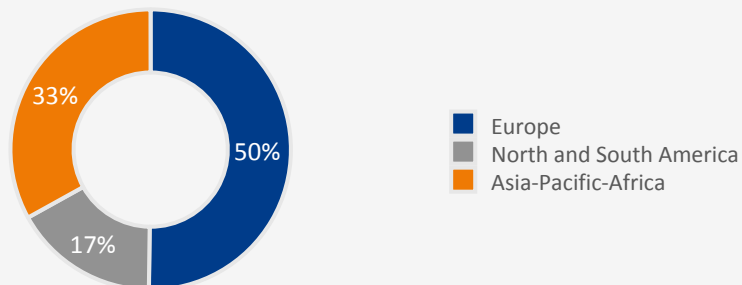
As of the reporting date of December 31, 2023, we had 4,442 employees worldwide. This corresponds to a rise of 23.5 % compared with the previous year (December 31, 2022: 3,603). The increase is mainly attributable to the acquisitions of Crenlo do Brasil and LH Lift as of September 1, 2023. Averaged over the year, we employed 3,992 people (2022: 3,516) and a further 550 temporary staff (2022: 606).

### Number of employees by function as of December 31

	Dec. 31, 2023	Dec. 31, 2022	Change vs. previous year
Production	3,182	2,417	+31.7 %
Sales	662	669	-1.0 %
Research and development	183	143	+28.0 %
Administration	415	373	+11.3 %
<b>Total</b>	<b>4,442</b>	<b>3,602</b>	<b>+23.3 %</b>

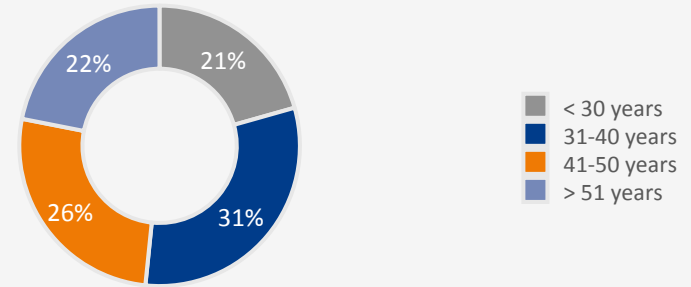
### Employees by region

As of December 31, 2023



### Employees by age

As of December 31, 2023



### Type of employment by region as of December 31, 2023

	Europe	North America	Asia-Pacific-Africa
With permanent contracts	93.0 %	99.9 %	99.8 %
With fixed-term contracts	7.0 %	0.1 %	0.2 %
Newly hired	55.2 %	4.1 %	40.7 %

## 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 6.9 years (2022: 6.6) shows we are on the right track.





The decrease in the turnover rate by 3.8 relative to the previous year to 11.6 % likewise serves to confirm this success and attests to our employees' high degree of loyalty to JOST (2022: 15.4 %). This turnover rate reflects the number of employees who chose to leave JOST or retire as a proportion of the total workforce.

It is also encouraging to note that there is no significant difference in turnover rates between genders. The turnover rate among our female employees also decreased in the 2023 fiscal year to 12.8 % (2022: 13.9 %), and the rate for male employees decreased to 11.4 % (2022: 15.7 %).

More significant fluctuations were observed only at the regional level. In North America, turnover decreased in 2023 relative to the previous year to a level of 29.0 % (2022: 33.0 %). It remained the highest relative to the other regions, however, since turnover is always higher in North America than in JOST's other regions due to cultural and labor market factors. In Europe, turnover in 2023 decreased to 7.6 % (2022: 8.1 %), and the Asia-Pacific-Africa region saw a decrease relative to the previous year to a level of 5.5 % (2022: 7.8 %). This positive trend for all regions worldwide attests to our positive corporate culture and the success of our employee loyalty programs.

In this context, a feedback culture based on openness and employee empowerment represents a fundamental element of our efforts to remain an attractive and modern employer and to create a positive working environment where employees feel at home.

In 2023, we continued to pursue the goal of implementing our platform for employee engagement at additional sites and gathering valuable insights for the improvement of day-to-day working life by means of continuous, timely and flexible pulse surveys of employees. Roughly 1,200 employees worldwide currently use the platform. In 2023, we used the platform to carry out surveys in Australia, New Zealand, Poland, Hungary, China, Sweden, Norway, Denmark and the US. The tool is already in use in several departments in Germany, and the sites in the Netherlands and Portugal are also planning to introduce it in 2024.

In addition, personal one-on-one discussions with employees to evaluate satisfaction, cooperation and development opportunities within the company were introduced at JOST Polska in 2023.



## 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 hazards, 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 measures are 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 managers. Near-accidents must also be reported to the manager in order to enable an immediate response, such as providing additional awareness 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.





Our Ningbo plant was recognized for its exemplary efforts in this area in 2023 as an “Outstanding Company” by the Ningbo Jiangbei District Occupational Health Management Institute for its occupational health management in Jiangbei district. A “Safety Month” on the subject of occupational safety was also held to raise awareness through various activities. These included a safety knowledge competition, a fire protection exercise and a forklift competition in which participants were required to find errors, stack hex nuts and drive the forklift around a curve, which provided an opportunity to learn about the safe handling of forklifts.

At sites in Australia, managers and employees on warehouse and production teams received first aid training, and fire protection training sessions were held. In Chennai, various activities were held as part of “Safety Month” to raise employee awareness about safety. On International Earth Day, employees in India participated in activities to raise employee awareness about the environment and planted trees.

Quarterly meetings are also 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 ISO 45001 (occupational safety). We have refrained from obtaining additional ISO 45001 certification in countries that already have stringent statutory occupational health and safety requirements such as those in Europe and North America. We have obtained ISO 45001 certification at our sites in Finland, China, India and Brazil in order to create comparable occupational safety standards across the Group. More detailed information can be found on our website at <https://www.jost-world.com/certificates>.

In the context of workplace accidents, 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 have 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. This enables us to take better account of varying working hours. This method of calculation for accidents takes all employees including temporary workers into account. We also harmonized our definitions for injury severity on a worldwide basis and expanded internal reporting further.

We incorporated acquired companies Crenlo do Brasil, Brazil, and LH Lift, Finland, as well as the newly established logistics center in Erfurt, Germany, into our accident statistics for the first time in the 2023 fiscal year. This caused the number of accidents recorded to increase relative to the previous year. In 2023, the number of accidents worldwide per 200,000 production hours rose to 2.16 (2022: 1.80). Our goal is to bring this number back down again.

## 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. In Poland, interested employees have the option to participate in various athletic activities through athletic clubs with a sports card subsidized by the company. Employees can also play volleyball at a gym rented with financing from the company.

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 2023, all employees in Germany were also offered flu shots, intraocular pressure screening and thyroid ultrasounds in the context of preventive medical check-ups. At selected locations in Germany, JOST began leasing electric bikes in 2022 at a subsidized rate for employees in cooperation with a market-leading provider. This offer was rolled out Germany-wide in 2023 and has been positively received. 13.5 % of the workforce leased electric bikes in 2023. Similar offers are also in place in Sweden and the Netherlands.

In Australia, an Occupational Health and Safety Officer was appointed and a comprehensive Employee Assistance Program (EAP) was introduced in cooperation with a global health and wellness provider to assist employees with difficult living situations. Various health measures such as medical check-ups for the wellbeing of at-risk employees, appointments with physicians, injury prevention and management, safety advice and training and annual flu shots have also been implemented.

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. These include a family day in a ski area, participation in the “Walk for Blood” blood donation campaign, the introduction of “Wellness Bingo,” in which participants can check off various wellness activities, and the opportunity for employees to nominate themselves for personal training.

In South Africa, all employees who work with machinery or forklifts are required to undergo annual occupational health examinations. Flu shots are also offered, and various health days are held in which medical specialists carry out examinations at the company and make recommendations. Brochures on various health-related subjects like high blood pressure are also distributed to employees. This also has positive secondary effects on the local community, since the information is distributed within family and friend groups.

On “International Yoga Day,” awareness was raised among all employees in India about the numerous benefits of yoga and its holistic approach to health and wellbeing. In Jamshedpur, various offers such as eye exams and heart rate measurements were available as part of the “Health Checkup Camp.”

In Poland, 91 % of employees make use of the daily offer to enjoy a healthy meal subsidized by the company. In addition, private health insurance is still subsidized in order to expand access to medical services.

The mental health of our employees is also a major priority for us. For this reason, a health day on the subject of “Stress and Resilience” was held for our production and logistics employees in Neu-Isenburg. The offering has also been rounded out with webinars addressing mental resources and mindfulness for all employees. Following the risk analysis on psychological stress in the workplace carried out in 2022, the resulting interviews were evaluated in 2023 and corresponding measures were derived. The implementation of these measures and their introduction to specialist units is planned for 2024.

## Leadership, development and performance

GRI 404-2, 404-3

We want to attract, empower and support employees with the right skills for all of 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.

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 immediately 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 areas 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 coach 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. Surveys on subjects such as employment experience, onboarding, the first week, the first 30 and 150 days and exit surveys are also carried out in the context of onboarding and offboarding. Customized onboarding processes ensure that all employees are given the optimal conditions to succeed and can be productive faster.



## 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 Germany, we employed a total of ten apprentices in 2023: nine industrial managers and one trainee in the area of product design. The vocational training takes place over two to three years, during which the apprentices alternate between working at JOST and attending vocational school classes. Our aim is to offer all apprentices permanent employment on completion of their training. Of the two apprentices who completed their training in 2023, 100 % were employed by JOST (2022: 66 %). Furthermore, five 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.

JOST-Werke Deutschland GmbH has already been recognized each year since 2012 by the Fair Company Initiative, which is focused on career starters and young professionals and recognizes companies that offer young people fair working conditions and development prospects.

In Poland, we offered students the opportunity to complete internships in 2023. Under the guidance of company instructors, 24 people received insights into the company and our processes. In South Africa, our employees have the opportunity to apply for a scholarship.

In India, JOST has developed 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 2023, six 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 highly active cooperation with schools and universities was one of the reasons our subsidiary in Sweden was awarded the title "Career Company and Newcomer of the Year 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 2023, the number of employees who received an individual performance assessment from their supervisor saw a dramatic 33.4 % increase to a total of 2,655 employees (2022: 1,991). We are particularly proud of the fact that this increase was achieved across all employee categories and genders.

The following table shows the breakdown of feedback meetings conducted by gender and employee category:

<b>Performance reviews conducted</b>				
Employees by gender	2023		2022	
	Number	% of total	Number	% of total
Male	2,207	58.4% of male employees	1,676	55.0% of male employees
Female	448	67.6% of female employees	315	56.8% of female employees
Employees by function	Number	% of total	Number	% of total
Production	1,578	39.3% of production employees	1,155	35.3% of production employees
Sales	480	61.1% of sales employees	429	59.9% of sales employees
Research and development	203	97.6% of R&D employees	136	83.4% of R&D employees
Administration	394	83.8% of administration employees	271	61.7% 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.

In China, multi-day management training was carried out for mid-level managers that enabled participants to improve their skills in the areas of understanding roles and leadership, task management, delegation and performance management. In Sweden, management programs were offered for new managers, and training on Excel and effective working methods were offered for employees. In the US, the program for plant managers was continued. Topics such as performance management and communication, change and conflict management, and team development and organizational impact are key components of the program. An advanced management development initiative for middle and upper management was initiated in 2023 as a supplement to the established development processes.

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.



In addition to our existing recurring international development program for employees with high potential and employees in the initial phase of their careers, which was launched in 2018 and runs on a continuous basis from year to year, we introduced a second format in 2023 which aims to provide support and development for employees in upper and middle management in the interest of advancing the subject of succession planning in a more targeted manner.

To this end, we began by collecting the strengths and areas for development of twelve members of this group through two two-day assessments and developing individual development plans for each participant. Our aim in this context is to provide employees with better support in their day-to-day working lives and to prepare them for larger tasks at the company in the future. We will be continuing this format in 2024 with at least six more employees.

We have also made the selection for the next round of our existing leadership program for employees with high potential, which will begin in March 2024 and run until 2026.

## Diversity, equal opportunity 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. 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 2023 (2022: 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.

In 2023, the Group-wide percentage of women decreased slightly to 14.9 % (2022: 15.4 %). This is mainly attributable to the fact that the consolidation of new subsidiaries Crenlo do Brasil and LH Lift reduced the ratio of women within the Group.

**Type and region of employment by gender in 2023**

	Male	Female
With permanent contracts	96.7 %	94.6 %
With fixed-term contracts	3.3 %	5.4 %
Full-time	99.0 %	90.6 %
Part-time	1.0 %	9.4 %
Europe	84.8 %	15.2 %
North America	82.0 %	18.0 %
Asia-Pacific-Africa	87.1 %	12.9 %

A total of 460 new employees were hired in 2023. The share of newly hired women decreased slightly relative to the previous year to a level of 16.5 % (2022: 18.4 %).

**Distribution of newly hired employees by gender**

	Male	Female
Newly hired (number)	384	76
Newly hired (in %)	83.5 %	16.5 %

The share of newly hired employees under age 30 was 35.4 % in 2023, which is higher than the Group-wide share of employees who are under age 30 (20.6 %). This trend demonstrates our commitment to developing a younger workforce and prioritizing succession planning.

**Distribution of newly hired employees by age**

	< 30 years	31 – 40 years	41 – 50 years	> 51 years
Newly hired (number)	163	180	77	40
Newly hired (in %)	35.4 %	39.1 %	16.7 %	8.7 %

**Distribution of newly hired employees by region**

	Europe	North America	Asia-Pacific-Africa
Newly hired (number)	254	19	187
Newly hired (in %)	55.2 %	4.1 %	40.7 %

In 2023, the proportion of women in management roles at the two management levels below the Executive Board rose to 18.6 % (2022: 17.4 %). We are working continuously to further increase the number of women in management.

When our first ESG-linked promissory note was issued in the 2022 fiscal year, the Executive Board of JOST set the goal of increasing the Group-wide share of women in management positions at the two management levels below the Executive Board to 19 % by the end of 2025. The interim target for 2023 of 17 % has been achieved.

As of the reporting date of December 31, 2023, the proportion of women in management positions at the single entity JOST Werke SE remained unchanged at 33 % (2022: 33 %). JOST Werke SE thus reached its target of 25 %.

The proportion of women on the Supervisory Board of JOST Werke SE increased to 33 % in 2023 (2022: 17 %). The company’s General Meeting elected two women to the Supervisory Board on May 11, 2023. As a result, the goal of ensuring that at least one out of six Supervisory Board members are women has been exceeded.



The Supervisory Board aims to increase the proportion of women in the Executive Board to 25 % by the 2025 fiscal year. The share is currently 0 % (2022: 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 64 nations worldwide and our workforce encompasses four generations with an average age of 40 years (2022: 41).

In Shanghai, Wuhan, Ningbo and India, all of our colleagues celebrated International Women's Day, and online activities were offered under the motto of "Miracle in You." Waltraud Matzenberger, President of the Asia region, expressed her best wishes to all of our female colleagues and discussed the origin of Women's Day.

In South Africa, a culture day is held once each year to celebrate different cultures. The aim of the event is to provide employees with an opportunity to learn about different cultures and to build mutual understanding about different views and perceptions. In 2023, a brochure was prepared on the topic of traditional herbal remedies that are used by our employees and are widely distributed in Africa. The information was collected jointly with employees, and the final result was distributed to everyone.

In Sweden, JOST placed a greater emphasis on diversity and integration in 2023, organizing training for all managers on the subject of "Diversity & Inclusion" and raising awareness about relevant subjects in the context of a "Lunch & Learn" with employee representatives from every department. An equal opportunities group was established, and various discussion topics related to diversity and inclusion were proposed and discussed by team leaders within their teams.

In Germany, the subject of diversity was addressed with training on "Managing Diversity – Combating Harassment" with the aim of raising awareness among management as well as the Human Resources department and the Works Council. As a result, further initiatives for awareness and prevention have been planned for 2024.





# POLITICS AND GRI 415-1 COMMUNITY





## Politics

GRI 415-1

Once again, neither the JOST Werke Group nor its local subsidiaries exercised political influence in fiscal 2023. 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 2023, the team distributed 45 beds to a retirement home and donated 19 sewing machines to women who live in the company's vicinity. An ambulance was also donated to the community's health center. Family visits to the factory are organized during the Vishwakarma festival in September every year.

In Sweden, we once again contributed support to the "We effect" organization in 2023, which promotes the development of sustainable and environmentally friendly food systems in 24 of the world's poorest countries and is strongly committed to ending poverty worldwide. Employees also had the opportunity to volunteer at the Umeå city mission and to donate Christmas grocery packages for those in need as well as Christmas gifts for Ukrainian refugee children. The company also sponsored the children's cancer foundation for the Northern Sweden region in cooperation with HSB (Hjältarnas HUS) Umeå.

In Poland, we also supported local organizations including a hospice, a children's club and an animal shelter in 2023.

In Australia, employees were encouraged to participate in "R U OK? Day," which deals with suicide prevention and aims to raise people's sensitivity towards the situations of their peers.

In Brazil, social engagement is a major priority. For example, as the largest supporter of the "Centro Educativo e Social de Guaranesia," a charitable organization, we provided support for roughly 100 underprivileged children between the ages of 6 and 15. These children are offered after-school care as well as cultural, athletic and educational experiences. This serves to support these children and adolescents in their personal development.

In the US, employees donated to a Christmas toy drive in support of a local charitable organization that supports victims of domestic violence and their children. In the spirit of giving and supporting the community, we joined forces with the local Harvest Hope Food Bank, which plays a crucial role in the distribution of groceries throughout South Carolina, and initiated a grocery donation campaign for Thanksgiving. Employees donated non-perishable groceries. A donation campaign was also carried out in cooperation with a local elementary school to help buy school materials for children in the Greenville County school system.

The Neu-Isenburg site in Germany organized a forest run for the third year in a row, and employees raised donations for the local food bank through their athletic performance. The Logistics program of the University of Applied Sciences, Mittelhessen, was supported with donations in the form of gift bags for first-year students. We also sponsored Spielvereinigung Neu-Isenburg's annual "King's Cup" on the occasion of the club's 120th anniversary. ROCKINGER Agriculture donated to Helping angels Gotha e.V., an organization that aims to fulfill a last wish for terminally ill people free of charge. Donations were also made to the Gotha food bank, which collects groceries and everyday items that can no longer be sold to support those in need.



# COMPLIANCE

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





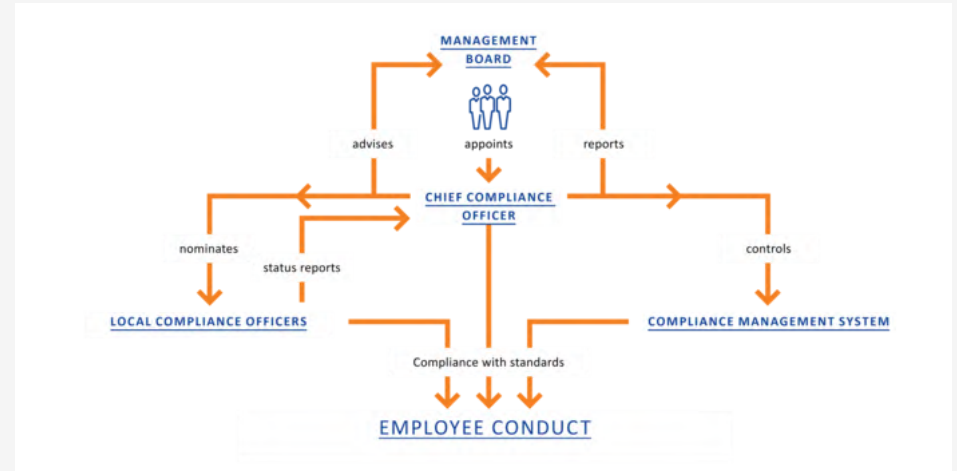
Compliance management at JOST aims to ensure that all of the Group’s activities comply with the law. Both lawful and responsible conduct and respect for human rights are firmly rooted within our Company. By living out our corporate values, we create trust among our employees, customers, business partners, 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. In addition, they are responsible for the compliance management system and advises the Executive Board on any compliance issues. The CCO is appointed by the Executive Board and reports directly to the Chief Financial Officer.

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 CCO is also responsible for the global roll-out of compliance-related e-learning courses, among other things.

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-bribery and respect for human rights

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 adopted 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. JOST has entered into multiple obligations to develop relationships with suppliers on issues such as prohibition of forced labor, health, safety and environmental protection, tolerance, and fair business practices.

Risks associated with violations of laws and policies are addressed by our risk management system. We continue to conduct checks twice per year to determine whether the risk assessment (probability of occurrence and possible extent of damage) needs to be adjusted.

In the 2023 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 2023 fiscal year, the share of JOST's consolidated sales generated in countries with a corruption index < 60 increased to 17.6 % (2022: 12.8 %). This increase is attributable to factors including the acquisition of Crenlo do Brasil. 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 2023 (2022: 0).

A new training platform was established in 2023 and used to offer the first new e-learning course on the subject of IT security. Our goal for 2024 is to further expand our existing e-learning offers for both compliance-related subjects and general professional development for our employees.

## 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 five cornerstones of our reporting and complaints procedure are confidentiality, the prohibition of retaliation, due process, documentation and effectiveness. JOST places a particular emphasis on the prohibition of retaliation and protects employees and third parties who submit reports and complaints. We reject all forms of intimidation, threats, defamation and criminalization of defenders of human rights and those who help to combat corruption and bribery.

JOST's reporting 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 2023, a total of 7 (2022: 5) potential compliance violations were reported to the Compliance Committee through the SpeakUp reporting system or other channels, six of which were reported by JOST employees and one by a third party. They largely pertained to the behavior of colleagues or supervisors, and were investigated by the Compliance department and local (HR) departments within a reasonable period of time and either clarified or resolved. In one case, the investigation of an alleged case of an improper award of contract is still ongoing.





# CUSTOMERS AND SUPPLIERS

GRI 2-6, 2-23,  
3-3, 308-1, 408-1,  
409-1, 416-2



## 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, for example.

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.

Since the training has been well-received, we were able to nearly double the number of participants in 2023 relative to the previous year. In 2023, a total of 704 external and internal persons (2022: 370) were trained in 37 courses using our platform (2022: 24).

In the 2023 fiscal year, 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 automatic coupling 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 “JOST Truck Stop” format on different social media platforms in the 2023 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 six episodes were published in 2023 (2022: nine), and more are scheduled to appear in 2024.





## 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.

In one case we became aware of in 2023, the user of a front loader claimed that he had been injured by the product. The question of whether defects in JOST components actually contributed to the injury remains unresolved at present.

There were no incidents or regulatory violations concerning negative health or safety effects caused by JOST products or services that resulted in fines, sanctions or warnings during the 2023 fiscal year (2022: 0). There were no violations of voluntary rules for conduct (2022: 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 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 2023, we added three additional cases to our PSC (Product Safety Cases) list since they had the potential to cause greater impacts. None of these were subjected to an assessment of probability of occurrence or impact (RAPEX assessment) (2022: 3).

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.

Training for our employees on safety-related topics is available at the 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 2023, 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, our Supplier Code of Conduct is mandatory as standard for all new contractual relationships and is also being introduced to existing relationships. This is particularly important for JOST as a 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.

All suppliers who supplied JOST in 2023 received JOST’s Supplier Code and accepted it as a condition for a supplier relationship with JOST. This means that 100 % of purchasing volume was covered by our Supplier Code in 2023 (2022: 53 %).



An aerial photograph of a large industrial warehouse complex. The building has a grey metal roof with a grid of skylights. Numerous semi-trailers and trucks are parked in rows along the sides of the building. The ground is paved and shows some activity, including a few workers and a forklift. The overall scene is one of a busy logistics or manufacturing facility.

# RISKS AND OPPORTUNITIES

GRI 2-12



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 to report as defined by the German CSR Directive Implementation Act (CSR RUG) based on the risk assessment or the 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, Compliance, Procurement, Quality, Environment, Sales) 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 analyzed and assessed for the subsequent second and third years.

The risk owners present information on their risks to the Executive Board twice a year in the form of a 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 of a sustainable value chain in both the transport sector and in agriculture, new prospects are opening up for JOST.

As a company that thinks and acts along sustainable lines, we can 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 scarcity and the resulting increase in energy costs are an example of a material risk to sustainability and are an area in which JOST can contribute solutions towards improving the situation.

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 2023/Report on opportunities and risks.\*](#)





# GRI content index

JOST Werke SE has reported the information cited in this GRI content index for the period from 1 January 2023 to 31 December 2023 with reference to the GRI Standards.

GRI Standard	Disclosure	Page
General Disclosures 2021		
The organization and its reporting practices		
2-1	Organizational details	<a href="#">7</a>
2-2	Entities included in the organization's sustainability reporting	<a href="#">14</a>
2-3	Reporting period, frequency and contact point	<a href="#">14, 62</a>
2-4	Restatements of information	<a href="#">14</a>
2-5	External assurance	<a href="#">14</a>
Activities and workers		
2-6	Activities, value chain and other business relationships	<a href="#">7, 51, 54</a>
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2-9	Governance structure and composition	<a href="#">9, 48</a>
2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">55</a>

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2-22	Statement on sustainable development strategy	<a href="#">4</a>
2-23	Policy commitments	<a href="#">9, 12, 48, 51, 54</a>
2-25	Processes to remediate negative impacts	<a href="#">50</a>
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">50</a>
2-27	Compliance with laws and regulations	<a href="#">27, 48, 49, 50</a>
Stakeholder engagement		
2-29	Approach to stakeholder engagement	<a href="#">16</a>
2-30	Collective bargaining agreements <i>38% of the employees worldwide</i>	–
Material Topics 2021		
3-1	Process to determine material topics	<a href="#">14, 16</a>
3-2	List of material topics	<a href="#">14, 16</a>
3-3	Management of material topics	<a href="#">9, 16, 20, 27, 30, 34, 48, 51, 52, 54</a>
Economic topics		
Procurement Practices 2016		
204-1	Proportion of spending on local suppliers <i>This information is relevant for competition and is accordingly not published.</i>	–
Anti-corruption 2016		
205-2	Communication and training about anti-corruption policies and procedures	<a href="#">49</a>
205-3	Confirmed incidents of corruption and actions taken	<a href="#">49</a>
Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices <i>There were no corresponding legal proceedings in the financial year.</i>	–

Environmental topics		
Materials 2016		
301-2	Recycled input materials used	<a href="#">29</a>
Energy 2016		
302-1	Energy consumption within the organization	<a href="#">31</a>
302-3	Energy intensity	<a href="#">31</a>
302-4	Reduction of energy consumption	<a href="#">31</a>
Water and Effluents 2018		
303-1	Interactions with water as a shared resource	<a href="#">32</a>
303-5	Water consumption	<a href="#">32</a>
Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	<a href="#">31</a>
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">31</a>
305-3	Other indirect (Scope 3) GHG emissions	<a href="#">31</a>
305-4	GHG emissions intensity	<a href="#">31</a>
305-5	Reduction of GHG emissions	<a href="#">31</a>
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306-3	Waste generated	<a href="#">33</a>
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308-1	New suppliers that were screened using environmental criteria	<a href="#">51, 54</a>
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Employment 2016		
401-1	New employee hires and employee turnover	<a href="#">36</a>
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403-1	Occupational health and safety management system	<a href="#">38</a>
403-2	Hazard identification, risk assessment, and incident investigation	<a href="#">38</a>

403-3	Occupational health services	<a href="#">38</a>
403-4	Worker participation, consultation, and communication on occupational health and safety	<a href="#">38</a>
403-5	Worker training on occupational health and safety	<a href="#">38</a>
403-6	Promotion of worker health	<a href="#">38, 39</a>
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Training and Education 2016		
404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">40</a>
404-3	Percentage of employees receiving regular performance and career development reviews	<a href="#">40</a>
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405-1	Diversity of governance bodies and employees	<a href="#">43</a>
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406-1	Incidents of discrimination and corrective actions taken	<a href="#">43, 50</a>
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408-1	Operations and suppliers at significant risk for incidents of child labor	<a href="#">49, 50, 51, 54</a>
Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">49, 50, 51, 54</a>
Public Policy 2016		
415-1	Political contributions	<a href="#">46, 47</a>
Customer Health and Safety 2016		
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	<a href="#">51, 52</a>



A photograph of a farm with several red barns and a green field. The sun is low on the horizon, creating a bright lens flare effect. The sky is clear and blue.

# 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, 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, 2023.

## 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 Management 1: Requirements for Quality Management in Audit Firms [IDW Qualitätsmanagementstandard: Anforderungen an die Qualitätssicherung in der Wirtschaftsprüferpraxis (IDW QMS 1)] and IDW Standard on Quality Management 2: Engagement Specific Quality Assurance [IDW Qualitätsmanagementstandard: Auftragsbegleitende Qualitätssicherung (IDW QMS 2)].

## 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, 2023 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, 2023 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, Neulsenburg. 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 und 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 20, 2024

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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GRI 2-3

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