



Reimagining Motion

For a greener, safer, better world of mobility

AVL List GmbH | Austria | Headquarters

CORPORATE SOCIAL RESPONSIBILITY REPORT 2022

TABLE OF CONTENT

1	INTRODUCTION.....	4
2	ABOUT AVL LIST GMBH.....	6
2.1	OUR VALUES AND PHILOSOPHY	7
2.2	WHAT WE DO	9
2.3	OUR KEY TOPICS.....	10
2.3.1	Next Generation Vehicles	10
2.3.2	E-Mobility	11
2.3.3	Automated and Connected Mobility.....	11
2.3.4	Zero-Impact Emission	11
2.3.5	Software	12
2.4	OUR GLOBAL FOOTPRINT	13
3	CORPORATE SOCIAL RESPONSIBILITY	14
4	POLICY – INTEGRATED MANAGEMENT SYSTEMS FOR RESPONSIBLE ACTION .	17
5	STATEMENT ON HUMAN RIGHTS	19
6	ENVIRONMENT AND PRODUCT SUSTAINABILITY	22
6.1	CERTIFICATIONS	22
6.2	AWARDS	23
6.3	ENERGY AND SUSTAINABILITY	23
7	EMPLOYEE EMPOWERMENT	26
7.1	EMPLOYER OF CHOICE.....	26
7.2	MANAGING TALENTS	28
7.3	FAIR WORK-LIFE-BALANCE	29
7.4	EMPLOYEE ENGAGEMENT AND SOCIAL DIALOG	30
8	COMMUNITY AND CULTURE	31
8.1	INSTITUTIONAL AND UNIVERSITY COOPERATION	31
8.2	SUPERVISE AND ACCOMPANY OF MASTER’S THESES	33
8.3	BRIDGING ART AND SCIENCE	33
9	SUPPLY CHAIN AND BUSINESS ETHICS	34

9.1	COMPLIANCE RULES	34
9.2	SUPPLY CHAIN MANAGEMENT PRACTICES	35
9.3	DATA AND INFORMATION SECURITY.....	36
10	SUSTAINABLE DEVELOPMENT GOALS.....	37
	OUR FOCUS AREAS	37
11	OUR ACHIEVEMENTS	39
11.1	OUR CERTIFICATES.....	39
11.1.1	ISO 9001	39
11.1.2	ISO 14001.....	39
11.1.3	ISO 27001 and TISAX	39
11.1.4	ISO 45001.....	39
11.1.5	ISO/SAE 21434 – Road Vehicles – Cybersecurity Engineering	40
11.2	AWARDS - AVL LIST GMBH.....	40
11.2.1	Mint Seal of Approval Kindergarten	40
11.2.2	Austrian State Award “Family & Career”.....	40
11.2.3	Most Family-friendly Company / Styria.....	40
11.2.4	FGG Federal State Prize “Jobs Through Innovation”	41
11.2.5	State-Approved Apprentice Training Company	41
11.2.6	ECOPROFIT Programme of Graz	41
11.2.7	Randstad Award “Best Employer”	41
11.2.8	Innovation Award – Austria’s Most Innovative Company	41
11.2.9	Diversity Leaders Award.....	42



AVL LIST GMBH | HEADQUARTERS

Graz, October 2022

Contact us: csr@avl.com

www.avl.com/csr

1 INTRODUCTION

As a globally active company with 10,700 employees in 26 countries and a total of 45 subsidiaries at 93 locations worldwide, AVL wants to be perceived as a company that is part of sustainable, positive change.

This report is an up-to-date stocktaking - a summary of the measures already implemented and the goals we have set ourselves.

We do not yet have answers to all questions, but we can assure you that we will not stop questioning everything and providing our employees with appropriate resources to make our contribution to a more sustainable development and future.

AVL CAST - DEALING WITH CORONA IN AN OPERATIONAL CONTEXT

At AVL, we take our responsibility towards our employees, our customers, our partners and society very seriously. Health and safety are top priorities.

The CAST (Crisis Assistant & Support Team), which has been in place since March 2020, continued to be active in 2021, continuously evaluating the situation and coordinating all activities and measures to protect AVL's employees. Based on the legal provisions, regulations and measures related to COVID-19, recommendations for action were also derived and implemented on an ongoing basis for the entire company in 2021. And the figures speak for themselves, as over the course of the last two years CAST processed a total of more than 12,000 emails on around 1,500 topics in connection with the pandemic and prepared and communicated more than 150 mailings and information packages to the employees.

2021 was also characterized by testing and vaccination, both were successfully implemented in an operational context. For this purpose, testing stations were set up at several locations at the headquarters in Graz, with more than 50,000 tests being carried out in the course of last year. In addition, four company vaccination campaigns took place with the opportunity to be vaccinated on site at the workplace. A little more than 500 employees took advantage of this offer.

The greatest challenge during the last two years for the CAST was the constantly changing framework conditions (new laws, regulations and measures, travel restrictions, etc.) as well as their correct interpretation in the workplace context - and ultimately the timely provision of information to the employees.

OUR CONTRIBUTION TO SUSTAINABILITY

Despite the pandemic-crisis, galloping inflation, global supply chain disruption and increasing environmental and economic challenges, AVL will consistently pursue its chosen path of sustainability

and continue to devote all its efforts to clean and affordable mobility. Through sustainable design and development, AVL reduces the CO₂ footprint of the powertrain in all lifecycle phases, taking into account affordability for the end user.

The sustainable use of resources and ambitious greenhouse gas emission reduction targets will greatly change the transportation sector in the coming years, especially topics such as electrification and a balanced, efficient and environmentally-friendly mix of powertrains (including hybridization, etc.) will play a central role. Together with the emergence of renewable and alternative energy sources, there will be a variety of different development scenarios in the coming decade. AVL is well prepared and ready for this challenge.

WE OWE IT TO THE PLANET

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

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

Christoph Urthaler

Head of Employee Engagement and CSR

2 ABOUT AVL LIST GMBH

ADAPTABLE TO CHANGE

AVL List GmbH (“AVL”) with its headquarters in Graz, is one of the world’s leading mobility technology companies for development, simulation and testing in the automotive industry, and in other sectors. Drawing on its pioneering spirit, the company provides concepts, solutions and methodologies for a greener, safer and better world of mobility.

AVL constantly expands its portfolio of high-end methodologies and technologies in the areas of vehicle development and testing. With a holistic approach - from ideation phase to serial production - the company covers vehicle architectures and platform solutions including the impact of new propulsion systems and energy carriers.

To achieve the vision of climate-neutral mobility, AVL drives innovative and affordable solutions for all applications - from traditional to hybrid to battery and fuel cell electric technologies.

As a global technology provider, AVL’s offerings range from simulation, virtualization and test automation for product development to ADAS/AD and vehicle software. The company combines state-of-the-art and highly scalable IT, software and technology solutions with its application know-how, thereby offering customers extensive tools in areas such as Big Data, Artificial Intelligence, Cybersecurity or Embedded Systems.

Furthermore, AVL is striving towards a safe and comfortable driving experience for everyone and brings a comprehensive understanding of assisted and automated driving functions in different vehicles and environments into play.

AVL's passion is innovation. Together with 10,700 employees at more than 90 locations and with 45 Tech and Engineering Centers worldwide, AVL is supporting customers in their mobility ambitions. In 2021, the company generated a turnover of 1.6 billion Euros, of which 12% are invested in R&D activities to ensure continuous innovation.

FACTS AND KEY FIGURES

Chairman and CEO:	Prof. Dr. h.c. Helmut List
Founded:	1948 – 70+ Years of Experience
Employees:	> 10,700 worldwide (HQ/Graz: 3,850) 68 % Engineers and Scientists
Global Footprint:	Represented in 26 countries 45 Affiliates divided over 93 locations

45 Global Tech and Engineering Centers (including Resident Offices)

Export Quota:

97 %

Research:

Approx. 12 % of turnover invested in Inhouse R&D
2,500 Granted Patents

Company Address:

AVL LIST GmbH
Hans-List-Platz 1
8020 Graz, Austria
Phone: +43 316 787-0
Fax: +43 316 787-400
Internet: <http://www.avl.com>

2.1 OUR VALUES AND PHILOSOPHY

Our business activity is based on the following central values:



PIONEERING SPIRIT

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



CUSTOMER ORIENTATION

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

PROBLEM-SOLVING COMPETENCE



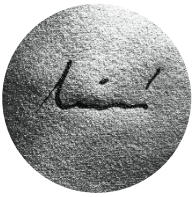
It's a demanding world. Focused research, cutting-edge technological developments and clear product orientation are fundamental requirements for global competitiveness. With multi-disciplinary teams, we offer expertise, creativity, innovative thinking and effective project management to support professional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

RESPONSIBILITY



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

INDEPENDENCE



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

2.2 WHAT WE DO

We constantly transform our portfolio of high-end methodologies and technologies to support our customers in achieving their ambitions. From future fuels to the connected vehicle ecosystem, we are driving innovation today, to build the mobility concepts of tomorrow.

ENGINEERING

AVL is a leading provider of providing mobility technologies and engineering services. Our key competences range from design and development services for electrified and fully electric propulsion systems, to integrating the subsystems into the vehicle. We develop solutions for all propulsion technologies, from hybrid and battery electric to fuel cell electric and hydrogen combustion engines. Thereby, we focus on functional vehicle development and electrical and electronics for the next generation vehicle. Innovations and engineering towards an automated and connected mobility is part of our daily work, and we constantly push the limits of what is possible. Beyond automotive, we cover system development and integration for stationary and marine applications and a broad consulting portfolio for several technology applications. We are driving the transformation to a more sustainable future.

TESTING SOLUTIONS

AVL is the worldwide market leader in automotive test systems and has innovated the way propulsion systems are tested for many decades. We provide advanced tools and methodologies for energy-efficient, fast, and reliable development, testing and validation for various applications and industries. Our offering includes a great variety of solutions for different demands from simulation and lab testing facility to real world environments. AVL and third-party products, system and software solutions can be seamlessly integrated and tailored to the workflow of the user. Our full understanding of customer needs through the close cooperation with the AVL engineering unit makes us your reliable partner right from project start.

SIMULATION SOLUTIONS

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

2.3 OUR KEY TOPICS

MOBILITY TECHNOLOGIES ARE AT THE CENTER OF EVERYTHING WE DO

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

We help in planning the proper energy pathway by ecological treatment of resources for the reduction of greenhouse gas emissions in the transport sector. With sustainable design and development, we as AVL reduce the CO₂ footprint of all types of powertrains in all lifecycle stages while considering affordability for the end consumer.

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

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

2.3.1 NEXT GENERATION VEHICLES

ENGINEERING A BETTER FUTURE

With our comprehensive technological know-how in all vehicle systems and functions, and our many years of experience in the implementation and use of virtual development methods, we support our customers in managing complexity.

- Development, engineering, services and products
- Vehicle and vehicle systems
- Vehicle functions
- Vehicle development targets and attributes



2.3.2 E-MOBILITY

REDRAWING THE LINES OF ELECTRIFICATION



We are relentlessly striving towards CO₂ neutrality. And not just by increasing the efficiency of multiple propulsion systems, but by pioneering energy from green resources. We drive innovative and affordable solutions by applying a multi-energy carrier strategy for all applications.

From battery electric to fuel cell technologies, we are paving the way for e-mobility.

2.3.3 AUTOMATED AND CONNECTED MOBILITY

TECHNOLOGY DESIGNED FOR THE HUMAN JOURNEY

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



2.3.4 ZERO-IMPACT EMISSION

CREATING A CLEANER AND GREENER FUTURE

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



We are committed to supporting OEMs develop zero-impact emission mobility solutions.

- ICE-based powertrains
- Hybrid-based powertrains
- RDE / ISC & WLTP
- Alternative fuels
- Emission legislation

2.3.5 SOFTWARE

DRIVING THE NOW, DEFINING THE NEXT

New generation mobility is software-defined.

At AVL we place innovation at the heart of development. Our software is both ready for today and designed for tomorrow's challenges.

Our solutions range from simulation, virtualization, and test automation (for vehicle development) to ADAS/AD and car software.

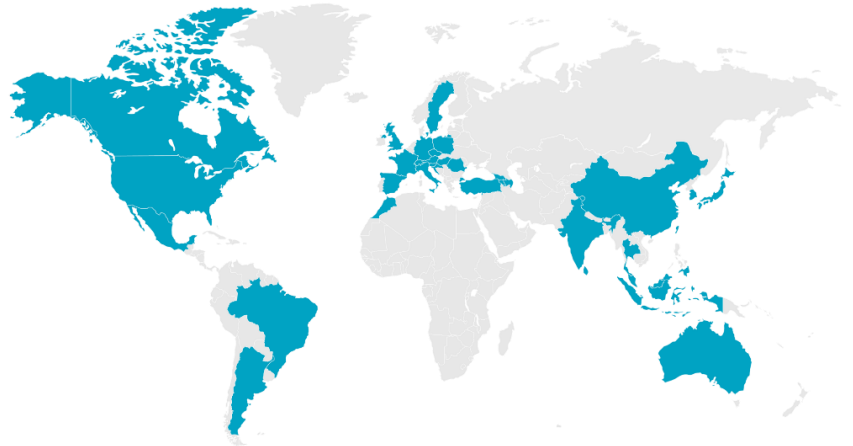
We combine our extensive application and engineering know-how with software development to fulfill the variety of customer demands.

2.4 OUR GLOBAL FOOTPRINT

Your success should not be based on your location. And thanks to our global footprint, you can work with local expertise - wherever you are. Our comprehensive portfolio is available globally, and without limitations.

AVL IS CLOSE TO YOU, ANYWHERE IN THE WORLD

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



OUR GLOBAL TECH AND ENGINEERING CENTERS

As center of excellence for mobility development, we run best-in-class test facilities across the globe.

We offer leading solutions and innovative methodologies to meet customer's demands and to ensure highest quality and robust results throughout the entire development process.

3 CORPORATE SOCIAL RESPONSIBILITY

WORKING TOWARDS A SOCIAL AND SUSTAINABLE FUTURE



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

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

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

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

EMPLOYEES' ENGAGEMENT

We have a strong stance on caring for our employees and enhancing their knowledge and skills. We have recognized that our success is definitely driven by our employees. We strive to empower our people to give their best and to improve the performance of our business. We take a structured, global approach to learning, peoples' development and talent management.

RESPONSIBLE SUPPLY CHAIN

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

ETHICS AND INTEGRITY

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

HUMAN RIGHTS

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

RESPONSIBLE PRODUCTS

The sustainable treatment of resources and the ambitious targets for reducing greenhouse gas emissions in the transport sector will have a drastic impact on the required electrification and the powertrain mix of the future. Together with the rise of renewable energy carriers it creates a wealth of different future development options and scenarios. AVL helps in planning the proper energy pathway. With sustainable design and development AVL reduces the CO₂ footprint of the powertrain in all lifecycle stages while considering affordability for the end consumer.

PROTECTING THE ENVIRONMENT

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

EFFICIENT USE OF ENERGY AND RAW MATERIALS

All our products, services and processes ensure the efficient use of energy and raw materials as well as the minimization of waste and residual materials throughout the product life cycle. We do not use materials and processes that pose a risk to the environment and health. To this end, we regularly review and monitor the ecological performance of our company and prepare regular reports in which we pay particular attention to the assessment of potential risks of existing and future products, services and processes.

4 POLICY – INTEGRATED MANAGEMENT SYSTEMS FOR RESPONSIBLE ACTION

AVL ASSUMES RESPONSIBILITY IN CHANGING TIMES

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

WE ACT RESPONSIBLY

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

WE WORK SUSTAINABLY

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

AVL IS COMMITTED TO

- meeting appropriate requirements and obligations of customers, legislation, authorities, and other relevant and mandatory regulations,
- providing safe working conditions under consideration of the used hazardous substances and promoting health of employees,
- protecting the environment and the climate,
- avoiding accidents at work and preventing work-related illnesses,
- careful handling of and preventing environmental impacts on water, air and soil, as well as eliminating hazards by minimizing health and safety risks in our sphere of influence,
- the regular involvement of employees and their representatives in the management system for occupational health & safety and environment,
- the continuous improvement of our integrated management system, in order to optimize our performance regarding environment, quality, information security, as well as occupational health & safety and achieve the objectives set.

WE ARE ENVIRONMENTALLY AWARE IN OUR THINKING

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

WE COMMUNICATE OPENLY

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

THIS POLICY APPLIES FOR THE WHOLE OF AVL

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

Prof. Helmut List

AVL CEO

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

5 STATEMENT ON HUMAN RIGHTS

Governments are primarily responsible for protecting human rights, but AVL List GmbH (“AVL”) has taken on the responsibility to respect and implement human rights in all of its business activities - with customers and suppliers - and to support their implementation and compliance.

The commitment to human rights and ethical behavior is embedded in AVL’s business principles and part of the comprehensive, global Compliance Management System (CMS), based on the AVL Code of Conduct. This code of conduct, which is trained worldwide as part of the mandatory compliance training for every employee, is based on the principles of integrity, honesty and fairness. AVL also expects all of its suppliers and their subcontractors to adhere to the respective applicable local laws and regulations for the protection of internationally proclaimed human rights. This is also reflected in AVL’s supplier management in AVL’s purchasing conditions.

With regard to working conditions, AVL strictly complies with the Austrian labor law. The working conditions are legally shaped primarily through laws, collective bargaining agreements, works agreements, works regulations or employment contracts.

The interests of workers in Austria are primarily represented by the chambers of labor and the trade unions. These are part of the economic and social partnership and are responsible for negotiating wages and price issues with the Federal Chamber of Commerce and Agriculture. In addition, many companies have a works council – just like AVL. From a company size of at least 5 non-family employees, this may be set up on the basis of a works council election and has the power to conclude company agreements, to participate in dismissals, dismissals and transfers and to participate in supervisory board meetings.

COMMITMENT TO UN-GUIDING PRINCIPLES ON BUSINESS AND HUMAN RIGHTS

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

ETHICAL BEHAVIOR AND RESPECT FOR PEOPLE

Human dignity and respect for people are of the utmost importance to us. AVL does not tolerate any illegal or unethical behavior on the part of its employees and is committed to the principles of respectful, fair and loyal cooperation.

As also formulated in the AVL Code of Conduct, AVL does not tolerate any form of discrimination in respect of employment and occupation. All employees have the same opportunities in terms of their commitment and further personal development, regardless of worker or applicant characteristics such

as race, color, age, gender, sexual orientation, gender identity, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union association, covered veteran status, genetic information or marital status.

AVL expects all of its employees to contribute to positive corporate development through tolerant, polite and considerate interaction with one another.

AVL clearly distances itself from issues such as slavery, forced or compulsory labor, human trafficking, child labor, discrimination or harassment in all of its business activities and also ensures in its supplier management that all relevant evidence is also provided by subcontractors, suppliers and partner companies.

LABOR LAW AND WORKING CONDITIONS

The rights of employees in Austria are exceptionally well protected by the Austrian labor law.

AVL acts strictly according to this law, which regulates all legal questions in connection with employment relationships as well as the rights and obligations between employers and employees - including topics such as: working time regulation, wages and benefits (minimum wages, overtime compensation etc.), employment contracts, employment for young workers/apprentices/students/interns, part-time employment, vacation entitlements, maternity/parental leave, protection against dismissal, equal treatment, works agreements, etc.

The basis of an upright employment in Austria is always a valid employment contract that reflects all rights and obligations of employees and employers that go beyond the applicable statutory collective agreement. The employer is primarily obliged to pay the wages, employees are obliged to work.

AVL has also concluded its own internal company agreements with AVL's works council for special topics such as flextime, shift work, etc., which, in accordance with the graduated structure of the Austrian legal system, always represent an improvement over the law and current collective agreement.

Compliance with the law and collective bargaining agreements is regularly checked - and in the event of a violation also punished - by the labor inspectorate in Austria (<https://www.arbeitsinspektion.gv.at/>) or the Austrian Health Insurance. Checks take place regularly on an annual basis or whenever necessary (work accident, etc.).

AVL WORKS COUNCIL AND FREEDOM OF ASSOCIATION

In Austria, the works council is an organ for co-determination and representation of employee interests, which also participates in company decisions.

The tasks of the works council include in particular negotiating with the employer, submitting proposals for resolving differences of opinion and applying to the employer for measures that serve the company and the workforce.

An open and honest communication between management and AVL works council about working conditions and management practices, without fear of reprisals or intimidation, is of great importance to us, as we respect the right of employees to freely associate, join (or not join) unions, and to negotiate together.

OCCUPATIONAL HEALTH AND SAFETY

The health of employees is a valuable asset with highest priority. Occupational health and safety is therefore also part of the mission, vision and the company values of AVL.

Goals, approach and activities are described in the "Policy for Safety and Health at Work at AVL" and in AVL's QES-document for the "Implementation of Employee Safety Regulations", which is to 100% based on the applicable national laws and industry standards for safety and occupational health. In Addition AVL is ISO certified according to 45001.

6 ENVIRONMENT AND PRODUCT SUSTAINABILITY

CSR | Environment and Product Sustainability



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

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

6.1 CERTIFICATIONS

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

ISO 14001

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

6.2 AWARDS

Receiving awards is the proof of our emphasis on sustainability and environmental protection. This highlights the effort that we put into meeting our stakeholder's expectations concerning topics related to ecological sustainability, environmentally friendly products and processes, climate protection and reduction of emissions. More information about our received awards can also be found in chapter 10.

ECOPROFIT PROGRAMME OF GRAZ

ÖKOPROFIT is a tailored program of the City of Graz offered to all the companies of Graz to enable them to use the principles of ecological sustainability as an economic competitive advantage. The participating companies are assessed and reviewed by an independent Commission.

6.3 ENERGY AND SUSTAINABILITY

The sustainable treatment of resources and the ambitious targets for reducing greenhouse gas emissions in the transport sector will have a drastic impact on the required electrification and the powertrain mix of the future. Together with the rise of renewable energy carriers, it creates a wealth of different future development options and scenarios. AVL helps in planning the proper energy pathway. With sustainable design and development, we reduce the CO₂ footprint of the powertrain in all lifecycle stages while considering affordability for the end consumer.

Once the ambitious targets for reducing greenhouse gas emissions in the transport sector are implemented, we will see a drastic impact on the required electrification and powertrain mix. Synthetic and biofuels have the potential to influence this scenario. We use a variety of scenario calculations to find out how the legal requirements regarding CO₂ can be achieved and help you choose the right powertrain concept at the right cost.

STRATEGIC CONSULTING SERVICES FOR FUTURE MOBILITY CONCEPTS

We provide you with independent studies and recommendations to help you make the best decisions with regards to future energy and fuel pathways. We look at your unique situation from a broad variety of viewpoints and parameters, including technology, energy and market.

From highly volatile energy availability to consumer expectations, competition and global regulatory requirements, we examine the whole picture.

Whether you are an OEM or a Tier1, with our insight you get a clear picture of what your energy options are today, and what your best choices will be in the future. We can help you select the right propulsion portfolio and technology mix, considering global and local products, all while balancing trade-offs. We can also help you to consider the impact of energy use on consumer perception and understand which infrastructure decisions need to be made.



CONSIDERING ALL THE OPTIONS

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

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

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

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

These insights allow you to gain a complete and objective picture of all existing and potential global energy scenarios. And this gives you the confidence to define the right future technology roadmap for you.

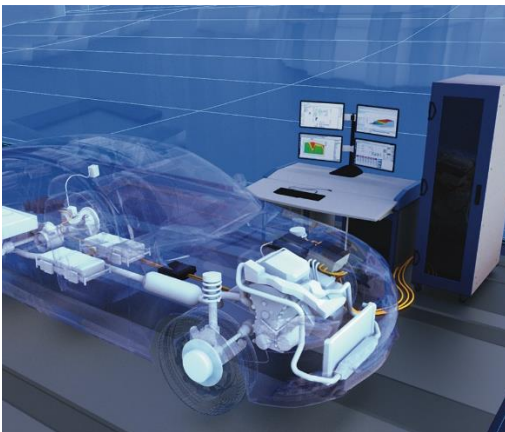
The independent recommendations provided by us at AVL Energy Consulting, add value for qualified and balanced solution packages. And they do so at the interface of energy and mobility.

EXAMPLE: CO₂ FREE BATTERY TESTING AT AVL



The AVL battery test center in Graz is one of the biggest of its kind. As a contribution to the CO₂ reduction in the battery life-cycle the test center is powered by 100% renewable electricity. With the use of the renewable electricity close to 600 tCO₂eq are saved per year.

EXAMPLE: CO₂ EMISSION REDUCTION VIRTUAL TESTBEDS



Virtualization in testing reduces the CO₂ footprint. With virtualization less fuel is consumed for testing of components and vehicles. It reduces the CO₂ footprint and saves energy in the production of prototypes.

In the AVL Graz virtual testfield 10 virtual testbeds save about 1500 tons of CO₂ per year. That is the same like the yearly CO₂ emissions of 1000 passenger cars.

7 EMPLOYEE EMPOWERMENT



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

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

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

7.1 EMPLOYER OF CHOICE

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

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

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

The study has been conducted in numerous countries around the world for 22 years now - and always with the aim of identifying the most attractive employers in the country at the moment.

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



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

AVL List GmbH even topped the scores in seven of ten categories: career progression, pleasant work atmosphere, job security, interesting job content, good reputation, attractive salary and benefits, and use of the latest technology. AVL also tops the overall rating list with an attractiveness score of 65%— i.e. 65% of those surveyed who knew the company described it as an attractive employer.

Dr. Markus Tomaschitz, Chief Human Resources Officer, commented as follows: *“We see this award as confirmation of the numerous initiatives designed to increase staff satisfaction and strengthen the AVL brand on the labour market. In view of demographic developments and a growing lack of skilled workers, this allows us to gain a competitive edge.”*

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

Further HR Awards (abstract):

- Winner – Special State Award “Employer Branding in digital recruiting and personnel marketing” (2022)
- Finalist (2nd Place) – Austrian State Award “Family & Career” (2022)
- Winner - Most family-friendly companies in Styria (2021)
- Finalist – State Prize KNEWLEDGE (2018)
- Great Place to Work in apprenticeship (2018)
- MINT seal of quality for “AVL Kindergarten” (2018)
- Most family-friendly companies in Styria - 2. Place (2017)
- FFG Regional Prize "Jobs Through Innovation" (2017)
- State-Approved Apprentice Training Company (since 2013)

7.2 MANAGING TALENTS



ONBOARDING

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

DEVELOPMENT AND TRAINING

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

CAREER

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

ANNUAL APPRAISAL INTERVIEW

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

BENEFITS

We offer our employees a variety of additional benefits, such as hotel benefits, a culture fund, a culture check, a bicycle check, a company newspaper, travel expenses and public transport, financial support for the birth of a child/wedding/retirement/Christmas and many other amenities.

7.3 FAIR WORK-LIFE-BALANCE

FLEXTIME

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

WORKING HOURS BASED ON TRUST

Trust-based working hours at AVL focus on completing a task on time or achieving an agreed goal rather than focusing on the time required to do so. Employees record their working time themselves, and they are trusted to actually perform the work and the corresponding working time without having to punch a time clock.

MATERNITY LEAVE

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

AVL KINDERGARTEN

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

7.4 EMPLOYEE ENGAGEMENT AND SOCIAL DIALOG

AVL IMPROVEMENT PROCESS (AVP)

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

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

SOCIAL DIALOG – WORKS COUNCIL

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

8 COMMUNITY AND CULTURE



CSR | Community and Culture

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

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

8.1 INSTITUTIONAL AND UNIVERSITY COOPERATION

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

- **ERTRAC** (European Road Transport Research Advisory Council)
- **EGVIA2Zero** (European Green Vehicles Initiative Association)
- **CCAM** (Connected, Cooperative and Automated Mobility)
- **KDT JU** (Key Digital Technologies Joint Undertaking)
- **Hydrogen Europe** (European association representing the interest of the hydrogen industry)
- **BEPA** (Batteries European Partnership Association)

- **EFFRA** (European Factories of the Future Research Association)
- **CDG** (Christian Doppler Gesellschaft)
- **EARPA** (European Automotive Research Partners Association)
- **EUCAR** (Association of Vehicle Manufacturers)
- **CONCAWE** (Association for liquid fuel industry)
- and **CLEPA** (Association of automotive suppliers).

To continuously expand its global leadership in its three business areas – Powertrain Development, Instrumentation and Test Systems, as well as Simulation Technology – AVL is investing heavily in its own research projects. We collaborate with numerous industrial partners and more than 50 universities worldwide.

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

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

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



8.2 SUPERVISE AND ACCOMPANY OF MASTER'S THESES

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



8.3 BRIDGING ART AND SCIENCE

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

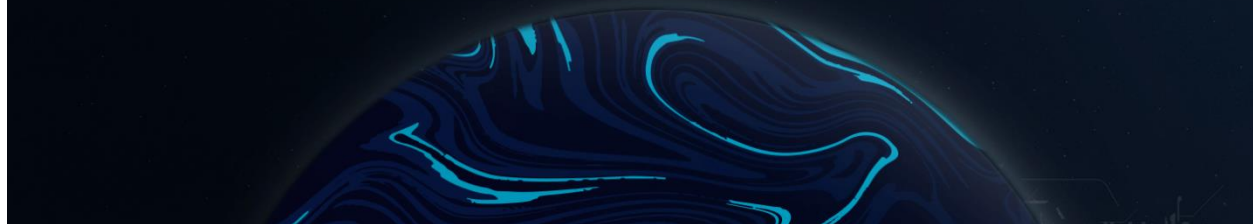


Founded in 2007 by Helmut and Kathryn List, the AVL Cultural Foundation has invested in art and cultural programs in Austria as well as internationally to support the human potential of creative and innovative expression. Today, the AVL Cultural Foundation has a strengthened focus and energy to generate bridges between science, technology and art and to create spaces of on-going and open dialogue between the scientist, the engineer and the artist.

www.avlcf.com

9 SUPPLY CHAIN AND BUSINESS ETHICS

CSR | Supply Chain and Business Ethics



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

9.1 COMPLIANCE RULES

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

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

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

9.2 SUPPLY CHAIN MANAGEMENT PRACTICES

SCM – TERMS & CONDITIONS FOR PURCHASING

AVL implements specific terms and conditions as part of a supply chain management strategy for integrated, process-oriented planning and control with regard to the flow of goods, information and money along the entire value and supply chain from the customer to the raw material supplier.

DUE DILIGENCE FOR CONFLICT MINERALS

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

PROTECTION AND CONFIDENTIALITY OF CUSTOMER DATA

Absolute confidentiality of sensitive information and personal data is an important leitmotif of AVL. We pay particular attention to the rights of those affected by data processing, such as the right to access, inspect, revoke and delete individual personal data.

CUSTOMER SERVICES/COMPLAINT MANAGEMENT

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

AVL DELIVERY AND PACKAGING REGULATION

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

RESTRICTED SUBSTANCES LIST

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

9.3 DATA AND INFORMATION SECURITY

DATA SECURITY, ENSURING CONFIDENTIALITY

To AVL compliance with data protection secrecy provisions is elementary. All employees who deal with personal data, trade secrets and confidential information of any kind are required to strictly comply with the secrecy provisions.

GDPR

Regulation (EU) 2016/679 of the European Parliament and of the Council from 27 April 2016 on the protection of individuals with regard to the processing of personal data and on the free movement of such data and repealing Directive 95/46/EC (the basic regulation on data protection) was published on 4 May 2016. The Basic Data Protection Regulation entered into force on 25 May 2018. All data processing strictly complies with this legal situation.

ISO 27001

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

10 SUSTAINABLE DEVELOPMENT GOALS

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



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

OUR FOCUS AREAS

We at AVL are proud to contribute to a number of SDGs.



FORCE Diversity, Inclusion & Social Responsibility

Gender-equal access to all positions in the company.



USE renewable electricity

AVL installed solar panels on several buildings. Beyond that 100% renewable electricity is consumed from the grid.



BEND the physical limits

Extensive scientific research in the future areas like electrification and automated driving.



IMPROVE local air quality

We help to improve the local air quality by our developments and test equipment for lowering emission.



REDUCE GHG emissions (CO₂)

AVL contributes where energy efficiency is increased and therefore CO₂ is reduced. Examples are increased efficiency of the hybrid powertrain or increased energy density for new battery developments.

11 OUR ACHIEVEMENTS

11.1 OUR CERTIFICATES

11.1.1 ISO 9001

The international standard ISO 9001 gives organizations of all types and sizes the opportunity to demonstrate their ability to deliver quality products and services. Quality management systems serve to increase customer satisfaction and improve internal processes.

11.1.2 ISO 14001

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

11.1.3 ISO 27001 AND TISAX

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

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

11.1.4 ISO 45001

ISO 45001 is a standard published by the International Organization for Standardization in March 2018 and describes requirements for an occupational health and safety management system and instructions for implementation. We are serious about improving employee safety, reducing workplace risks and creating better, safer working conditions.

11.1.5 ISO/SAE 21434 – ROAD VEHICLES – CYBERSECURITY ENGINEERING

The ever increasing connectivity of vehicles also leads to an increase in their attack surface. ISO / SAE 21434 defines measures to prevent the exploitation of these attack surfaces to ensure that road users continue to enjoy a secure and safe driving experience. AVL has been certified according to ISO / SAE 21434 since 2022, just in time with the entry into force of UN Regulation 155, to make our contribution to the cybersecurity and safety of future mobility.

11.2 AWARDS - AVL LIST GMBH

11.2.1 MINT SEAL OF APPROVAL KINDERGARTEN

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

11.2.2 AUSTRIAN STATE AWARD “FAMILY & CAREER”

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

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

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

11.2.3 MOST FAMILY-FRIENDLY COMPANY / STYRIA

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

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

11.2.4 FGG FEDERAL STATE PRIZE “JOBS THROUGH INNOVATION”

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

11.2.5 STATE-APPROVED APPRENTICE TRAINING COMPANY

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

11.2.6 ECOPROFIT PROGRAMME OF GRAZ

ÖKOPROFIT is a tailored program of the City of Graz offered to all the companies of Graz to enable them to use the principles of ecological sustainability as an economic competitive advantage. The participating companies are assessed and reviewed by an independent Commission.

11.2.7 RANDSTAD AWARD “BEST EMPLOYER”

Around 4000 Austrians evaluated the Top 150 companies in Austria according to their attractiveness as employers. AVL was voted Austria's most attractive employer already several times (2018, 2019, 2020, 2021, 2022), won the price in 2021 and was ranked second this year (2022).

11.2.8 INNOVATION AWARD – AUSTRIA’S MOST INNOVATIVE COMPANY

The hardest currency of innovation is the patent, according to the authors of the “trend” and ÖGVS study. In order to receive an Innovation Award, the number of patents, the citation of patents and the thematic and thematic diversity of the research were taken into account. AVL was able to achieve not only the most patent applications with 674 patents in the survey period 2018 and 2019, but also the highest number of awards (15 in total).

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

11.2.9 DIVERSITY LEADERS AWARD

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

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

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