

KPI REPORT ACCORDING TO GRI STANDARDS

GRI index

AMAG Group AG reported in accordance with the GRI standards for the period 1 January 2023 to 31 December 2023. The GRI service "Content Index – Essentials" was performed for the index. This checks whether the GRI index is presented clearly and in accordance with the reporting requirements set out in the GRI standards, and whether the information is available to all stakeholders. This service was provided for the German version of the report.



General Disclosures

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GRI 2

General Disclosures

1. The organization and its reporting practices

2-1

Organizational details

Name of the organisation: AMAG Group AG

Location of headquarters: Alte Steinhäuserstrasse 12, 6330 Cham

Ownership and legal form: AMAG Group AG, headquartered in Cham (ZG), is the holding company of the AMAG Group (AMAG). AMAG Group AG is not listed. No direct or indirect subsidiary is listed, either. As at the balance sheet date, AMAG Leasing AG, a wholly owned subsidiary of AMAG Group AG, holds three special purpose entities, two of which have issued bonds listed on the SIX Swiss Exchange. AMAG Leasing AG itself has also issued a listed bond.

Locations: AMAG has around one hundred locations in Switzerland and, with AMAG (Vaduz) AG, one location in Liechtenstein.

2-2

Entities included in the organization's sustainability reporting

Entities included in the consolidated financial statements:

The Sustainability Report covers all fully consolidated subsidiaries of AMAG Group AG. These include AMAG Import AG, AMAG Automobil und Motoren AG, Noviv Mobility AG, AMAG First AG, AMAG Leasing AG, AMAG Services AG, AMAG Parking AG, AMAG Corporate Services AG, mobilog AG, Helion Energy AG, Clyde Mobility AG and its companies under AMAG control.

Activities, brands, products and services:

AMAG Group AG is a Swiss company. The Group also includes AMAG Import AG, which imports vehicles from the Volkswagen, Audi, SEAT, ŠKODA, CUPRA and VW Commercial Vehicles brands and distributes them through Switzerland's largest network of agents (over 450 dealers and service partners).

AMAG also includes AMAG Automobil und Motoren AG, which has around eighty of its own garages, used car dealerships and body shops. It is also a Bentley service centre. A further subsidiary is AMAG First AG, the largest Porsche dealership organisation in Switzerland.

AMAG also includes AMAG Leasing AG, a financial services provider, AMAG Parking AG, which manages various car parks, and AMAG Services AG, a licensee of Europcar and ubeeqo for Switzerland, which offers valet parking at Swiss airports and chauffeur services throughout Switzerland. Since 2021, mobilog AG has also offered logistics services for third parties, and AMAG also operates an Innovation & Venture LAB. Since 2018, AMAG has been a co-owner of autoSense, the solution for digital vehicle connectivity. It has offered a car subscription model with Clyde since 2019.

With Helion Energy AG, AMAG has also been offering the installation of photovoltaics and heat pumps as well as the planning and realisation of charging infrastructure, including charging card solutions, since 2022.

AMAG Group AG established Noviv Mobility AG in 2023 for new individual mobility offerings.

2-3

Reporting period, frequency and contact point

Reporting period: 1 January 2023 to 31 December 2023. The Sustainability Report of AMAG Group AG is published annually. Date of most recent report: June 2023. **Contact:** Dr Ina Maria Walthert, Head of Group Sustainability AMAG Group

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Restatements of information

Changes in reporting: The criteria used by AMAG that lead to adjustments in reporting are based on the requirements set out in the Science Based Targets initiative and on regulatory developments that have an impact on the methodological requirements for calculating greenhouse gas emissions at all stages in AMAG's value chain. AMAG also discloses adjustments if this serves to ensure transparent communication and the comparability of the key figures reported.

The inclusion of Helion Energy AG has an impact on the AMAG Group’s greenhouse gas inventory due to the expanded range of energy services. In the Scope 1 and 2 categories, there was an increase in emissions due to the integration of the Helion Energy AG sales locations (emissions from heat and energy) and due to Helion’s delivery fleet (fuels). In the Scope 3 emissions category, the effect is due primarily to the new products (e.g. PV panels, heat pumps, charging stations) and to the increase in the total workforce to include Helion’s employees (commuting emissions). Helion was only included in the 2023 GHG inventory. The effect of emissions from Helion Energy AG’s business activities is less than 3% compared to the AMAG Group’s baseline year 2019. Diesel and petrol consumption figures were adjusted for the current year and retrospectively corrected (see p.28 for details).

The AMAG Group has also adjusted the method used to calculate emissions from vehicles sold. This change means that AMAG’s approach is consistent with the 2023 energy label for passenger cars and that it is now using environmental parameters based on a “well-to-wheel” approach, meaning that the entire impact chain – from the energy source to the wheel – is taken into account. This increases the underlying emissions factors. The adjustment to the methodology is applied retrospectively to the baseline year, 2019, and to the 2022 financial year. This produces an increase in Scope 3 emissions in category 11 in the baseline year of around 14% compared to the calculation based on the producer mix using the old method. With regard to the reduction path in category 11, the reduction in 2023 compared to the baseline year (using the new method) is still an encouraging 30.5%, which includes the integration of Helion Energy AG. The calculation of categories 1 and 15 was also changed. Category 1 is still calculated using a spend-based approach, but now using a more up-to-date database. Category 15 is now calculated using the PCAF method, option 3c. For further information on the measures taken, see page 26 of this report. Overall, there was a slight increase of around 4% in category 1 compared to the baseline year. This is due largely to increased purchasing volumes and not to the adjusted methodology. In category 15, the methodology effect cannot be assessed conclusively as the methods could no longer be compared.

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External assurance

AMAG Group AG’s greenhouse gas inventory, energy consumption and waste volumes are audited externally (☑) as part of a limited assurance engagement. The CEO, CFO and the CEOs of the Group’s individual business units and the Board of Directors are also involved in the process of approving the report content.



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To the Management of
AMAG Group AG, Cham

Zürich, 18. June 2024

Independent Assurance Report on energy, emission and waste indicators in the AMAG KPI report according to GRI standards 2023

We have been engaged to perform a limited assurance engagement (the engagement) on the energy, emission and waste indicators marked with a “☒” (“the KPIs”) disclosed in AMAG Group AG’s (the Group) KPI report according to GRI standards 2023 (the report) for the reporting period from 1 January 2023 to 31 December 2023.

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the report, and accordingly, we do not express a conclusion on this information.

Applicable criteria

The Group defined as applicable criteria (applicable criteria):

- ▶ Global Reporting Initiative Sustainability Reporting Standards (GRI Standards).

A summary of the standards is presented on the GRI homepage. We believe that these criteria are a suitable basis for our limited assurance engagement.

Responsibility of the Management

The Management is responsible for the selection of the applicable criteria and for the preparation and presentation, in all material respects, of the disclosed KPIs in accordance with the applicable criteria. This responsibility includes the design, implementation, and maintenance of internal controls relevant to the preparation of the KPIs that are free from material misstatement, whether due to fraud or error.

Independence and quality control

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) of the International Ethics Standards Board for Accountants (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Our firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our responsibility

Our responsibility is to express a conclusion on the above mentioned KPIs based on the evidence we have obtained. We conducted our limited assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 Assurance Engagements Other than Audits or Reviews of Historical Financial Information. This standard requires that we plan and perform this engagement to obtain limited assurance about whether the KPIs in the report are free from material misstatement, whether due to fraud or error.



Summary of work performed

Based on risk and materiality considerations we have undertaken procedures to obtain sufficient evidence. The procedures selected depend on the practitioner's judgment. This includes the assessment of the risks of material misstatements in the above mentioned KPIs. The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in scope than, for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

The Greenhouse Gas (GHG) quantification process is subject to scientific uncertainty, which arises because of incomplete scientific knowledge about the measurement of GHGs. Additionally, GHG procedures are subject to estimation (or measurement) uncertainty resulting from the measurement and calculation processes used to quantify emissions within the bounds of existing scientific knowledge.

Our limited assurance procedures included, amongst others, the following work:

- ▶ Assessment of the suitability of the underlying criteria and their consistent application
- ▶ Interviews with relevant personnel to understand the business and reporting process, including the sustainability strategy, principles and management
- ▶ Interviews with the Group's key personnel to understand the sustainability reporting system during the reporting period, including the process for collecting, collating and reporting the KPIs
- ▶ Checking that the calculation criteria have been correctly applied in accordance with the methodologies outlined in the applicable criteria
- ▶ Analytical review procedures to support the reasonableness of the data
- ▶ Identifying and testing assumptions supporting calculations
- ▶ Testing, on a sample basis, underlying source information to check the accuracy of the data

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

Conclusion

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the KPIs for the reporting period from 1 January 2023 to 31 December 2023 have not been prepared, in all material respects, in accordance with the applicable criteria.

Ernst & Young AG

Mark Veser
Executive in charge

Daniel Zaugg
Partner

2. Activities and workers

2-6

Activities, value chain and other business relationships

Markets served: Principally Switzerland and one dealership in Liechtenstein.

Supply chain: The AMAG Group imports and distributes passenger and commercial vehicles in Switzerland and is a provider of various services in the mobility sector. In addition to core maintenance, repair and claims management services, this also includes car rental and car sharing services. In addition to the import of vehicles and the close cooperation with the Volkswagen Group, AMAG procures other goods and services that are divided into various product groups. These include IT, logistics and transport services, spare parts, paints and tyres, office supplies, and advisory and financial services. Helion Energy AG expands the supply chain to include the purchase of photovoltaic systems, heat pumps and charging stations.

Procurement situation in 2023 and outlook for 2024:

The new vehicle market continued to recover in the reporting year, but it is still lagging behind pre-pandemic levels. Although inflation remained high in the first half of the year, this was offset by falling material prices, the strong Swiss franc and lower energy costs in a year-on-year comparison. Specifically for companies and fleet customers, the AMAG Group offers a comprehensive range of fleet services from a single source via the newly established movon AG.

2-7

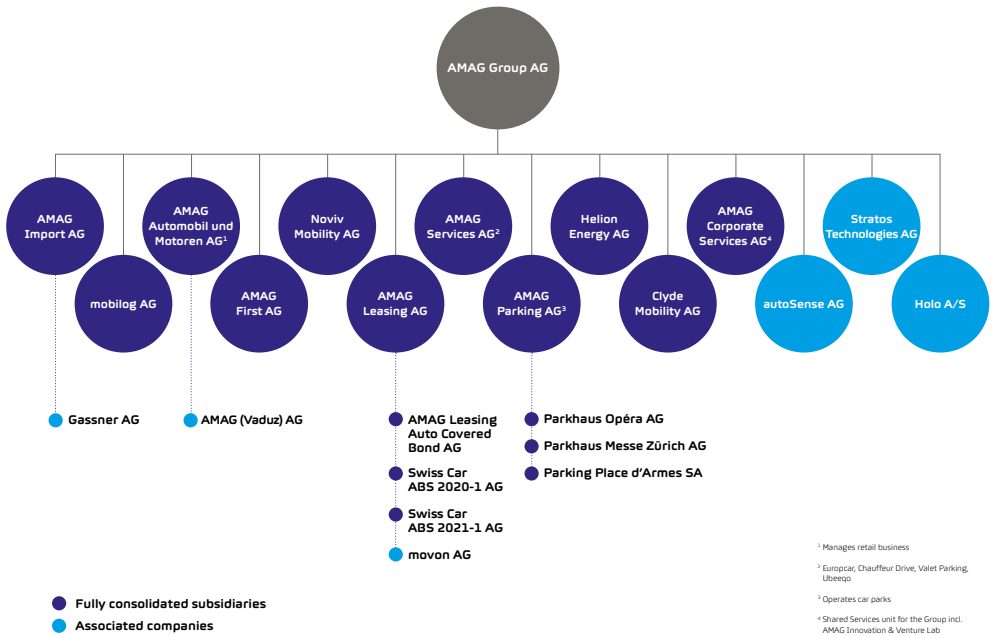
Employees

	2021	2022	2023
Net revenue in CHF billion	4.3	4.4	5.3
Total number of employees*	6224	6562	7256
Of which apprentices	745	771	804

As at key date 31 December 2023 in each case

Refers to the total number of employees in permanent and temporary employment, including the addition of Helion from 2023 onwards. Including other employee groups (hostesses, on-call, transfer drivers and chauffeurs), a total of 7574 employees worked for AMAG as at 31 December 2023.

Principal holdings of AMAG Group AG:



The organisational chart shown lists only principal holdings.

2-8

Workers who are not employees

At AMAG, workers who are not employees include hostesses working on-call for trade fairs and events, as well as transfer drivers and chauffeurs. There were around 300 such workers as of 31 December 2023.

Composition of workforce by employment contract and employment relationship

	Women			Men			Total		
	2021	2022	2023	2021	2022	2023	2021	2022	2023
Workforce by employment contract									
Permanent	990	1059	1215	5112	5367	5948	6102	6426	7163
Temporary	24	33	22	98	103	71	122	136	93
Workforce by working hours									
Full-time	717	756	839	4936	5139	5586	5653	5895	6425
Part-time	297	336	398	274	331	433	571	667	831

Including Helion as of 2023

3. Governance

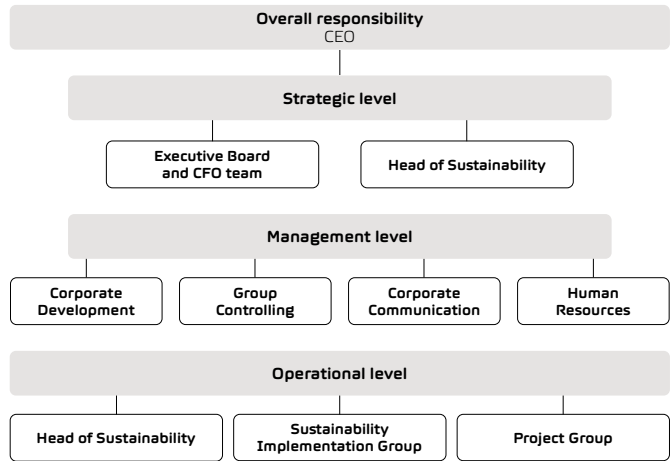
2-9

Governance structure and composition

All six members of the AMAG Board of Directors are non-executive members, none of whom have previously been on the Group Executive Board or the AMAG Group management team. AMAG Group AG is an unlisted company limited by shares under private ownership. As the highest management body, the Board of Directors exercises overall management authority, supervision and control over the company. The Group Executive Management reports to the Board of Directors and is composed of the CEO and the CFO.

The Executive Board comprises the Group Executive Management, the managing directors of subsidiaries and other officials who report directly to the CEO. Overall financial management of the AMAG Group is coordinated by the CFO team, which is composed of the Group Executive Management, the CFOs of subsidiaries and other officials who report directly to the Group CFO. The detailed tasks of the governing bodies are set out in organisational regulations, which are updated regularly.

Responsibility for strategic anchoring and operational implementation in the field of sustainability is established in the organisation as set out below:



2-10

Nomination and selection of the highest governance body

Persons nominated as members of the Board of Directors of AMAG Group AG need to meet a specific requirement profile. The members of the Board of Directors continually assess the expertise the board needs. Important criteria here include avoiding conflicts of interest and ensuring a diverse mix of members.

2-11

Chair of the highest governance body

Martin Haefner, Chairman of the Board of Directors of AMAG Group AG.

2-12

Role of the highest governance body in overseeing the management of impacts

Based on the legal requirements set out in the articles of incorporation and organisational regulations of AMAG Group AG, the Board of Directors is responsible for the overall management of the company and the Group companies, defining the corporate strategy of the whole AMAG Group, and issuing the necessary directives, taking account of the applicable legislation. The CEO of AMAG Group AG regularly informs the Board of Directors about progress with respect to the implementation of the sustainability strategy.

2-13

Delegation of responsibility for managing impacts

Monitoring and management of all sustainability issues is the responsibility of the business units and is driven by the Group strategy and the strategies of the individual business units with the support of Group Sustainability. The definition of the strategic focal points with respect to sustainability at Group level is based on the assessment of material topics in the areas of ecology, economy and society. As a provider of mobility solutions and services, the AMAG Group has the biggest impact in the development of sustainable mobility offerings. The primary goal of the climate strategy is to reduce CO₂ emissions across the AMAG Group's entire value chain. The climate strategy is underpinned by defined measures that are developed based on the climate targets (ambition to achieve net zero by 2040). Progress is measured using defined KPIs. As another way of managing the measures, annual targets are set for each measure and supported by the business units with specific action plans. Progress is measured and reported on a quarterly basis and discussed with the Executive Board and the CFO team. This process results in topics being prioritised or new measures taken.

2-14

Role of the highest governance body in sustainability reporting

Sustainability topics are discussed with the Executive Board and the CFO team at regular intervals, and specific action plans are defined with the Group companies for each financial year. The climate strategy is part of the Group strategy, which is approved by the Board of Directors.

2-15

Conflicts of interest

The prevention of conflicts of interest is laid down in the Code of Conduct of AMAG Group AG and binding for all employees.

2-16

Communication of critical concerns

Critical concerns can be reported anonymously via the AMAG Group whistle-blower portal, for example. The AMAG Group's Legal & Compliance department deals with all concerns, involving other departments such as HR, Internal Audit or external specialists if need be. The Head of Legal & Compliance initiates/defines further steps together with the relevant decision-makers. There were reports but no critical concerns in 2023. The Head of Legal & Compliance reports directly to the AMAG Group Executive Board and regularly reports back to the AMAG Group AG Board of Directors.

2-17

Collective knowledge of the highest governance body

Senior Executives are kept regularly informed about sustainability issues and trends by the Group Sustainability Board. These include changes at regulatory level (national and international) and issue-specific focal points in the areas of AMAG Net Zero, AMAG Engage and AMAG Fairplay.

The Board of Directors is kept regularly informed about the progress of all strategic focal points, including sustainability. Background information in this respect is provided to aid understanding.

2-18

Evaluation of the performance of the highest governance body

No disclosure.

2-19

Remuneration policies

Remuneration of the members of the Board of Directors is not linked to performance. They receive only a base remuneration, paid in cash. The level of remuneration reflects the time and work the members invest to fulfil their tasks. The members of the Board of Directors namely receive no bonus payments or other financial benefits. They are eligible for a company car.

2-20

Process to determine remuneration

The total remuneration of the members of the Group Executive Board consists of a fixed component as well as short-term and long-term variable remuneration components. All three components are paid in cash. The base remuneration reflects the experience, skills and ongoing performance of the Group Executive Board members as well as the competitiveness in external market comparisons based on function-related salary benchmarks. The Board of Directors determines the fixed remuneration of the Group Executive Board members for the following year in each case.

2-21

Annual total compensation ratio

No disclosure.

4. Strategy, policies and practices

2-22

Statement on sustainable development strategy

AMAG has set itself an ambitious climate target. The aim is to meet the “net zero” target in accordance with the 1.5-degree target of the Paris Climate Agreement by 2040. Implementation will occur in accordance with the requirements set out in the Science Based Targets initiative (SBTi). The AMAG Group is currently in the process of submitting an SBTi near-term target to the SBTi. The achievement of the climate target is ensured by the AMAG Group climate strategy. The climate strategy is a core element within the AMAG Net Zero focus area, which, along with the other focus areas AMAG Engage and AMAG Fairplay, embody AMAG’s sustainability commitment. All three focus areas are an integral part of the Group’s strategy and fall under the responsibility of AMAG Group Executive Management.

2-23

Policy commitments

Responsible behaviour towards our employees, customers, suppliers and partners is embedded in the AMAG Code of Conduct. During the reporting year, we started systematically assessing our supply chain and defined sustainability as an assessment criterion for collaboration.

AMAG aligns its activities with the federal government’s sustainability agenda, the UN’s 2030 Agenda for Sustainable Development and the Paris Climate Agreement.

2-24

Embedding policy commitments

The AMAG Group Code of Conduct sets out standards in risk areas relevant for compliance purposes, which must be respected and complied with by the Board of Directors, the Management Board, all employees as well as third parties such as dealers, suppliers and other partners of AMAG Group AG and the subsidiaries controlled by it during the course of their business operations. This also includes the observance of human rights.

The Legal & Compliance department has regulated various issues in binding policies, advises and trains all AMAG employees on compliance-related issues, has established reporting channels for investigating violations, and investigates any violations.

2-25

Processes to remediate negative impacts

Regular risk assessments are conducted in various areas to prevent any negative impacts. Fulfilment of all legal obligations is the fundamental guiding principle here and is supported by Legal & Compliance. Stakeholders can report concerns via the AMAG Customer Service. It is also possible to make contact via the media office, the anonymous whistle-blower portal or the Sustainability team.

The AMAG Group is accustomed to cooperating with the regulatory authorities in Switzerland.

2-26

Mechanisms for seeking advice and raising concerns

The AMAG Group has a Legal & Compliance department, which is responsible for advising and supporting the management and the employees on legal matters. The AMAG Group has also issued a Group Policy on compliance organisation, for example, according to which employees are obliged to report any suspected or observed violations of the law or internal regulations with their direct or indirect supervisor, the HR department responsible or the Legal & Compliance department, or via the AMAG whistle-blower portal. Reports via the whistle-blower portal can also be submitted anonymously. The portal is also available to externals. All reports are investigated, with any necessary action being taken. In addition, the AMAG Group has an Internal Audit department, which regularly and systematically monitors compliance with processes.

2-27

Compliance with laws and regulations

In June 2022, the Swiss Competition Commission (CC) issued AMAG Automobil und Motoren AG and six other dealers for Volkswagen brands in the canton of Ticino with fines totalling around CHF 44 million due to illegal agreements affecting competition. The agreements sanctioned had been perpetrated in the canton of Ticino in the period from 2006 to 2018. The AMAG Group became aware of the violations following the investigation opened by the CC in 2018. The AMAG Group cooperated fully with the authorities during the investigation. As a result of this investigation in 2018, among other things, the AMAG Group established a comprehensive compliance programme designed to prevent such violations. No other legal actions for anti-competitive behaviour were pending or opened against companies in the AMAG Group in the reporting year.

Membership associations

During the reporting period, AMAG was a member of aee suisse, Auto Gewerbe Verband Schweiz (Auto Trade Association Switzerland – AGVS), auto-schweiz, Auto-Strassenhilfe-Schweiz (Auto Roadside Assistance Switzerland – ASS), Avenir Mobilité, Avenir Suisse, Cardossier, digitalswitzerland, electrosuisse/e'mobile, energie-cluster.ch, Gesellschaft für Marketing (Swiss Marketing Society – gfm), GSI, Interactive Advertising Bureau (IAB), ITS-CH, Plattform Digitalpolitik, Schweizer Mobilitätsverband (Swiss Mobility Association – sffv), Schweizer Werbeauftraggeber-Verband (Association of Swiss Advertisers – SWA), Schweizerischer Leasingverband (Swiss Leasing Association – SLV), Smart City Verein Bern (Smart City Association, Bern), Stiftung Auto Recycling Schweiz (Auto Recycling Foundation Switzerland), Swiss Alliance for Collaborative Mobility (CHACOMO), Swiss Association of Autonomous Mobility (SAAM), Swiss Association for Automotive Transformation (SAAT), swisscleantech, Swiss Climate Action Initiative (SCAI), Swiss eMobility, Swiss Power-to-X Collaborative Innovation Network (SPIN), eMobil Zug, Zuger Wirtschaftskammer (Zug Chamber of Commerce), Zugwest, VAP Cargo Rail, Verein zur Dekarbonisierung der Industrie Zug (Zug Industry Decarbonisation Association), The Swiss Association of Privately Held Companies.

5. Stakeholder engagement

2-29

Approach to stakeholder engagement

The most important stakeholder groups in AMAG include Volkswagen AG, customers, independent dealerships and garages as well as employees. In addition, business partners, suppliers, industry associations, regulatory bodies, the media and the science community are also important stakeholders.

Identifying and selecting stakeholders:

AMAG engages in intensive dialogue with stakeholders that have a significant impact on the success of the business and are in turn heavily influenced by the business activities of AMAG. These particularly include customers and employees. Customer concerns are dealt with through dealerships and partner businesses of the AMAG Group as well as the in-house Customer Service. Employees are informed and involved via the Intranet.

Approach to stakeholder engagement:

The AMAG Group has positioned itself as a provider of sustainable mobility services – with a long tradition and under family ownership. AMAG derives its environmental and social responsibility from this fundamental philosophy, acting with great commitment when pursuing its goals and undertaking initiatives in this area.

AMAG’s philosophy of taking on responsibility is guided by a strong vision, which envisages using innovative and low-emission technologies to provide bespoke mobility services tailored to individual requirements. With this in mind, AMAG makes considerable investments in developing and enhancing the skills of its employees. The broad, forward-looking education programme for trainees as well as technological and service skills for ensuring optimal support for AMAG customers are particularly important. In addition, AMAG cooperates closely with partners in order to promote Switzerland as a research location. The AMAG Innovation & Venture LAB aims to achieve active exchange and cooperation with start-ups in order to optimise the incorporation of new developments into the AMAG Group.

The AMAG Group is involved in numerous industry associations. AMAG considers reports and feedback received from stakeholders involved with an open mind. AMAG is actively involved in public dialogue on mobility and provides regular information at press conferences concerning current business developments.

2-30

Collective bargaining agreements

Percentage of employees who are subject to collective bargaining agreements

2020	2021	2022	2023
8%	12%	27%*	28%

Incl. Helion as of 2023

The rise in 2023 is principally due to the reassessment of the collective employment agreements (CEA) governing professional groups within existing businesses.

GRI 3

Materiality analysis and list of material topics

3-1

Process to determine material topics

The selection of material topics was confirmed by discussions with external experts in 2023. The topic of waste was identified as a material topic back in 2022 and was integrated into the reporting process in full in 2023.

All other material topics were identified and evaluated as part of personal discussions with all management staff at the individual business units in 2021. Material topics were pre-selected with reference to criteria focusing on relevance and added value for stakeholders specific to AMAG, society as a whole as well as the global impact according to the SDGs. Building on this, the Corporate Development department further delineated the various topics, working together with the Group Sustainability management team and external specialists. The topics selected were then discussed within the Management Board and submitted to the Board of Directors for consultation. Finally, the prioritised topics were presented to the Group Sustainability Board (composed of the Management Board and all heads of finance) and definitively approved.

AMAG pursues regular dialogue with its stakeholders on the topics it has defined as material.

3-2

List of material topics

The topics identified as material topics have been allocated to the focus areas under AMAG responsibility and form part of AMAG's Group strategy:

Focus area	Material topics
AMAG Net Zero	Energy, emissions, waste
AMAG Engage	Training and education, diversity, and equal opportunity
AMAG Fairplay	Compliance, occupational health and safety, customer privacy

GRI 302

Energy

3-3

Management of material topics

Energy is an important factor within the everyday operations of AMAG, for example in relation to the usage and maintenance of business premises, the securing of IT infrastructure and systems, all logistics services, as well as the operational processes of body shops, paint shops and AMAG's own garages. The sustainability strategy of the AMAG Group was adopted in 2021. Each business unit has been obliged to define appropriate sub-goals and measures. Progress is managed and controlled with reference to Group key performance indicators, which are reported quarterly. The reporting process is incorporated into Group Controlling in order to guarantee consistent ESG reporting. AMAG Import AG and mobilog AG have implemented an environmental management system according to ISO 14001:2015. The targets formulated within it are consistent with the overarching sustainability goals of the AMAG Group.

The AMAG Group pursues a systematic reduction approach as part of its climate strategy. It is seeking to reduce its Scope 1 and 2 emissions by at least 30% by 2025. One important aspect of this is the continuous improvement and optimisation of all energy costs, which is being implemented for all business premises according to a multi-year plan. Where possible, new sites are built using energy not generated from fossil fuels, for example through geothermal probes, heat pumps or connection to local district heating networks. Energy-intensive processes within body and paint shops are accompanied by heat recovery systems. A phase-out plan for the ending of fossil fuel energy usage for existing sites has been drawn up and depends on the life cycle of facilities and the availability of alternatives. For larger sites, AMAG has been implementing the requirements of the large-scale consumer model adopted by the Energy Agency of the Swiss Private Sector (EnAW) since 2013, which specify target figures and a road map in line with Switzerland's climate goals. It is planned to roll out the large-scale consumer model to all other sites by 2026.

302-1

Energy consumption within the organization

in MWh	2019	2022	2023
Heating oil	10 248	9520	9016
Natural gas	25 092	18 427	23 881
Biogas	197	271	82
Wood chips	452	25	0
Propane	0	877	308
Diesel	50 311	26 555	25 229
Petrol	31 797	29 872	25 080
Electricity (other source, renewable source)	38 421	37 612	33 725
Electricity (other source, non-renewable source e/Swiss electricity mix)	2161	2069	9439
District heating	4996	4213	5064
Total in MWh	163 675	129 441	131 824

The data relates to all business premises (owned and rented sites) of AMAG Group AG. Data for all amounts consumed covers a period of 12 months. Depending upon availability and because of different billing dates, the data collection period for individual suppliers has been adjusted by estimation for this. Helion Energy AG was included in the 2023 financial year. The estimate is based on real prior-year figures. Electricity (renewable source) refers to electricity with proof of origin for hydropower.

302-4

Reduction of energy consumption

For information, see Disclosure 305-5 on page 30 of this report. Comprehensive coverage for Disclosure 302-4 is currently being put in place and is planned for the coming reporting years.

GRI 305

Emissions

3-3

Management of material topics

Scope 1 and 2 emissions are generated by AMAG above all through the operation of its own fleet vehicles, including fuel consumption, but also by the consumption of heating oil on business premises. Scope 3 emissions are generated by AMAG above all through the sale and distribution of vehicles. Further emissions arise as a result of commuting by employees and the transportation of goods and vehicles. AMAG is aiming to reduce Scope 1 and 2 emissions by at least 30% by 2025. AMAG is also aiming to reduce all emissions across the entire supply chain (Scope 1, 2, 3) by 90% by 2040. AMAG has an SBTi commitment and, following the successful integration of Helion, is currently in the process of submitting a near-term target to the SBTi.

In order to achieve its ambitious reduction pathway, AMAG has defined clear measures and set annual targets. The progress made on these measures is measured on a quarterly basis and discussed with the management.

The measures include energy efficiency improvements, the systematic electrification of the company's own company car fleet, the expansion and use of solar power at the company's own sites, the expansion of the charging infrastructure, a waste concept aimed at conserving resources, and projects to boost efficiency and save resources in operational processes. AMAG is actively contributing to reducing emissions caused by vehicles sold by increasing electrification and through close cooperation with the manufacturer. New mobility concepts and service offers – such as single-provider driving and charging – and the promotion of dealership service quality with respect to EV advice and maintenance will play an increasingly important role. AMAG is consistently seeking to reduce fuel consumption per kilometre driven for the transportation of goods and the provision of services. Cooperation with AMAG's dealerships and distribution network in relation to sustainability was also enhanced during the reporting year. Helion Energy AG, part of the AMAG Group, is making an active contribution to the energy revolution in Switzerland by expanding photovoltaic systems and charging infrastructure.

As in the field of energy, the progress made by the AMAG Group is managed and controlled with reference to Group key performance indicators, which are reported quarterly. The reporting process is incorporated into Group Controlling in order to guarantee consistent ESG reporting. AMAG has devised an investment and elimination strategy for the remaining emissions. In order to set standards internally, projects are allocated an internal CO₂ levy of CHF 120 per tonne of CO₂. The proceeds flow into the AMAG climate fund and are invested in climate-friendly measures and partnerships. For example, there is close cooperation with Synhelion, which uses solar energy to convert CO₂ into synthetic fuels. Synthetic fuels will also enable classic cars to be operated using renewable fuels, and thus to become climate-neutral.

305-1

Direct GHG emissions ☑ (Scope 1)

See table for details: AMAG greenhouse gas emissions, Scope 1, 2 and 3, page 28

305-2

Energy indirect GHG emissions ☑ (Scope 2)

See table for details: AMAG greenhouse gas emissions, Scope 1, 2 and 3, page 28

Other indirect GHG emissions ☑ (Scope 3)

in tonnes of CO ₂ eq.	2019	2022	2023
Total Scope 1 emissions	31 224	20 776	20 753
Heating oil	2726	2535	2400
Natural gas	5043	3712	5577
Propane	0	202	65
Diesel	13 405	6337	6032
Petrol	10 010	7936	6663
of which biogenic emissions			
Biogas	40	54	17
Total Scope 2 emissions	974	858	1047
Electricity (non-renewable source according to Swiss electricity mix)	324	310	542
District heating	649	547	505
Total Scope 1 and 2 emissions	32 198	21 634	21 800
Total Scope 3 emissions	4 926 374	3 313 444	3 779 582
Emissions from business activities and operations (emissions from purchased goods, services, waste, business travel, overnight hotel stays and investments)	1 020 143	919 434	1 066 050
Emissions from vehicles sold, including usage phase	3 906 231	2 394 010	2 713 532
Total Scope 1, 2 and 3 emissions	4 958 573	3 335 078	3 801 381

AMAG greenhouse gas emissions, Scope 1, 2 and 3.

Including Helion as of 2023.

Calculated according to the Greenhouse Gas Protocol (GHGP) policy.

Method: Grid-bound energy and pipeline-bound fuel quantity data is collected for each location on the basis of actual invoice data. Petrol and diesel data has been collected on the basis of precise billing reports from the various fuel suppliers since 2023. As a result of the change, the consumption amounts were verified according to the old method. Excessively low consumption figures for mobilog AG have consequently been retrospectively corrected for the years 2019 and 2022. Heating oil is calculated on the basis of the opening inventory, purchases made during the year and year-end inventory. Scope 3 emissions for category 11 are calculated for all newly registered vehicles by specific model, including the upstream fuel chain. The remaining categories are calculated on the basis of spend volume. In future, category 1 is to be calculated at product level using improved data. The AMAG Group is currently in talks with the Volkswagen Group about this.

305-3

Scope 1: Direct greenhouse gas emissions, arising for example from the usage of diesel and petrol company vehicles or heating. Propane was included in the natural gas category in 2019 and 2020. Propane has been reported separately since 2021. Petrol and diesel consumption fell in 2023 compared to 2022. This is partly due to the successful electrification of the company car fleet. In addition, the consumption of Europcar customers could be identified more clearly thanks to an improved methodology and is now only included in category 11 Scope 3 emissions. The consumption of refrigerants is not currently included in the data collected.

Scope 2: Indirect greenhouse gas emissions, arising from the production of electricity and district heating purchased.

Scope 3: Indirect greenhouse gas emissions arising within upstream or downstream business activities in the value chain. The emissions from the sale of vehicles have been calculated on the basis of type-specific vehicle data according to the standard in accordance with the Worldwide Harmonized Light Vehicles Test Procedure (WLTP), with an assumed mileage of 200,000 km and an average lifespan of 15 years. WLTP figures were not consistently available for the year 2019. New European Driving Cycle (NEDC) figures were used for this period. Investments in entities that are not fully consolidated have also been considered. Heat pumps produced by the company Helion are calculated with a lifespan of 20 years. Waste was also calculated based on the workshop waste produced. Office waste and household waste were excluded. The consumption of refrigerants is not currently included in the data collected.

Emissions factors: Scope 1 and 2 market-based approach. The Scope 2 emissions using the location-based approach in 2023 amounted to: 1416 tCO₂ eq. Emissions from vehicles sold (Scope 3, category 11) using the location-based approach, on the basis of Switzerland's consumer electricity mix/including the upstream petrol and diesel supply chain, an assumed 200,000 kilometres covered and WLTP figures. The emissions factors used for the conversion into greenhouse gas emissions were those set out in the fact sheet of Switzerland's Greenhouse Gas Inventory (FOEN 2022), the document entitled "Greenhouse Gas Emissions of the Electricity and District Heating Mix Switzerland according to the GHG Protocol" published by Treeze (2017) as well as global average figures contained in the World Input-Output Database (WIOD). Biogenic emissions were caused by the consumption of biogas (see Disclosure 302-1 in this report). According to the fact sheet of Switzerland's Greenhouse Gas Inventory, emissions resulting from the consumption of wood chips do not result in any declarable CO₂ emissions.

The same CO₂ emissions factor as the one used for fossil fuel natural gas was used to calculate biogenic emissions from the burning of biogas. Biogenic emissions include not only CH₄ or N₂O emissions from biogenic energy sources in Scope 2, but also biogenic CO₂ emissions (biogenic CO₂ emissions from the overall inventory not reported separately).

305-5

Reduction of GHG emissions

Compared to the baseline year 2019, emissions of the AMAG Group have already fallen by more than 23%.

The integration of Helion Energy AG into the AMAG Group has resulted in extra emissions in the Scope 1, 2 and 3 categories. This led to higher emissions in 2023 compared to 2022.

Scope 3 emissions in 2023 were down by 23% compared to the baseline year and including the newly added emissions from Helion Energy AG's business activities. The biggest effect has come from the ongoing electrification and increased sales of all-electric vehicles.

Scope 1 and 2 emissions were down by 32% in 2023 compared to the baseline year 2019. The drop is attributable above all to efficiency gains in building and heating technology, but also to the increasing electrification of the company's own fleet and the associated reduction in petrol and diesel consumption.

GRI 306

Effluents and Waste

3-3

Management of material topics

Avoiding waste and disposing of used materials correctly, or recycling them, is a top priority for AMAG as a member of the Auto Recycling Switzerland Foundation.

The major waste categories are in our Garage operations and particularly include old tyres, engine oil, transmission fluid, starter batteries, scrap iron and steel, and cardboard waste.

The demand for lithium-ion batteries is rising continually as mobility becomes increasingly electrified. Used batteries, classified as hazardous waste in Switzerland, are subject to a pre-paid disposal charge administered by the Interest Organisation for Battery Disposal (INOBAT). Correct handling and correct disposal can also help conserve resources such as lithium.

AMAG has an established waste system for all waste categories. In collaboration with a professional disposal company, waste quantities are disposed of, recycled or reused in accordance with the Ordinance on the avoidance and disposal of waste (ADWO) issued by the Federal Office for the Environment (FOEN).

As regards the handling of high-voltage batteries, AMAG has aligned itself with the auto-schweiz industry solution, which has been recognised by the INOBAT organisation commissioned by the federal government. The Swiss industry solution for the take-back and recycling of lithium-ion batteries is provided by the sestorec (Swiss Energy Storage Recycling) cooperative. In order to meet the requirements of this industry solution, AMAG has established a process that clearly regulates the handling of batteries, which includes the following vehicle categories: Battery Electric Vehicle (BEV), Hybrid Electric Vehicle (HEV) and Plug-in Hybrid Electric Vehicle (PHEV).

Furthermore, all batteries in the above categories put into circulation must be reported to sestorec, including performed repairs, reuse, continued use and disposal.

For the recycling of high-voltage batteries and individual battery modules, AMAG also uses the aforementioned waste system, with which we ensure that both transportation and recycling are carried out by certified partners. This takes into account more stringent requirements regarding packaging and transportation, including for critical batteries and battery modules.

In exceptional cases, the manufacturer also requests the return of defective batteries or battery modules for analysis purposes. In these instances, AMAG Import AG organises transportation, including the required customs forms, together with the manufacturer.

The primary objectives are to create an efficient recycling process and to ensure that as many return materials from the batteries and battery modules as possible are processed for recycling.

The EU is working on regulations to this effect, with the goal of giving the manufacturers clear requirements regarding the percentages of materials that need to be recycled.

306-1

Waste generation and significant waste-related impacts

Waste data was collected and evaluated for the first time in 2023. AMAG's workshop operations generate the largest volumes of waste. The main categories by volume include old tyres, engine oil, transmission fluid, starter batteries, scrap iron and steel, and cardboard waste. Collecting the waste data involved evaluating all business units of the AMAG Group in terms of the workshop waste produced. For locations generating workshop waste, this waste was recorded by quantity and recycling method and classified as hazardous or non-hazardous waste. Further measures will be developed based on this data, and the disposal concept will be reviewed for further optimisation potential and with a view to promoting the circular economy. The AMAG Group does not produce any landfill waste and the proportion of recyclable raw materials is high.

306-2

Management of significant waste-related impacts

See Management approach 306 Effluents and Waste on page 31 of this report.

306-3

Waste generated

In 2023, the workshop operations of the AMAG business units AMAG First, AMAG Automobil und Motoren AG, mobilog AG and Helion Energy AG generated the following volumes of waste:

	2023 in tonnes
Total hazardous waste	6887
Total non-hazardous waste	3416
Annual total	10 303

Evaluation of hazardous waste by ADWO code (s) and (ak). Includes Group companies that produce workshop waste, excluding PET and household waste: AMAG Automobil- und Motoren AG, AMAG First AG, mobilog AG, Helion Energy AG.

306-4

Waste diverted from disposal

	2023 in tonnes
Total sent for recycling	5908
Total sent to cement works	2899
Total KVA	1389
Total landfill site	0
Total other (special waste incineration)	107

Includes Group companies that produce workshop waste, excluding PET and household waste: AMAG Automobil- und Motoren AG, AMAG First AG, mobilog AG, Helion Energy AG.

306-5

Waste directed to disposal

See Disclosure 306-4 on page 33 of this report.

GRI 404

Training and Education

3-3

Management of material topics

AMAG is aiming to become the leading provider of sustainable individual mobility. In order to achieve this goal, the company needs technically skilled, committed, innovative and motivated employees. Professional training as well as regular employee qualification and development play a central role in this regard. AMAG ensures the employability of its workforce through comprehensive, needs-based training and education – whether by the AMAG Academy or by Leadership & Development.

Policies, responsibilities and regulatory requirements

Training and education is regulated in appropriate training and education regulations. AMAG supports the principle of lifelong learning with generous contributions to the costs of business-related training and education. All training offered is essentially available to all employees, irrespective of gender, function or age.

Responsibility for training and education lies with the AMAG Academy as regards any training with job relevance and technical training or with the Leadership & Development department as regards management training, personal and staff development.

Structure of the training and education programmes

The training and education offered by AMAG is constantly reviewed and adjusted in line with the strategic needs of the business with respect to future skills. A focus is placed on hands-on learning, which has proved to be particularly effective and efficient.

The quality of training and of the trainers used is regularly reviewed with reference to feedback from participants. Any content considered to be unsatisfactory is revised, and unsatisfactory providers are replaced by other specialists. Needs are identified systematically during the annual employee review. This gives AMAG the opportunity to react very quickly and in advance to changing needs and to adjust the offering.

Digitalisation and development of a digital and agile mindset

The changes brought by digitalisation are also influencing how the car industry operates and are affecting – in some cases fundamentally – how work will be performed in future. In order to prepare employees for these changes, new forms of digital learning are being used (both online and blended learning), which have been particularly popular. In addition to this, digital coaches are trained throughout the organisation to further promote this issue among the workforce.

AMAG places particular emphasis on ongoing training for its managers, as they are pioneers and ambassadors who play a key role in leading and shaping the process of change and transformation. The training programmes include Leadership Basic (can also be completed as a CAS), the CAS in New Leadership, regular induction training for new managers (new FK@AMAG), and specific and comprehensive training programmes for the individual business units. These programmes address topics such as psychological safety, respectful management, hybrid leadership, new work, facilitation, etc.

Talent management

Alongside the needs-based training and education offerings, strategic talent management is another important way of identifying, developing and retaining highly qualified employees. Talents are systematically identified each year at AMAG through wide-ranging employee reviews. Talents will not only have an extraordinary performance record, they will also have a personal desire to evolve and take on new responsibilities. All talents seeking further development can also complete a personal development plan (PDP), which sets out in detail the next career steps and the necessary training. Talents within business units are discussed in general terms at what AMAG calls talent conferences. This ensures that talents are systematically moved into available positions and that key roles are filled with appropriate talents.

404-1

Average hours of training per year per employee

Each year, AMAG invests in the development of its employees and offers a broad spectrum of training formats and learning resources. Arrangements are currently being made to collect data relating to the number of hours of training completed per person each year.

Programs for upgrading employee skills and transition assistance programs

Diverse training and education opportunities

AMAG employees can register directly via learning platforms (Learn, REXX) for all training offered. A focus is placed on specialist, methodological and management skills, personal and social skills, auto-related technical expertise, sales knowledge, project management, IT application skills and foreign languages. In addition, specific programmes are developed for individual departments, teams or business units upon request or where required. These include, for example, telephone training for call centre employees or specific management training for management staff at lower levels of responsibility. Training is also offered in relation to new regulations and issues such as risk management, auditing and compliance as well as data protection and occupational health and safety.

Employees also have the opportunity to benefit from coaching sessions and the AMAG mentoring programme. Here, experienced management staff act as mentors for younger management staff and specialists to support their development.

AMAG regards training younger generations and promoting young talent as being particularly important. It is one of the leading training centres in Switzerland. More than 800 trainees are currently completing apprenticeships in 18 different professions, from the workshop through to the body shop and logistics to retail trade and office work. Around 7% of trainees also receive special support through the Young Talents programme. To ensure optimum training for all trainees, their professional trainers complete an annual advanced training module.

Performance reviews

AMAG requires mandatory annual employee reviews in which individual training and career planning is discussed and planned. Checks carried out by the HR department identified a completion rate of 98% in 2023.

404–3

Percentage of employees receiving regular performance and career development reviews

	2021	2022	2023
Proportion of employees who receive a performance review	77%	75%	75%
Proportion of men who receive a performance review	77%	76%	75%
Proportion of women who receive a performance review	75%	74%	75%
Proportion of sales employees who receive a performance review	95%	93%	91%
Proportion of administrative employees who receive a performance review	74%	74%	82%
Proportion of workshop and warehouse employees who receive a performance review	71%	69%	64%

Incl. Helion as of 2023

GRI 405

Diversity and Equal Opportunity

3-3

Management of material topics

AMAG recognises that mixed teams offer a variety of ideas and perspectives. These teams are able to devise better solutions and provide better services to customers. AMAG considers diversity as offering a major opportunity for achieving better reciprocal understanding as well as a respectful and lively culture. During the reporting year, 82.9% of AMAG employees were men and 17.1% were women, with 83 different nations represented.

More diversity through flexible working models and the promotion of part-time work

Diversity and equal opportunities are important elements of the company's strategy. All employees have the same opportunities for career development – irrespective of age, nationality, private life or family status. The HR department defines measures within the ambit of the diversity strategy for promoting diversity and equal opportunities. These include flexible working models, the option of working from home and the promotion of part-time work across all functions, for example.

In 2022, AMAG declared an ambitious goal to boost the number of women in the workforce. We would like to double the proportion of female trainees to 20% by 2025 and have over 25% of management positions occupied by women by 2030.

Promoting equal opportunities

Overall, AMAG slightly increased the percentage of women in the workforce compared to the previous year. In 2023, women accounted for 17% of all employees, 15.8% of management staff and 13.2% of trainees.

AMAG wishes to increase gender and generational diversity over the coming years by implementing a comprehensive package of measures. All measures will be based on business-specific targets and regular assessments. A major focus will be placed on attractiveness for and recruitment of diverse employee profiles, the active promotion of part-time work and job-sharing arrangements as well as the establishment of lifelong learning and career-jumper programmes.

405-1

Diversity of governance bodies and employees

	2021	2022	2023
Board of Directors	5	6	6
Women	1	1	1
Men	4	5	5
Executive Board	14	14	13
Women	1	2	2
Men	13	12	11
Aged 30 or under	0	0	0
Aged between 30 and 50	6	7	5
Aged over 50	8	7	8
Other senior management	17	16	17
Women	1	1	1
Men	16	15	16
Aged 30 or under	0	0	0
Aged between 30 and 50	4	3	6
Aged over 50	13	13	11
Total employees			
	2021	2022	2023
Total	6224	6562	7256
Women	1014	1092	1237
Men	5210	5470	6019
Employees aged 30 or under	2171	2345	2668
Women	351	386	447
Men	1820	1959	2221
Employees aged between 30 and 50	2772	2885	3209
Women	474	500	578
Men	2298	2385	2631
Employees aged over 50	1281	1332	1379
Women	189	206	212
Men	1092	1126	1167

As of 31 December 2023 and from 2023 onwards, incl. Helion.

405-2

Ratio of basic salary and remuneration of women to men

In 2020, AMAG arranged for a comprehensive salary equality analysis to be conducted by an external provider. The “Fair ON Pay” analysis was conducted by Comp-On AG with the aim of establishing salary equality at the company level using the federal government’s salary equality tool (Logib). Experts conducted analyses according to a systematic process based on employee data. The main analysis and all sub-analyses confirmed with a high degree of confidence that the AMAG Group and all sub-entities employing more than one hundred employees were clearly complying with requirements regarding equal pay for equal work between women and men. In obtaining this certification, AMAG has not only gone considerably further than the review required by law but has also achieved a result above the tolerance range of 5% set by law. There is therefore no statistical evidence of discrimination. In accordance with the “Fair ON Pay” standard, compliance with equal pay requirements for women and men at company level was reviewed again in 2023 to determine whether the certificate could be maintained. The gender pay gap within the company is below the tolerance threshold of 2.5%. On this basis, the quality auditor SGS confirmed the “Fair ON Pay Advanced” certificate, which recognises the company as a fair employer and highlights its ongoing commitment to equal pay.

GRI 206

Compliance

3-3

Management of material topics

The AMAG Group is committed to fair competition and ethically and legally proper conduct – at all times and without any reservations. To ensure this, AMAG has issued a Code of Conduct specifying the most important principles, which are binding for AMAG Group employees. This also includes strict compliance with the Swiss Cartel Act (CartA; Bundesgesetz über Kartelle und andere Wettbewerbsbeschränkungen – KG). All employees have committed in writing to complying with the AMAG Code of Conduct. A strict zero-tolerance policy applies in relation to illegal agreements affecting competition. This principle is communicated regularly and actively, for instance during employee meetings, management presentations and on the Intranet.

The Code of Conduct forms part of a comprehensive compliance programme under the management of the AMAG Legal & Compliance department. Legal & Compliance issues Group-wide policies concerning various issues in the area of compliance, which are also binding. These policies can be consulted by all employees at any time. Targeted training programmes provide support to AMAG Group employees in complying with all legal requirements.

In total, the Legal & Compliance department has provided in-person training concerning antitrust law to more than 2000 employees. Training and awareness-raising measures concerning antitrust law are regularly provided for the management teams of the AMAG companies. The issue of compliance, and in particular antitrust law, is also a fixed aspect of AMAG internal training for new management staff.

In addition, the AMAG Group has rolled out an e-learning module concerning the AMAG Code of Conduct, which is mandatory for all employees and also addresses the issue of antitrust law. At present, this has been completed by almost 7000 employees. All employees who have completed the face-to-face antitrust law training session sign a written declaration in which they undertake to adhere strictly to antitrust law. Management staff and employees working in sales sign this declaration every year.

The AMAG Group has also implemented a whistle-blower portal that can be used to report observed or suspected compliance violations – anonymously if required. All reports are investigated, and relevant action is taken if necessary.

206-1

Legal actions for anti-competitive behaviour, antitrust and monopoly practices

The investigation by the Swiss Competition Commission, opened in 2018 against AMAG Group AG, AMAG Automobil und Motoren AG and various other licensees of the Volkswagen brands in the canton of Ticino, was completed in reporting year 2022. AMAG Automobil und Motoren AG and six other car dealers made illegal agreements affecting competition in the canton of Ticino between 2006 and 2018. The AMAG companies cooperated fully during the investigation and accepted the sanction issued.

No other legal actions for anti-competitive behaviour were pending or opened against companies in the AMAG Group in the reporting year.

408-1

Operations and suppliers at significant risk for incidents of child labour

In the reporting year, AMAG conducted an initial analysis of suppliers and product groups. The analysis did not indicate any violations of child labour requirements.

AMAG has put a process in place to enable the regular assessment of risks in order to ensure child labour due diligence in accordance with Article 964j of the Swiss Code of Obligations. In 2024, close dialogue with exposed suppliers will be expanded further. Among other things, the risk assessment at product level will be elaborated as part of the supplier assessment process, and the Code of Conduct for Business Partners will be expanded. The management of the AMAG Group is provided with regular information on the progress made and is required to report any suspected cases of child labour to Legal and Compliance.

GRI 403

Occupational Health and Safety

3-3

Management of material topics

Avoiding safety risks and ensuring the health and safety of all employees is extremely important for AMAG. These aspects are monitored centrally by HR and the Head of Health and Safety. Requirements differ depending upon the field of business and the working environment. Each site has its own health and safety officer, who provides support in carrying out checks and compliance with the requirements. Implementation is supplemented at all sites by a structured and actively pursued training concept.

403-1

Occupational health and safety management system

Implementation of FCOS Directive 6508 on the appointment of occupational physicians and other occupational safety specialists has been mandatory in Switzerland since 1 January 2000. The Directive is based on the Accident Insurance Act (AIA; Bundesgesetz über die Unfallversicherung – UVG) and the Ordinance on the Prevention of Accidents and Occupational Diseases (APO; Verordnung über die Verhütung von Unfällen und Berufskrankheiten – VUV). It sets out the duties of employers as regards the appointment of occupational safety specialists: In accordance with generally applicable duties (Articles 3–10 of the APO and Articles 3–9 of Ordinance 3 to the Employment Act (EmpO 3, Verordnung 3 zum Arbeitsgesetz, ArGV 3)), all AMAG businesses identify any hazards arising for the health and safety of employees and take any required protective action and issue any instructions in accordance with the state of the art. AMAG examines preventive actions taken as well as protective equipment at regular intervals, in particular in the event of any operational changes. AMAG Group AG has its own operational safety system including its own occupational health and safety specialist, which complies with FCOS Directive 6508 and has also been certified by the FCOS.

403-2

Hazard identification, risk assessment and incident investigation

AMAG is obliged to take action to prevent accidents and damage to health. As a result, hazards and stress factors must be identified in all businesses. Action is planned on the basis of the hazards identified. Hazards are systematically identified each year by site health and safety officers according to our safety system using hazard identification checklists.

All unintended events such as accidents, near misses and damage to property are systematically recorded and clarified in order to avoid similar events in the future and to ensure the continual improvement of the operational safety system.

403-3

Occupational health services

The AEH Centre for Occupational Medicine provides occupational medicine services in accordance with Swiss law (FCOS Directive 6508) as well as other in-house medical services within the ambit of services under the AMAG Group Operations Solution. The various aspects of occupational medicine are regulated in chapter 9 (and the annexes) of the AMAG Group Operations Solution.

The AEH has an occupational medicine team composed of six specialist doctors along with further specialist medical staff in order to perform its tasks. AEH holds all licences required in order to carry out its activities.

All medical data is subject to doctor-patient confidentiality and is handled in accordance with data protection requirements. AEH uses specially secured occupational medicine software for this purpose (ISISMED).

403-4

Worker participation, consultation, and communication on occupational health and safety

Employees of AMAG or their representatives and the competent managers have specific rights of involvement in accordance with Article 10 of the Employee Participation Act (EPA; Bundesgesetz über die Information und Mitsprache der Arbeitnehmerinnen und Arbeitnehmer in den Betrieben – MwG), Article 82(2) of the AIA, Article 6a of the APO, Article 6 of the Employment Act (EmpA; Bundesgesetz über die Arbeit in Industrie, Gewerbe und Handel – ArG) and Articles 5 and 6 of the EmpO 3. These include the right to be heard comprehensively at an early stage as well as the right to submit proposals before AMAG as an employer takes a decision. The employer must provide reasons for its decision in the event that it does not take account of the employee's objections or proposals, or only does so in part.

There is involvement at the senior management level (AMAG Management Board) in the form of an employee representative and an occupational health and safety expert, the so-called "ASA specialist". The employee representative and the ASA specialist are fully incorporated into the Steering Committee at the senior management level.

At the level of AMAG businesses, employee involvement has the aim, among other things, of promoting dialogue at work, thereby contributing to positive engagement between the employer and its employees. Well-informed employees identify more strongly with the business, which also has a knock-on effect in terms of motivation and productivity.

Employees have a right of involvement in the following areas:

- All working conditions, where related to occupational health and safety (e.g. arrangement of working areas and workspaces; arrangement of machinery and equipment; organisation and configuration of work)
- Transfer of the business to a third party
- Large-scale redundancies

Employee involvement is regulated in chapter 8 (and the annexes) of the AMAG Group Operations Solution.

403-5

Worker training on occupational health and safety

Knowledge and know-how are necessary in order to act in accordance with health and safety requirements. All employees must be duly informed during ordinary working hours in line with their level of responsibility and must receive regular training and education in order to perform their tasks. All employees must be informed concerning hazards and stress factors within the business and know how to take appropriate action to ensure safety.

New employees must undergo induction promptly after they have started work. Particular consideration must be given to trainees and temporary employees.

The induction of new employees must cover the following:

- Objectives
- Hazards within the business
- Duties and rights
- Necessary action
- The situation regarding absences, accidents and illnesses
- What to do in the event of an emergency

403-6

Promotion of worker health

The protection of health at work is regulated in Article 6 of the EmpA. EmpO 3 sets out the following minimum requirements:

AMAG must take any action that is necessary in order to ensure and enhance the protection of health and to guarantee the physical and mental health of employees.

The following measures, among others, were implemented in the reporting year:

- **“Ergonomic workstations”** (tips on how to work ergonomically at a desk)
- **“Safety@AMAG Award”** (recognition for the top three businesses for health and safety)
- **“Helix rennt”** (jogging together)
- **Giving blood day at head office**
- **“AMAGtiv fitness area”** (fitness offering at the Cham site)
- **“AMAG Tennis Club”**
- **“B2Run company run in Zug”**
- **“AMAG Lightnings”** (ice hockey-loving employees have been part of AMAG Lightnings, our own club, since 2014)
- **“Fitness area”** (fitness offering at various sites)
- **“Vitalmenu”** (special menu in the “timeout” employee restaurant at the Cham site)

Health promotion and prevention:

- **Day of Light**
- **Making it up the mountain and back down again without any accidents**
- **Comfortable and healthy behind the wheel**
- **Ticks – bites with after-effects**
- **Safe BBQ tips**

403-7

Avoiding and mitigating implications for occupational health and safety directly related to business operations

Staff not employed by AMAG may be appointed to work at trade fairs or to provide the Chauffeur Drive service. These staff are also subject to stringent statutory requirements laid down in FCOS directives for outsourced staff as well as internal health and safety requirements. For details, see Occupational health and safety management system 403-1 on page 43.

403-8

Workers covered by an occupational health and safety management system

All AMAG employees are covered by the FCOS-certified AMAG Health and Safety Group Operations Solution.

403-9

Work-related injuries

		2021	2022	2023
For all AMAG employees	Number of deaths due to work-related injuries	0	0	0
	Rate of deaths due to work-related injuries	0.0000	0.0000	0.0000
	Number of work-related injuries resulting in an absence longer than 6 months	1	4	2
	Rate of work-related injuries resulting in an absence longer than 6 months	0.0197	0.0767	0.0368
	Number of reportable work-related injuries (including deaths resulting from work-related injuries)	360	384	421
	Rate of reportable work-related injuries (including deaths resulting from work-related injuries)	7.1009	7.3588	7.7476
	Number of hours worked	10 139 494	10 436 515	10 867 854
For all non-employee staff whose work and/or workplace is nonetheless under AMAG control (e.g. event hosts)	Number of deaths due to work-related injuries	0	0	0
	Rate of deaths due to work-related injuries	0	0	0
	Number of work-related injuries resulting in an absence longer than 6 months	0	0	0
	Rate of work-related injuries resulting in an absence longer than 6 months	0	0	0
	Number of reportable work-related injuries (including deaths resulting from work-related injuries)	0	0	0
	Rate of reportable work-related injuries (including deaths resulting from work-related injuries)	0.0000	0.0000	0.0000
	Number of hours worked	118 179	130 699	139 240

The figures stated reflect the position as at 31 December in each case. However, the underlying figures also frequently change retrospectively where reports are submitted at a later date. All rates have been calculated assuming a total of 200,000 hours worked. Commuter accidents are included in the figures, but cannot currently be calculated separately due to the way in which data is collected internally. Incl. Helion as of 2023.

GRI 418

Customer Privacy

3-3

Management of material topics

The AMAG Group is committed to its responsibility to handle the personal data of employees and customers with care. Using such data offers great potential for the AMAG Group. At the same time, the AMAG Group has a responsibility to comply with the applicable data protection requirements and to uphold and protect the personal rights of its employees and customers. For this purpose, the AMAG Group has set up a Group-wide data protection organisation. This ensures data protection compliance throughout the business, for instance by adopting policies, through training and awareness-raising initiatives for employees and by regularly reviewing and updating relevant processes in line with applicable data protection requirements.

418-1

Substantiated complaints concerning breaches of customer privacy and losses of customer data

No substantiated complaints were made concerning data theft or loss in 2023.