



# 2026 Environmental Statement

---

Magna Steyr Fahrzeugtechnik GmbH & Co KG

We are aware of the impacts of climate change and see it as our responsibility to consistently reduce our ecological footprint and develop viable long-term solutions.

To live up to this ambition, we pursue a holistic approach and strive for a balance between economic, environmental and social goals. In doing so, we are guided by the Sustainable Development Goals of the United Nations, to whose achievement we contribute in various areas.

Our corporate culture forms the foundation of our success. For more than 125 years, technological expertise and, above all, people have been at the center of what we do. Their commitment, their sense of responsibility and their collaboration shape our daily actions. We are guided by our values: think big, take responsibility, never settle and be collaborative.

How we live up to this sustainability ambition in practice is reflected, among other things, in our measures to make commuting lower-emission – such as bike leasing and support for the Klimaticket. Another visible sign of this is the renewed recognition of our Graz location by Radlobby Österreich, which again awarded it Gold certification as a bicycle-friendly employer.

In addition, in 2025 we achieved important milestones as a team, implemented demanding customer projects and successfully mastered new production launches.

My special thanks go to our employees, who contribute to the success of our company every day with passion, expertise and dedication and provide our customers with the highest quality in complete vehicle engineering and manufacturing.

Together, we're working on measurable improvements to our environmental performance and mobility.



# Table of Contents

---

**02 Foreword**

**05 Company Profile**

**09 Sustainability at Magna**

**14 Sustainable Development Goals**

**18 Input/Output Balance**

**21 Environmental Aspects**

**45 Social achievements & projects**

**47 Compliance Management**

**49 Sustainability Achievements &  
Sustainability Program**

**71 Declaration of the Environmental  
Verifier**



# Company

---



# The Company

Magna is one of the world's largest automotive suppliers and a trusted partner to automakers in the industry's most critical markets – North America, Europe and China.

With a global team and footprint spanning 28 countries, we bring unmatched scale, trusted reliability, and proven execution. Backed by nearly seven decades of experience, we combine deep manufacturing expertise with innovative vehicle systems to deliver performance, safety, and quality.

## The Graz Site

Graz is Magna's biggest site worldwide and only one of a total of two locations where complete vehicles are manufactured. Our comprehensive range of services extends across the product groups of complete vehicle development, from systems and modules to complete vehicle engineering, and complete vehicle manufacturing, where we offer flexible solutions from niche to volume production.

More than 4 million vehicles have already come off the production lines in Graz. In total, Magna has produced 40 different models for 14 different OEMs as a complete vehicle manufacturer to date.



# Our Milestones in Vehicle Manufacturing

## 600,000 Mercedes-Benz G-Class vehicles produced



Since 1979, we have been manufacturing the G-Class on behalf of our customer Mercedes-Benz here in Graz. In August 2025, the 600,000th vehicle rolled off the line – another significant milestone.

## The first XPENG models G6 and G9 roll off the line



In September, Magna secured a new vehicle assembly program in Graz. The partnership marks the first program with a Chinese OEM at the site.

## The GAC AION V is integrated into the production line



Together with the GAC Group, Magna is launching a new vehicle assembly program in Graz, thereby expanding production as well as international collaboration.

# logistics Tool Award – AI-supported optimization of the supply chain

Magna in Graz, together with its technology partner **S2data**, was honored by the AKJ Automotive working group with the **logistics Tool Award** for the development of AI-based software for the holistic optimization of the supply chain in the automotive sector. The solution represents an advancement over conventional transport optimization systems. Through the **integrated evaluation of data from multiple company divisions**, transport and delivery processes are holistically optimized. Route guidance, capacity utilization, and economic aspects are considered together, leading to more efficient logistics processes.

Through the **reduction of unnecessary transport**, improved utilization of transport resources, and optimized demand planning, the software contributes to the **reduction of energy consumption and CO<sub>2</sub> emissions** along the supply chain. The award underscores Magna's commitment to deploying digital innovations specifically to **increase environmental and resource efficiency**.



# 28th ÖKOPROFIT award for Magna in Graz

In October 2025, Magna was pleased to welcome the ÖKOPROFIT commission to the site to review the requirements for the **28th ÖKOPROFIT certification** of the City of Graz. After a presentation of the implemented environmental measures and a tour of the plant fire brigade's facilities, it was confirmed that all criteria were successfully met.

ÖKOPROFIT (Ecological Project for Integrated Environmental Technology) pursues the goal of **reducing operational emissions, conserving natural resources, and at the same time lowering operating costs** – an important model for sustainable economic development in the region.

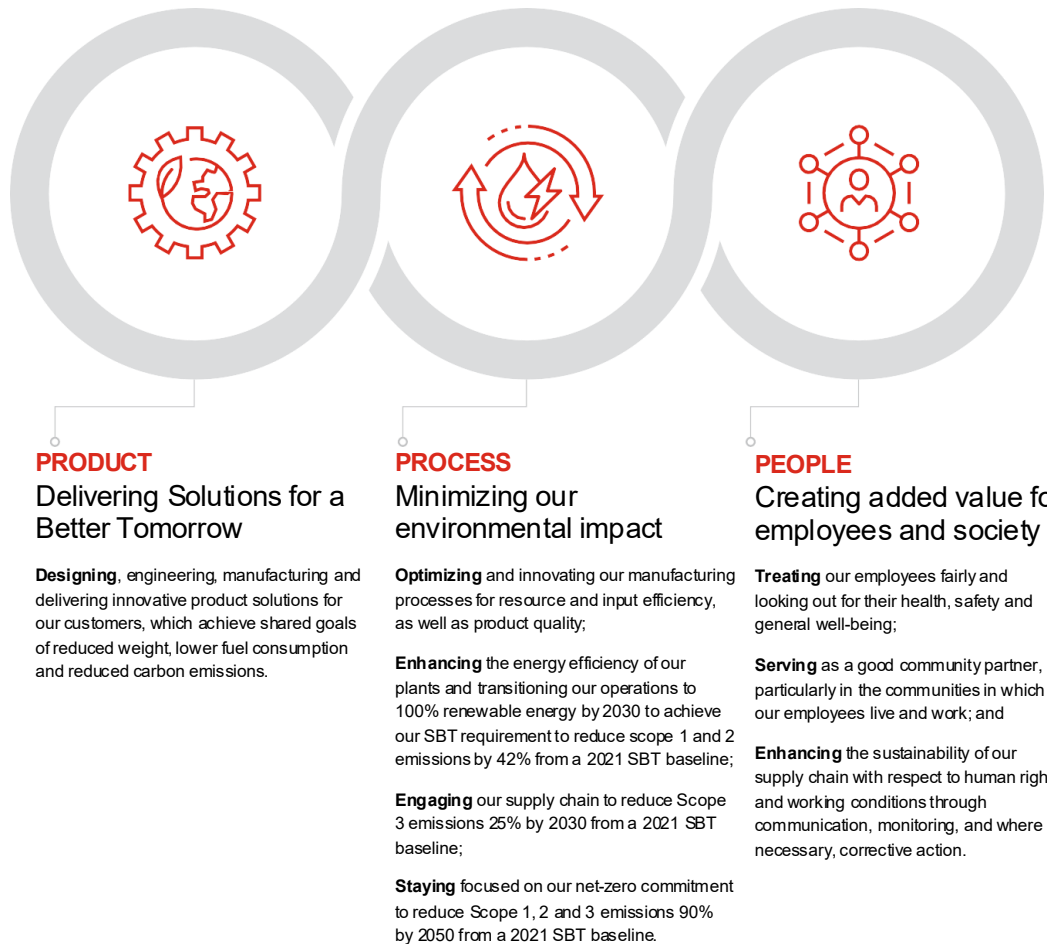
A special highlight in 2025 was the **installation of photovoltaic systems** with a total module output of around 10,000 kWp, reducing external electricity purchases by up to 10,983 MWh per year. With this, Magna makes another important contribution to climate protection.

On November 26, 2025, the festive award ceremony took place in the celebratory setting of the Chamber of Labor hall, together with 39 other companies and five sports clubs.



# Magna's Climate Change Commitment

We recognize the reality of climate change and its impact on the planet. As a result, we are focused on doing the right things today so that our corporate interests do not come at the expense of the viability of life for the generations that follow. Although combating climate change requires a collective global response, Magna is determined to play its part in addressing this existential threat to our planet. In 2024, we received approval by the SBTi of Magna's near-term and net-zero emission reduction targets and the verification by SBTi of Magna's net-zero science-based target by 2050.



# Sustainability at Magna

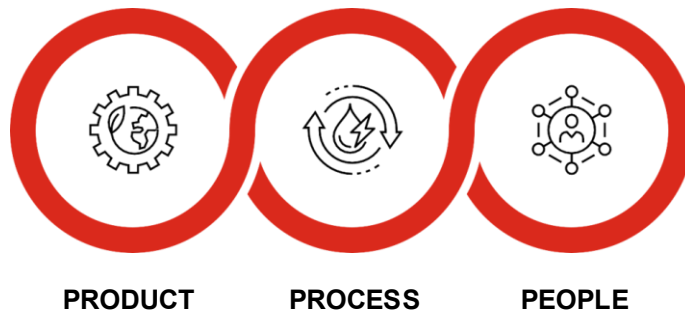
The following **policies, guidelines, and goals** of Magna have provided the framework for sustainable action for many years:

- In the corporate constitution, the Employee's Charter and the Operational Principles, Magna has summarized the company's most essential core values and business principles. These reflect the philosophy of Magna's "Fair Enterprise" culture.
- The Code of Conduct and Ethics ensures that all Magna employees act on the basis of ethical principles.
- The Supplier Code of Conduct anchors the principles and expectations that Magna places on its suppliers.
- The Health, Safety and Environmental Policy ensures safe working conditions and promotes the health of employees and the careful use of resources.

## Strategic sustainability goals at Magna Steyr and implementation at the Graz site

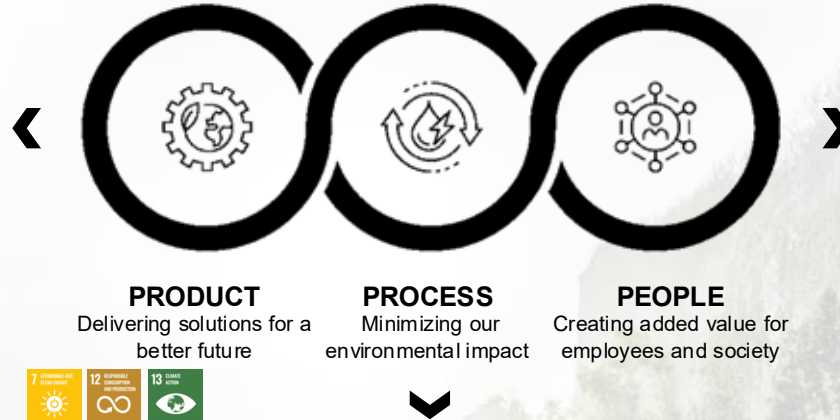
From Magna's overarching sustainability goals and strategic orientation, strategic sustainability goals are derived at the group level of Magna Steyr – structured into the three pillars of Product, Process, and People.

For implementation at each respective site, corresponding measures are developed. The following pages illustrate the strategic sustainability goals for the year 2026 at the level of the Magna Steyr Group for the areas of complete vehicle engineering and complete vehicle manufacturing.



# Sustainability Strategy Complete Vehicle Engineering 2026+

## MAGNA SUSTAINABILITY PILLARS



- **Reduction of the CO<sub>2</sub> footprint** of newly developed products, taking into account project-specific conditions (SDG 13)
- **Increasing the share of materials with recycled content and circular approaches** in newly developed products, taking into account project-specific conditions (SDG 12)
  - Dematerialization
  - Substitution / recycling of materials
  - Avoidance of pollutant concentrations
- **Improvement of the overall efficiency** of newly developed products (taking into account project-specific conditions) to ensure smarter and more sustainable mobility solutions (SDG 12, 13)
- Introduction of Magna's **ESG assessment** for direct material suppliers (SDG 12)

- **Reduction of Scope 3 emissions** through increased digitalization of engineering activities (SDG 13)
- **Modernization of existing test benches** - efficiency increase & service life extension (SDG 12)
- **Implementation of systematic eco data management** in product development (SDG 12, 13)
- **Securing necessary expertise & technological capability** for future emissions and sustainability requirements through the expansion of test bench capacities and the introduction of digital product traceability (SDG 12, 13)
- **Reduction of total energy consumption** through efficiency increases & sustainable practices (SDG 13)
- **Achievement of 100% renewable electricity by 2030** for engineering sites based on existing standards (SDG 7, 13)
- **Reduction of the amount of waste to be landfilled** (SDG 12)



- **Target for the lost-time accident frequency rate 2026** (SDG 3, 4):
  - Americas: ≤ 0.35
  - Asia: ≤ 0.16
  - Europe: ≤ 1.08
- **Continuous improvement of eco-design competencies** (SDG 4, 13)
  - Anchoring the eco-design mindset
  - Building knowledge and information exchange
- **Collaboration in sustainability working groups** (SDG 17)
- **Awareness measures** (SDG 3, 4, 12, 13)

# Sustainability Strategy Complete Vehicle Manufacturing 2026+

## MAGNA SUSTAINABILITY PILLARS



- Development of an implementation plan for **Automotive Life Cycle Assessment (A-LCA)** including the automotive industry rules for reporting the **CO2 footprint** (SDG 13)
- Introduction of Magna's **ESG assessment** for direct material suppliers (SDG 12)



**PRODUCT**  
Delivering solutions for a better future

**PROCESS**  
Minimizing our environmental impact

**PEOPLE**  
Creating added value for employees and society



- **Reduction of Scope 1+2 CO<sub>2eq</sub> emissions** by 2030 to **17,074 t/a** (market based) (SDG 13)
- **Achievement of 100% electricity from renewable energy** by 2030 in the rest of the world (SDG 13)
- **Realization of energy saving projects** in the year 2026 amounting to **8,540 MWh** (SDG 7, 9)
- Implementation of measures to **reduce idle energy consumption** by **20%** (SDG 7)
- **Creation of an air balance analysis study** for exhaust air/supply air (SDG 13)
- **Reduction of the amount of waste to be landfilled** to **max. 5%** (SDG 12)
- **Development and introduction of a plan** for the gradual **replacement of single-use packaging** in non-production areas
- **Reduction of water consumption** by **annually 1.5%** compared to 2019 (SDG 12)
- **Implementation of sustainability measures** to meet the Magna sustainability goals 2026



- **Net-Zero target Scope 3**
  - Promoting lower-emission commuting (SDG 13)
- **Target for the lost-time accident frequency rate 2026** (SDG 3, 4):
  - Americas: ≤ 0.35
  - Asia: ≤ 0.16
  - Europe: ≤ 1.08
- **Annual sustainability day or event** (SDG 4, 12, 13)
  - Improving communication
  - Entry into the Magna International Sustainability Tracker

To achieve the sustainability goals, the **Magna Steyr Sustainability Core Team** was established, which is composed of representatives from the individual divisions and functional departments. Their task is to operationally implement sustainability within their respective areas of responsibility and to further develop their area accordingly.



"The goals and measures of our sustainability strategy are in line with Magna's overarching goals and thus fulfill the ambition of our common mission to responsibly create a better world of mobility with our expertise. By implementing these goals, we are taking our employees on this exciting journey and thus creating awareness of their contribution to protecting our planet – at work as well as at home. At the end of the day, it is always about ensuring that we leave a better world for future generations. We are all responsible for achieving our sustainability goals."

**Philipp Rucker,**  
**Sr. Director, Manufacturing Engineering and**  
**Infrastructure, Magna Steyr Sustainability Group Lead**

### **Magna Steyr Sustainability Core Team**



# Sustainable Development Goals

The SDGs (Sustainable Development Goals) are targets set by the United Nations that serve global sustainable development considering social, environmental and economic aspects.

Magna Steyr is aware of its corporate responsibility and makes a significant contribution to individual SDGs through its actions. Those SDGs that have been assigned a particular priority have been highlighted.

An excerpt of the measures taken by Magna in Graz:



## No poverty

- Donations and charitable commitment
- Social projects (Global 6K for Water)
- Social fund of the Works Council for employees in personal emergency
- Competitive wages, salaries and benefits (Magna Employee Charter / benchmarks / pay transparency guideline)
- Employment contracts without time limit



## Good health and well-being

- Health and sports offers incl. workers' sports club ASV Puch (mylife program)
- Occupational Medicine Center
- Ergonomics program
- Burnout prevention
- Flexible working time models



## Quality education

- Training and further education opportunities (on and off the job)
- Apprenticeships
- Cooperation with educational institutions, internships
- Promotion of the compatibility of family and work (Magna childcare facility, holiday care)



## Gender equality

- Fair treatment (Magna Employee Charter)
- Magna Code of Conduct and Ethics
- Rules of behavior "Working together"
- Diversity & inclusion as part of the corporate culture and strategy



## Clean water and sanitation

- Preparation and updating of the baseline status report
- Monitoring of groundwater
- Avoidance of harmful chemicals in cleaning



## Affordable and clean energy

- Electricity supply from 100% renewable energy sources, own generation of electricity and heat from renewable energy sources
- Energy efficiency measures in line with Magna's sustainability strategy



### Decent work and economic growth

- Perception of social responsibility
- Auditing the compliance of decent working conditions in the supply chain
- Employment of people with disabilities (overfulfillment of the legal requirement)
- Providing safe working conditions and promoting the health of employees



### Industry, innovation and infrastructure

- Innovation platform "Magna Steyr Future Innovation & Technology (FIT) Hub"
- Idea management "I-MAX Program"



### Reduced inequalities

- Competitive wages, salaries and benefits (Magna Employee Charter / benchmarks / pay transparency guideline)
- Equal opportunities in recruitment and promotion (leadership development, succession planning, recruiting guideline)
- Diversity & inclusion as part of the corporate culture and strategy



### Sustainable cities and communities

- Promoting lower-emission commuting (Klimaticket, bicycle leasing, etc.)
- Cycle-Friendly Employer certification by Radlobby Österreich
- Participation in the ÖKOPROFIT program of the City of Graz



### Responsible consumption and production

- Environmentally responsible development of vehicles with alternative drive systems, use of lightweight technology and recycled material
- Waste avoidance and waste reduction measures
- Reduction of the proportion of landfill waste (Zero Waste project)
- Avoidance of food waste in catering
- Optimization of waste management through ongoing monitoring and benchmarking



### Climate action

- Continuous improvement of environmental performance
- Reduction of Scope 1, Scope 2 and Scope 3 emissions in line with Magna's sustainability strategy



### Life below water

- Avoidance of harmful chemicals in cleaning



### Life on land

- Promotion of biodiversity (flower meadows, tree plantings)



### Peace, justice and strong institutions

- Compliance management
- Magna Code of Conduct and Ethics
- Proactive neighbor management



### Partnerships for the goals

- Cooperation with educational institutions, internships
- External certifications
- Participation in EMAS, in the ÖKOPROFIT program of the City of Graz, in the Council for Sustainable Logistics
- Collaboration in Sustainability Working Groups (Clepa Experts Group Automotive LCA, Taskforce CO<sub>2</sub> and Sustainable Collaboration Committee, UN GRPE A-LCA)

# Corporate policy Magna Steyr

The environmental policy is part of the corporate policy and contains guidelines for the **compliance with binding obligations** as well as the **responsible use of resources**.

## Unternehmenspolitik Magna Steyr

**Wir verstehen es als unseren Auftrag,**

**die Forderungen und Erwartungen unserer Stakeholder**

(Kunden, Mitarbeiter\_innen, Eigentümer, Lieferanten & Partner, Gesellschaft)  
kundenorientiert, wirtschaftlich und ethisch korrekt sowie  
ressourcenschonend, nachhaltig und sicher

**zu erfüllen.**

### **Unsere Leitlinien**

- Wir als Magna Steyr sind durch unsere Mitarbeiter\_innen erfolgreich.
- Wir streben nach kundenorientierter Perfektion, Innovation und globalen Synergien.
- Wir stehen für ethische Korrektheit und ein sicheres Produkt.
- Wir verpflichten uns zur Einhaltung von verbindlichen rechtlichen Vorgaben, externen Regelwerken und Kundenanforderungen.
- Wir verpflichten uns zur Bereitstellung von sicheren Arbeitsbedingungen, fördern die Gesundheit unserer Mitarbeiter\_innen, begleiten und integrieren sie mit und in bedarfsorientierte(n) Programme(n).
- Wir schützen Know-how, Betriebs- und Geschäftsgeheimnisse.
- Wir setzen Ressourcen verantwortungsvoll ein, um die Umweltauswirkungen zu minimieren.
- Wir verpflichten uns zur Einhaltung der Magna Mitarbeiter\_innen-Charta und einer offenen Kommunikationskultur unter Wahrung der Geheimhaltung.
- Jeder Mitarbeiter\_innen ist für Qualität und kontinuierliche Verbesserung verantwortlich.

# Environment

---



# Input/Output Balance

In 2025, 70,884 vehicles were produced at the Graz site <sup>1</sup> (reference base for calculating the core indicators) and approx. 6,600 employees (permanent and temporary staff) were employed.

## Remarks on the scope

Those sub-processes of vehicle production and development that are not carried out at the Graz sites are not included in this input/output balance or in the detailed information on the environmental aspects. The main site Graz Thondorf and the secondary sites in Graz, Premstätten and Werndorf <sup>2</sup> are included. Any specific scope of application is noted in the respective detailed information on the environmental aspect.

## Other relevant environmental performance indicators

In the detailed information on the environmental aspects, reference is made to the sector-specific reference documents in accordance with Article 46 of the EMAS Regulation. The relevant Best Environmental Management Practices (BEMP) are relevant for the activities of Magna Steyr Fahrzeugtechnik GmbH & Co KG. For the paint shop as an IPPC plant <sup>3</sup>, the reference documents on the best available techniques (BAT) for the surface treatment of metals and plastics and the surface treatment with organic solvents with the corresponding associated emission and environmental performance values are relevant.

1) Ind. SKD (Semi Knocked Down) and CKD (Completely Knocked Down) production as well as engineering prototypes. Of the vehicles produced in 2025, no bodies were painted at the Maribor-Hoče plant.

2) Werndorf was terminated as of June 30, 2025.

3) IPPC (Integrated Pollution Prevention and Control) plant according to the EU Industrial Emissions Directive

# Input

| Absolute indicators                     | Unit           | 2025    |
|-----------------------------------------|----------------|---------|
| Material consumption                    | t              | 168,923 |
| Direct production material              | t              | 167,268 |
| Indirect production material            | t              | 1,655   |
| Water consumption <sup>1</sup>          | m <sup>3</sup> | 196,401 |
| Well water                              | m <sup>3</sup> | 191,403 |
| Public water supply                     | m <sup>3</sup> | 4,998   |
| Land consumption <sup>2</sup>           | m2             | 931,774 |
| Sealed surfaces                         | m2             | 838,014 |
| Near-natural areas at site <sup>3</sup> | m2             | 93,760  |

1) Ind. consumption of service providers and tenants operating at the site

2) Ind. rented areas

3) This includes all green spaces, green roof areas and water surfaces. There are no near-natural areas away from the site.

4) Excl. consumption of the external heat supplier

| Absolute indicators              | Unit | 2025    |
|----------------------------------|------|---------|
| Energy consumption               | MWh  | 155,292 |
| Electricity <sup>1</sup>         | MWh  | 65,771  |
| of which from renewable energies | MWh  | 65,771  |
| of which purchased               | MWh  | 54,944  |
| of which from own generation     | MWh  | 10,827  |
| Heat <sup>1</sup>                | MWh  | 58,581  |
| of which from renewable energies | MWh  | 13      |
| Natural gas <sup>4</sup>         | MWh  | 30,940  |

# Output

| Absolute indicators                                 | Unit                 | 2025   |
|-----------------------------------------------------|----------------------|--------|
| Complete vehicles incl. painted bodies <sup>1</sup> | Pcs.                 | 70,884 |
| Aerospace components                                | t                    | 5.0    |
| Air emissions <sup>2</sup>                          |                      |        |
| Greenhouse gases <sup>3</sup>                       | t CO <sub>2</sub> eq | 16,677 |
| Carbon dioxide <sup>4</sup>                         | t                    | 16,492 |
| HFCs                                                | t CO <sub>2</sub> eq | 185.1  |
| Organic carbon emissions <sup>5</sup>               | t                    | 58.3   |
| Carbon monoxide <sup>6</sup>                        | t                    | 15.6   |
| Nitrogen oxides <sup>6</sup>                        | t                    | 62.3   |
| Dust                                                | t                    | 2.0    |

| Absolute indicators                                                         | Unit           | 2025    |
|-----------------------------------------------------------------------------|----------------|---------|
| Wastewater                                                                  | m <sup>3</sup> | 196,401 |
| Discharge into sewage system                                                | m <sup>3</sup> | 151,676 |
| Pipe bursts, losses, evaporation, vehicle filling and test track irrigation | m <sup>3</sup> | 44,725  |
| Waste <sup>7</sup>                                                          | t              | 9,085   |
| Hazardous waste                                                             | t              | 1,326   |
| Non-hazardous waste                                                         | t              | 7,759   |

- 1) Incl. SKD (Semi Knocked Down) and CKD (Completely Knocked Down) production as well as engineering prototypes. Of the vehicles produced in 2025, no bodies were painted at the Maribor-Hoče plant.
- 2) The air emissions methane, nitrogen trifluoride and nitrous oxide are not relevant. Sulfur hexafluoride is only present in closed systems (switchgears) and is therefore also not relevant. Perfluorocarbons are not used. Sulfur dioxide is not relevant, as only sulfur-free energy sources are used.
- 3) Details can be found in the greenhouse gas balance.
- 4) Carbon dioxide emissions primarily from natural gas and solvent combustion and emissions of the external heat supplier.
- 5) The organic carbon emissions result from the use of solvents.
- 6) Incl. emissions of the external heat supplier
- 7) Excl. generation from construction activities as well as from service providers and tenants operating at the site

# The environmental aspects of Magna in Graz

Through a series of measures and investments, a **reduction of heat, natural gas, and electricity demand of 13,528 MWh** was achieved at the site in 2025. This also includes projects to switch to renewable energy, which do not reduce energy demand but contribute to the decarbonization of the energy supply.

In addition, **362 t of CO<sub>2</sub> emissions** in transport logistics and **130 t of CO<sub>2</sub> emissions** through fuel reduction were saved. Numerous non-quantifiable measures were also implemented (see Environmental Performance).

The **direct environmental aspects** (see image on the right), which are reported on in detail below, result from:

- the consumption of resources (raw materials, energy, land),
- the release of waste materials in solid, liquid and gaseous form (material and energy emissions).

The evaluation of the direct environmental aspects was carried out based on the criteria of quantity, environmental risk, legal requirements and stakeholder requirements.

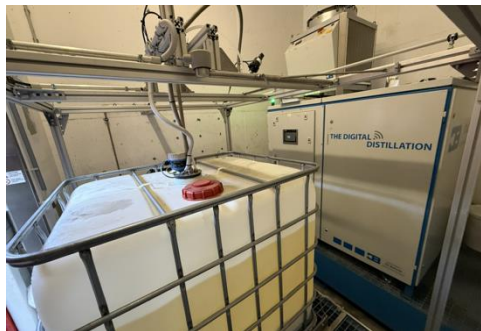
The **indirect environmental aspects** represent environmental impacts that can be influenced by the company to a certain extent. They result from interaction with third parties (e.g., employees, suppliers, customers).



| Direct environmental aspect      | Short description                                                                                                                                                                       |
|----------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Material consumption</b>      | Direct and indirect production materials                                                                                                                                                |
| <b>Water consumption</b>         | Public water supply and untreated water                                                                                                                                                 |
| <b>Energy consumption</b>        | Electricity, heat, natural gas                                                                                                                                                          |
| <b>Land consumption</b>          | Sealed and near-natural areas                                                                                                                                                           |
| <b>Air emissions</b>             | Odor, volatile organic compounds from solvents, organic carbon emissions, carbon dioxide, carbon monoxide, nitrogen oxides, dust, greenhouse gases                                      |
| <b>Noise</b>                     | Internal transport, facilities, employees and visitors                                                                                                                                  |
| <b>Wastewater</b>                | Fecal wastewater, industrial wastewater, wastewater from oil separators, wastewater from grease separators, untreated surface water, surface water from meteor water purification plant |
| <b>Waste generation</b>          | Hazardous and non-hazardous waste                                                                                                                                                       |
| <b>Contamination of the soil</b> | Contamination of unsealed areas in abnormal operating conditions                                                                                                                        |

| Indirect environmental aspect         | Short description                                                                                      |
|---------------------------------------|--------------------------------------------------------------------------------------------------------|
| <b>Product development</b>            | Environmentally compatible product development for vehicles and components                             |
| <b>Innovation development</b>         | Environmentally relevant innovations for mobility solutions                                            |
| <b>Production process development</b> | Environmental performance improvements in production processes and equipment                           |
| <b>Procurement</b>                    | Environmental requirements for suppliers and service providers                                         |
| <b>Packaging planning</b>             | Environmental requirements regarding packaging                                                         |
| <b>Transport</b>                      | Environmental requirements for transport and transport planning                                        |
| <b>Employee mobility</b>              | Environmental impact caused by employees commuting to work and business trips on behalf of the company |

# Highlights environmental achievements 2025



**ID 344**



**Recycling of rinsing and cleaning medium**

Installation of a distillation plant for solvents

>> see page 53

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

**ID 279**



**CFE certificate in gold**

Recertification as a Cycle-Friendly Employer (CFE)

>> see page 55

13 CLIMATE ACTION

**ID 257**



**~130 t CO<sub>2</sub> reduction**

Reduction of fuel consumption by optimizing the test track

>> see page 52

13 CLIMATE ACTION

**ID 244**



**~235 t CO<sub>2</sub> reduction**

Switch from truck to rail in transport logistics

>> see page 55

13 CLIMATE ACTION

**ID 312**



**~2,366 t CO<sub>2</sub> reduction**

Optimized operation of the topcoat lines in the painting process

>> see page 53

7 AFFORDABLE AND CLEAN ENERGY

**ID 283**



**Saving of 64,000 A4 paper printouts**

Introduction of an electronic system for travel expense accounting

>> see page 53

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



# Sites

As part of the evaluation of the environmental aspects, all Magna sites in Graz are considered and analyzed. The secondary sites are predominantly outsourced production areas and logistics warehouses.

The differentiation between main and secondary sites is particularly evident from parameters such as area and number of employees. The following table provides an overview of all sites that Magna actively operated in Graz in 2025 and which were considered for calculating the environmental indicators.

| Main site                                     | Purpose of the site                | Area in m <sup>2</sup> | Employees |
|-----------------------------------------------|------------------------------------|------------------------|-----------|
| Liebenauer Hauptstraße 317 and 318, 8041 Graz | Development, production, warehouse | 812,186                | 6,253     |
| Secondary sites                               | Purpose of the site                | Area in m <sup>2</sup> | Employees |
| Puchstraße 85, 8020 Graz                      | Development, production            | 4,998                  | 92        |
| Köglerweg 50, 8042 Graz                       | Production                         | 10,317                 | 9         |
| Frikusweg 1 and 3, 8141 Premstätten           | Production, warehouse              | 27,561                 | 113       |
| Am Terminal 1, 8402 Werndorf                  | Warehouse                          | 28,229                 | 140       |
| Messendorfgrund 23-25, 8042 Graz              | Warehouse                          | 9,583                  | 29        |

# Material consumption

Material consumption includes the consumption of raw, auxiliary and operating materials as well as semi-finished products in industrial production. Magna in Graz divides these input materials into direct and indirect production material.

As **direct production material**, all materials that are installed directly into the vehicle are counted. These include, for example, raw materials (sheet metal, leather, etc.), auxiliary materials (welding wire, adhesives, rivets, paints, etc.) and semi-finished products (engines, axles, gearboxes, wheels, windows, trim panels, etc.).

**Indirect production material** refers to materials that are not installed directly into the vehicle. These include, for example, work equipment (gloves, cleaning cloths, etc.) and auxiliary materials (oils, greases, cleaning agents, various chemicals, etc.). The production materials are represented by item and quantity in the SAP system and can be retrieved there.

It should be mentioned here that the different composition in the product portfolio is an influencing factor in material efficiency. For example, the quantities, vehicle weight, material requirements, etc. of the respective production lines have different effects on the core indicator.



| Core indicator                   | Unit           | 2025  | 2024  | 2023  | 2022  | 2021  |
|----------------------------------|----------------|-------|-------|-------|-------|-------|
| Material efficiency <sup>1</sup> | kg per vehicle | 2,383 | 2,287 | 2,139 | 1,973 | 1,929 |

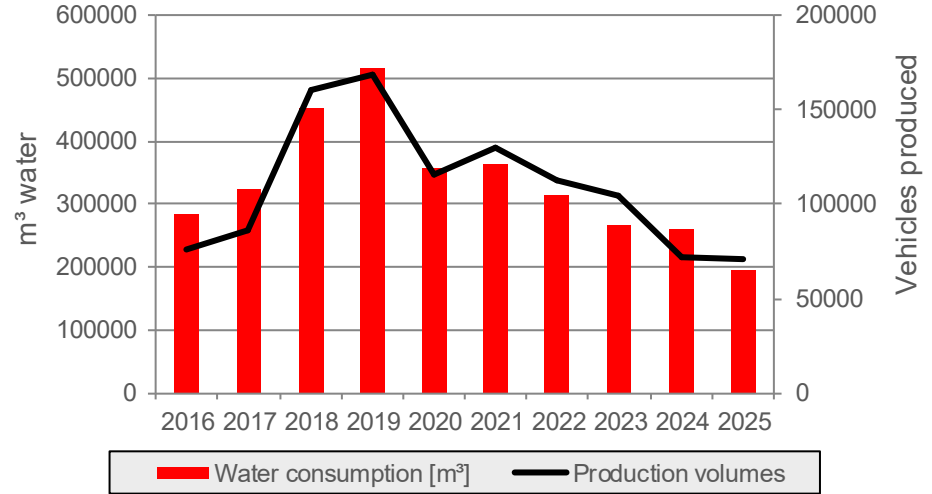
1) Input variable: consumption of direct and indirect production material

# Water consumption

The water consumption of the Graz site is mainly covered by extraction from its own wells. Public water is also used for the drinking water supply, which is blended with well water for the supply of the social areas.

Drinking water quality is ensured by regular external tests and continuous internal measurements. Water consumption at the main site Graz Thondorf and at the secondary sites is measured using meters.

Significant influencing factors in water consumption are the consumption of process water (production-dependent) and sanitary water (employee-dependent). A linear relationship between water consumption and the number of vehicles produced is therefore not necessarily given.



| Core indicator     | Unit                       | 2025 | 2024 | 2023 | 2022 | 2021 |
|--------------------|----------------------------|------|------|------|------|------|
| Water <sup>1</sup> | m <sup>3</sup> per vehicle | 2.77 | 3.61 | 2.52 | 2.82 | 2.79 |

1) Input variable: water consumption

| Strategic goal                                                                                       | Target date | Status 2025 | SDG | Measures                         |
|------------------------------------------------------------------------------------------------------|-------------|-------------|-----|----------------------------------|
| Reduction of water consumption by 15% (reference year 2019, reference base: total water consumption) | 2030        | on track    | 12  | Various water reduction measures |

# Energy consumption

Energy consumption indicates the demand for energy required to ensure ongoing operations.

At Magna in Graz, the energy sources **electricity, heat, and natural gas** are used. Electricity is supplied by an external supplier. Heat supply for the main site Graz Thondorf is also provided by an external supplier and is delivered via the boiler house at the site. To transparently represent energy consumption per organizational unit, a production-related meter structure is in place. The energy meters and consumption values are recorded in the energy management system and can be queried continuously.

The electricity quantities of the secondary sites are recorded using meters or invoices from the energy suppliers. The heat quantities for heating the secondary sites are recorded using meters or invoices from the property management companies. The secondary site Hall 71 is heated with natural gas and is therefore included in the total natural gas consumption.

Reference to the relevant **Best Environmental Management Practices (BEMP)** in the industry-specific reference documents:

The best practices for energy management have been reviewed and evaluated internally. As part of the energy monitoring and management system, the efficiency of energy-consuming processes is continuously improved and opportunities for the use of renewable and alternative energy are regularly reviewed. Renewable energy is already being generated at the site from solar thermal energy, heat pumps and photovoltaics, and the external electricity supply comes from 100% renewable energy sources.

**Consumption reference value from BAT document (2020) and value 2025 (paint shop):**

| Type of consumption           | Unit            | Reference value (BAT) | Value |
|-------------------------------|-----------------|-----------------------|-------|
| Energy consumption paint shop | MWh per vehicle | 0.5-1.3               | 1.04  |

| Core indicator                                    | Unit            | 2025 | 2024 | 2023 | 2022 | 2021 |
|---------------------------------------------------|-----------------|------|------|------|------|------|
| Energy efficiency <sup>1</sup>                    | MWh per vehicle | 2.19 | 2.42 | 1.99 | 1.92 | 1.84 |
| Energy efficiency renewable energies <sup>2</sup> | MWh per vehicle | 0.93 | 1.03 | 0.84 | 0.81 | 0.73 |

1) Input variable: electricity, heat, natural gas consumption

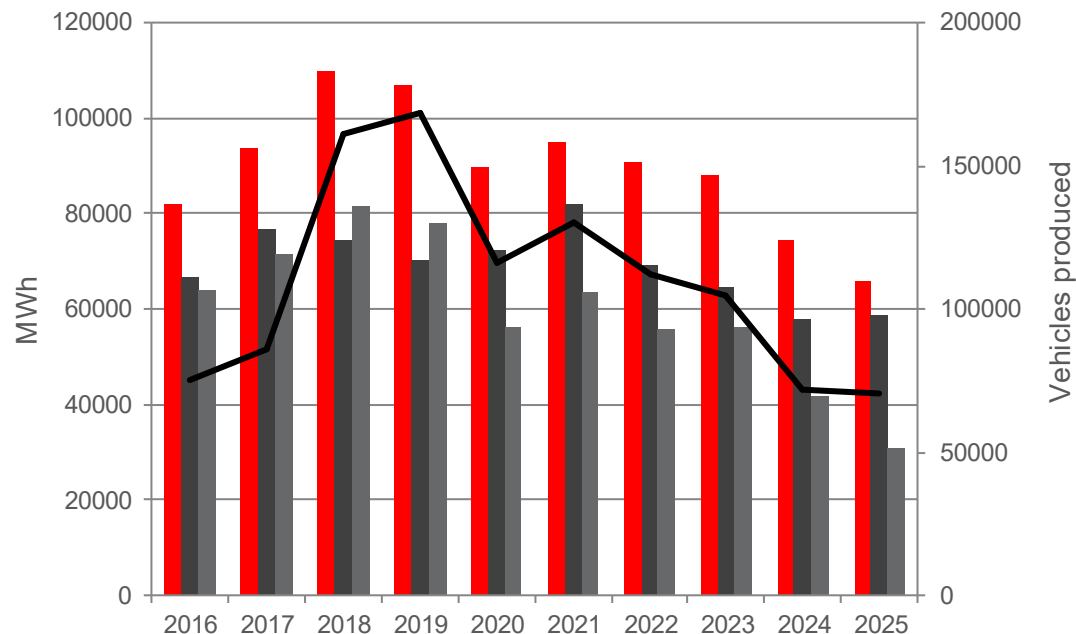
2) Input variable: electricity consumption (100% green electricity) and heat consumption from renewable energy sources

The **electricity consumption** is determined by the production volume and the degree of automation as well as by the number of employees.

The **heat consumption** is influenced by the size of the areas to be heated. The climatic conditions during the heating periods have a further influence.

The **natural gas consumption** is influenced by the production process as well as by the climatic conditions.

The diagram on the right shows the energy consumption per energy source in MWh and its development over the past years.

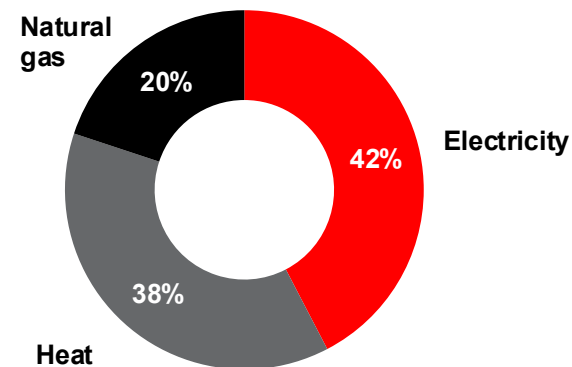


|                         | 2016   | 2017   | 2018    | 2019    | 2020    | 2021    | 2022    | 2023    | 2024   | 2025   |
|-------------------------|--------|--------|---------|---------|---------|---------|---------|---------|--------|--------|
| Electricity consumption | 82,098 | 93,733 | 109,840 | 107,114 | 89,545  | 94,915  | 90,860  | 88,199  | 74,176 | 65,771 |
| Heat consumption        | 66,754 | 76,652 | 74,459  | 70,137  | 72,422  | 81,809  | 69,102  | 64,829  | 57,948 | 58,581 |
| Natural gas consumption | 63,788 | 71,340 | 81,418  | 78,128  | 56,349  | 63,462  | 55,623  | 56,245  | 41,627 | 30,940 |
| Production volumes      | 75,529 | 86,145 | 160,886 | 168,822 | 116,061 | 130,502 | 112,217 | 105,058 | 71,931 | 70,884 |



# Distribution of energy consumption

# 2025



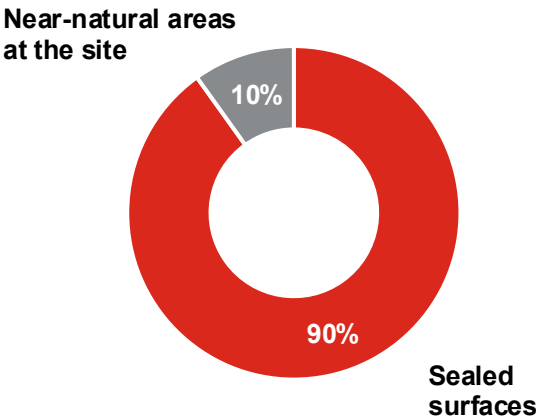
| Strategic goals                                                                                     | Target date | Status 2025 | SDG | Measures                                                                                   |
|-----------------------------------------------------------------------------------------------------|-------------|-------------|-----|--------------------------------------------------------------------------------------------|
| Energy reduction by 4% <sup>1</sup> (reference year 2023, reference base: total energy consumption) | 2025        | achieved    | 7   | Various energy reduction and efficiency measures (see environmental achievements 2025)     |
| Achieving 100% electricity from renewable energies                                                  | 2025        | achieved    | 7   | Various projects for switching to renewable energies (see environmental achievements 2025) |

1) To be achieved through energy efficiency measures

# Land consumption

A key challenge in land management is the integration of vehicle programs and engineering projects by making the best possible use of the existing areas and buildings at the main site. If the area capacities are not sufficient, additional areas in the immediate vicinity are rented and added to the reported land consumption.

The areas are divided into **sealed and near-natural areas**. The area data are recorded by category and site in the Computer-Aided Facility Management System (CAFM) and are updated monthly.



The near-natural areas amount to about one tenth of the total area at the main and secondary sites.

| Core indicator                                            | Unit           | 2025  | 2024  | 2023 | 2022 | 2021 |
|-----------------------------------------------------------|----------------|-------|-------|------|------|------|
| Land consumption in relation to biodiversity <sup>1</sup> | m² per vehicle | 11.82 | 11.87 | 8.02 | 7.47 | 6.42 |

1) Input variable: sealed surfaces

# Noise

Noise refers to sounds that, due to their volume and structure, can be disturbing or stressful for people and the environment. Noise-relevant sound sources such as internal transport and operating facilities are considered in the planning and official approval process.

The relevant **emission sources** are approved in the trade-law permit of the operating facility. The local noise situation in Graz Thondorf is primarily determined by the traffic noise of the A2 highway, the highway feeder, and Liebenauer Hauptstraße.

The individual noise emission and receiver points are recorded in the CAFM system. The secondary sites only have minor noise-relevant processes. In 2025, noise measurements were carried out at selected noise emission points, thereby updating the database.

To monitor compliance with the emission values, **measurement points** were defined for the main site Graz Thondorf. The approved values for the specific noise emissions vary depending on the time of day and night.



# Air emissions

Air emissions are air pollutants that can cause an environmental impact. The origin of an air emission can be both natural and man-made (anthropogenic).

The air emissions of the main site Graz Thondorf come predominantly from the paint shop. The solvent emissions arise from the use of solvent-based materials in the paint shop. The carbon dioxide and nitrogen oxide emissions come from the combustion of natural gas for heating the supply air of the paint booths, the operation of the drying ovens and the heat supply for the site.

At the secondary sites, warehousing and production activities are predominantly carried out on a smaller scale. Relevant air emissions only arise at the secondary sites Köglerweg Graz and Premstätten. The individual air emission points are recorded in the CAFM system.

The greenhouse gas emissions of all Magna sites worldwide are collected by Magna International via the HSELinx system.

| Core indicator                 | Unit           | 2025              | 2024 | 2023 | 2022 | 2021 |
|--------------------------------|----------------|-------------------|------|------|------|------|
| Solvent emissions <sup>1</sup> | kg per vehicle | 1.21 <sup>5</sup> | 1.52 | 1.83 | 1.84 | 1.56 |
| Carbon dioxide <sup>2</sup>    | kg per vehicle | 233 <sup>6</sup>  | 263  | 227  | 226  | 223  |
| Nitrogen oxides <sup>3</sup>   | kg per vehicle | 0.88 <sup>7</sup> | 0.50 | 0.24 | 0.21 | 0.22 |
| Dust <sup>4</sup>              | kg per vehicle | 0.03              | 0.05 | 0.05 | 0.05 | 0.05 |

1) Input variable: solvent emissions from measurement and extrapolation  
2) Input variable: carbon dioxide emissions (incl. heat supply)  
3) Input variable: nitrogen oxide emissions (incl. heat supply)  
4) Input variable: dust emissions

5) The lower value compared to the previous year results from the lower vehicle volumes and the associated reduction of the shifts and operating hours, which in turn lead to a reduction in solvent emissions (input variable).  
6) The lower value compared to the previous year results from optimizations as well as a lower volume in the painting process.  
7) The higher value compared to the previous year results from increased operating hours of the gas turbine for the heat supply.

## Legal emission limit values, reference values from BAT document and measured values 2025 (paint shop)

| Type of emission             | Unit               | Limit value (law) | BAT-associated emission value | Measured value    |
|------------------------------|--------------------|-------------------|-------------------------------|-------------------|
| Solvents                     | g/m <sup>2</sup>   | 35                | 8-30                          | 11.9 <sup>3</sup> |
| Total carbon <sup>1</sup>    | mg/Nm <sup>3</sup> | 30                | n/a                           | 0.1-3.9           |
| Total carbon <sup>2</sup>    | mg/Nm <sup>3</sup> | 75                | n/a                           | 0.3-47.2          |
| Carbon monoxide <sup>1</sup> | mg/Nm <sup>3</sup> | 100               | 20-150                        | 6.5-52.9          |
| Nitrogen oxides <sup>1</sup> | mg/Nm <sup>3</sup> | 100               | 20-130                        | 52.1-75.7         |
| Dust                         | mg/Nm <sup>3</sup> | 3                 | 1-3                           | 0.2-0.8           |

1) After thermal oxidizer

2) Measured in the exhaust air of the paint booths. The measurement results are derived from individual measurements at various emission sources.

3) Calculated value

For the air emissions, all values are within the prescribed limit values.

| Magna-wide strategic goals                                                                                     | Target date | Status 2025 <sup>4</sup> | SDG | Measures                                                                          |
|----------------------------------------------------------------------------------------------------------------|-------------|--------------------------|-----|-----------------------------------------------------------------------------------|
| Reduction of Scope 1 and Scope 2 emissions by 42% (reference year 2021) (near-term science-based target)       | 2030        | on track                 | 13  | Various energy reduction and efficiency measures (see environmental achievements) |
| Reduction to net-zero emissions (90% absolute reduction in Scopes 1, 2 and 3) (long-term science-based target) | 2050        | on track                 | 13  |                                                                                   |

4) According to Magna International Sustainability Report 2025

# Greenhouse gas balance

**Magna is pursuing the goal of achieving net zero by 2050. The basis for achieving this goal is to know the direct and indirect greenhouse gas emissions caused.**

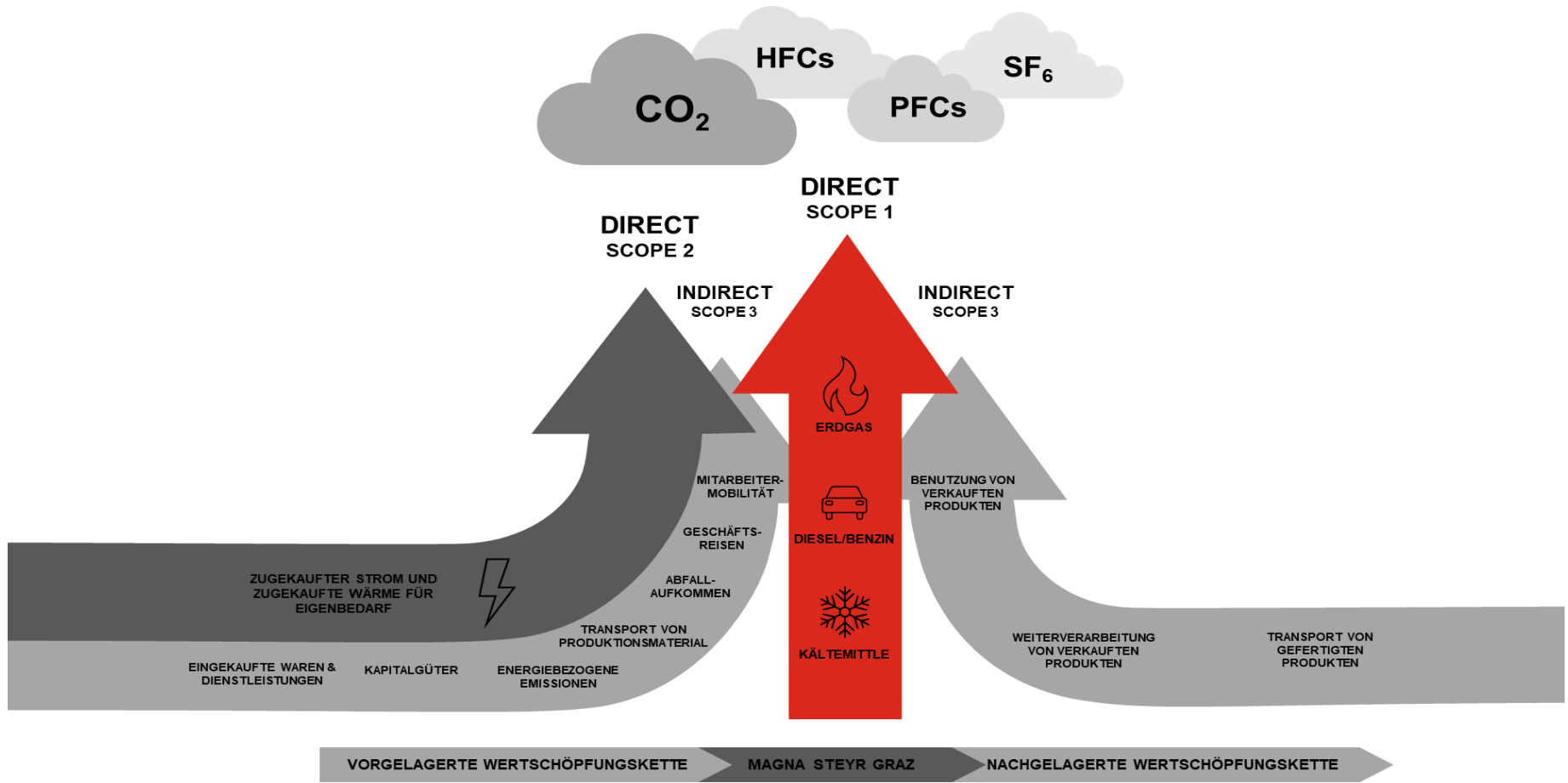
For the collection, calculation, and reporting, the requirements of the Greenhouse Gas Protocol 'Corporate Accounting and Reporting Standard' are used as a basis, and the conversion factors of the Environment Agency Austria are applied.

The surveys and calculations include the emissions from the main site in Thondorf and the secondary sites in Graz, Werndorf and Premstätten.

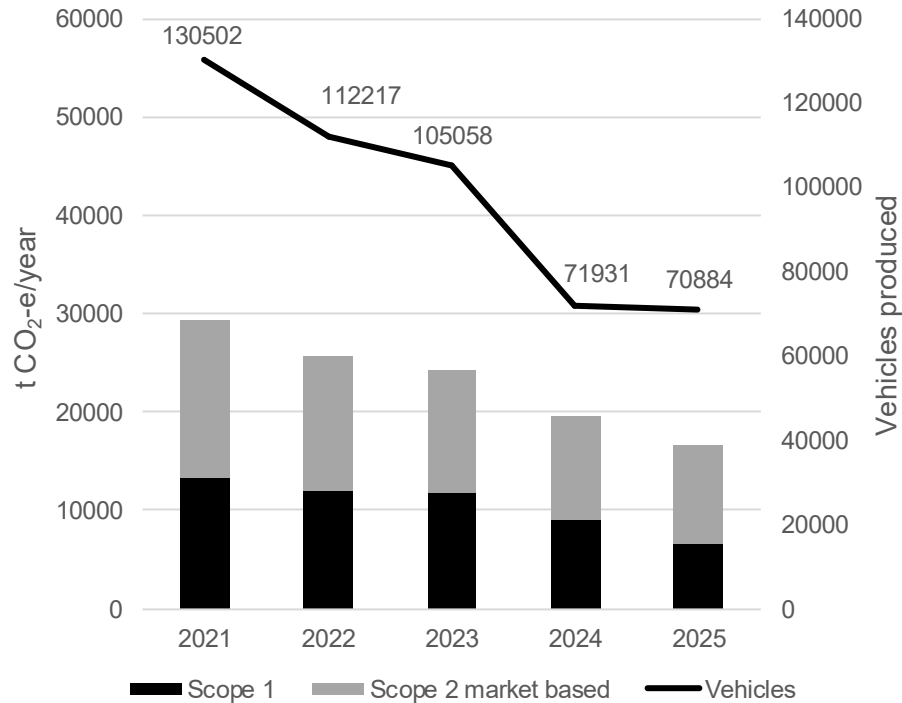
The emissions are subdivided into **direct emissions (Scope 1)** from the company itself and **indirect emissions (Scope 2)** exclusively from the purchase of heat. The **other indirect emissions**, which lie outside the company boundary, are included in **Scope 3**.

The chart on the following page provides an overview of the emission sources per scope.





# Scope 1 and Scope 2 market based



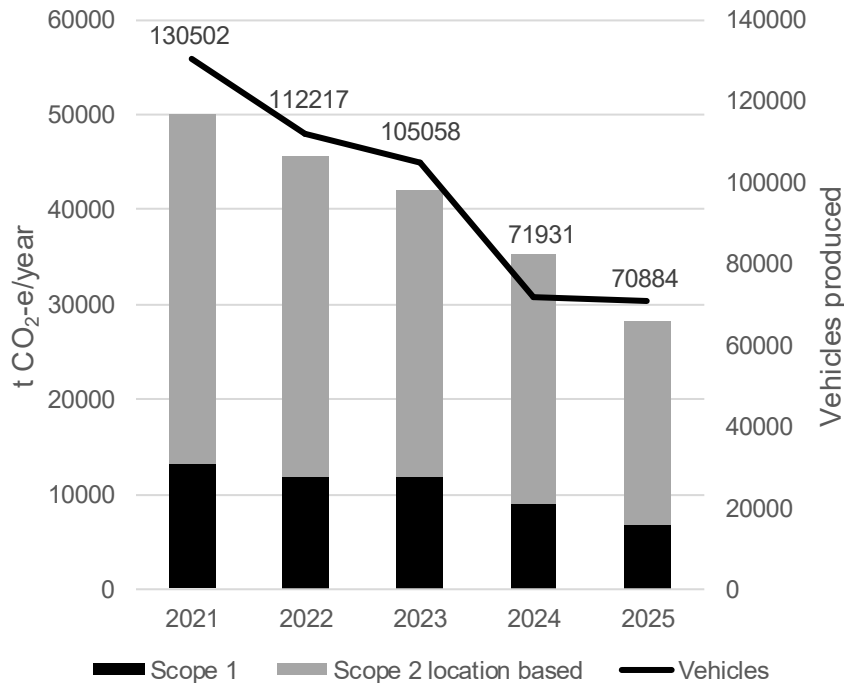
The greenhouse gas balance according to the **market-based method** results in emissions of **16,677 t CO<sub>2</sub>-eq** for the year 2025.

Scope 2 includes only the emissions from purchased heat, since the purchased electricity is certified as coming from renewable energy sources through guarantees of origin.

The breakdown between Scope 1 and 2 and the development since 2021 can be seen in the chart on the left. The development of emissions is influenced by the number of vehicles produced and the associated capacity utilization. In addition to the level of utilization, the energy-saving measures listed in the environmental achievements also have an impact on the development of emissions.

In 2021, with better utilization, 226 kg CO<sub>2</sub>-eq/vehicle were emitted in relative terms, compared to which, with poorer utilization from 2022 to 2025, emissions of approx. 241 kg CO<sub>2</sub>-eq/vehicle were incurred.

# Scope 1 and Scope 2 location based



In accordance with the requirement of the GHG standard, the greenhouse gas balance was also calculated according to the **location-based method**. In this case, the emissions from electricity consumption (Scope 2) are calculated using the emission factor for electricity generation in Austria, resulting in total emissions of **28,215 t CO<sub>2</sub>-eq** for 2025.

The breakdown between Scope 1 and 2 and the development since 2021 can be seen in the chart on the left.

# Scope 3

| Scope 3 category                               | Result of the relevance analysis                   |
|------------------------------------------------|----------------------------------------------------|
| 3.1 Purchased Goods and Services               | Relevant                                           |
| 3.2 Capital Goods                              | Relevant                                           |
| 3.3 Fuel- and Energy-Related Activities        | Relevant                                           |
| 3.4 Upstream Transportation and Distribution   | Relevant                                           |
| 3.5 Waste Generated in Operations              | Relevant                                           |
| 3.6 Business Travel                            | Relevant                                           |
| 3.7 Employee Commuting                         | Relevant                                           |
| 3.8 Upstream Leased Assets                     | Not relevant, Scope 3 share 0.0%                   |
| 3.9 Downstream Transportation and Distribution | Relevant                                           |
| 3.10 Processing of Sold Products               | Not relevant, Scope 3 share < 0.5%                 |
| 3.11 Use of Sold Products                      | Relevant                                           |
| 3.12 End-of-Life Treatment of Sold Products    | Not relevant, Scope 3 share < 0.5%                 |
| 3.13 Downstream Leased Assets                  | Not relevant                                       |
| 3.14 Franchises                                | Not relevant, Magna Steyr does not act as a lessor |
| 3.15 Investments                               | Not relevant, there are no relevant investments    |

For Scope 3 emissions, Magna has defined short-term and net-zero targets: A **reduction of 25% by 2030** and a **reduction of 90% by 2050**.

While Magna intends to reduce the impacts in all relevant categories, a particular focus is placed on **Category 1 (Purchased goods and services)** and **Category 11 (Use of sold products)**, which together account for about 92% of Magna's Scope 3 emissions based on the current Scope 3 emissions balance for Magna International.

# Wastewater

The individual sources of wastewater are differentiated into **industrial, fecal, and surface water**. All wastewater from the main site Graz Thondorf is discharged exclusively via the community's combined sewer system into the Graz-Gössendorf wastewater treatment plant (indirect discharger), whereby these quantities are calculated for all relevant records. The quantities of the secondary sites are recorded based on the invoices of the property management companies and only include sewage wastewater, since surface water falls under the responsibility of the respective landlords.

The industrial wastewater, which mainly arises in body pretreatment, is predominantly contaminated with heavy metals (zinc, nickel, manganese) and organic impurities (oils, greases, etc.). These are treated before discharge into the community's combined sewer system in the company's own wastewater treatment plant.

The **compliance with the limit values** is recurrently reviewed by independent, external assessors. The sewer infrastructure and the transfer point into the community's combined sewer system are recorded in the CAFM system.



## Emission limit values from permit, reference values from BAT document and measured values 2025 (paint shop)

| Constituents in the wastewater and wastewater quantities <sup>1</sup> | Unit           | Limit value (permit) | BAT-associated emission value | Measured value <sup>2</sup> |
|-----------------------------------------------------------------------|----------------|----------------------|-------------------------------|-----------------------------|
| Adsorbable organically bound halogens (AOX)                           | mg/l           | 1                    | 0.1-0.4                       | 0.23                        |
| Nickel                                                                | mg/l           | 0.4                  | 0.05-0.4                      | 0.02                        |
| Zinc                                                                  | mg/l           | 1.1                  | 0.05-0.6                      | 0.02                        |
| Manganese                                                             | mg/l           | 0.9                  | n/a                           | 0.03                        |
| Fluoride                                                              | mg/l           | 20                   | 2-25                          | 6.67                        |
| Sulfate                                                               | mg/l           | 400                  | n/a                           | 48.50                       |
| Sulfite                                                               | mg/l           | 10                   | n/a                           | 0.13                        |
| Hydrocarbons <sup>3</sup>                                             | mg/l           | 15                   | n/a                           | 0.06                        |
| Ammonium nitrogen                                                     | mg/l           | 200                  | n/a                           | 12.15                       |
| Chemical oxygen demand                                                | mg/l           | 15,000               | n/a                           | 33.50                       |
| Industrial wastewater quantity per day                                | m <sup>3</sup> | 967                  | n/a                           | 93                          |
| Industrial wastewater quantity per year                               | m <sup>3</sup> | 235,000              | n/a                           | 31,768                      |

1) Chromium is not relevant, as it is not used

2) Average values from the semi-annual external monitoring 2025

3) Measured as hydrocarbon index

For emissions into the wastewater, all values are within the prescribed limit and reference values.

# Waste generation

Waste management is of particular importance due to the diversity of the waste fractions generated. In addition to economic and social components (e.g. resource scarcity, import dependency, added value), the efficient handling of residual materials and operational environmental protection is a central issue for Magna.

The regular training of employees and the associated awareness-raising regarding waste avoidance and separation play a central role. Waste collection containers are set up at strategic points to enable the sorting of different recyclable materials by type. The requirements for proper collection and disposal are met in cooperation with authorized waste collectors and disposal companies. The waste generation is recorded systemically by means of weighings and evaluated monthly.

Reference to the relevant best **environmental management practices (BEMP)** in the sector-specific reference documents:

The best practices for waste management have been reviewed and evaluated internally. The recommended indicators have already been considered and are assessed regularly. The implementation of an overarching waste strategy with monitoring and the development of improvement goals are an integral part of the regular communication with the disposal service provider, the updating of the waste management concepts and the environmental program.

| Core indicator                                | Unit           | 2025                | 2024  | 2023  | 2022  | 2021  |
|-----------------------------------------------|----------------|---------------------|-------|-------|-------|-------|
| Hazardous waste for disposal <sup>1</sup>     | kg per vehicle | 3.40                | 4.03  | 4.27  | 4.40  | 4.20  |
| Hazardous waste for recovery <sup>2</sup>     | kg per vehicle | 15.31               | 17.44 | 18.26 | 14.22 | 12.58 |
| Non-hazardous waste for disposal <sup>3</sup> | kg per vehicle | 0.00                | 0.01  | 0.02  | 0.03  | 0.03  |
| Non-hazardous waste for recovery <sup>4</sup> | kg per vehicle | 109.46 <sup>5</sup> | 79.73 | 67.11 | 56.58 | 50.89 |

1) Input variable: generation of hazardous waste for disposal excl. construction and dismantling activities

2) Input variable: generation of hazardous waste for recovery excl. construction and dismantling activities

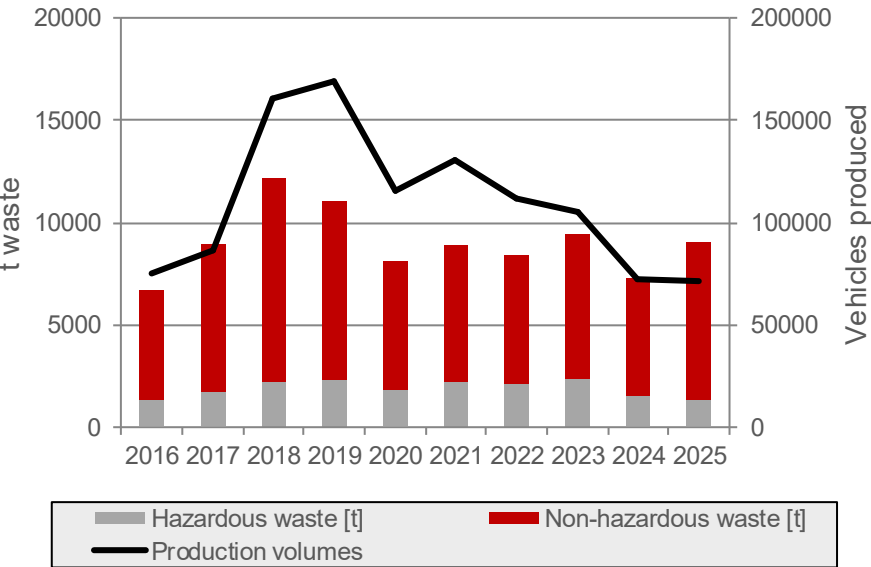
3) Input variable: generation of non-hazardous waste for disposal excl. construction and dismantling activities

4) Input variable: generation of non-hazardous waste for recovery excl. construction and dismantling activities

5) The higher value compared to the previous year results from the lower vehicle volumes as well as a higher waste generation due to new products.

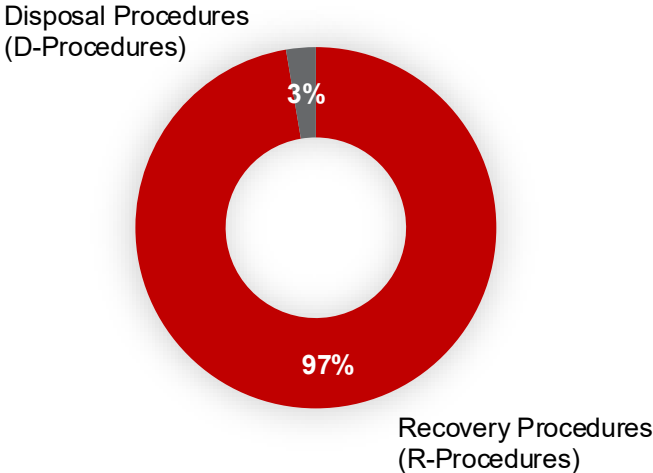
### Waste quantity – total

The waste quantities increased in 2025 due to higher waste generation from new products. The waste quantities from construction and dismantling activities are not recorded in this statistic.



### Share of recovery and disposal procedures 2025

In 2025, the share of landfill waste was 3%. The waste quantities from construction and dismantling activities are not recorded in this statistic.



| Strategic goal                                       | Target date | Status 2025 | SDG | Measures                          |
|------------------------------------------------------|-------------|-------------|-----|-----------------------------------|
| Reduction of the share of landfill waste to below 5% | 2025        | achieved    | 12  | Pursuit of the Zero Waste program |

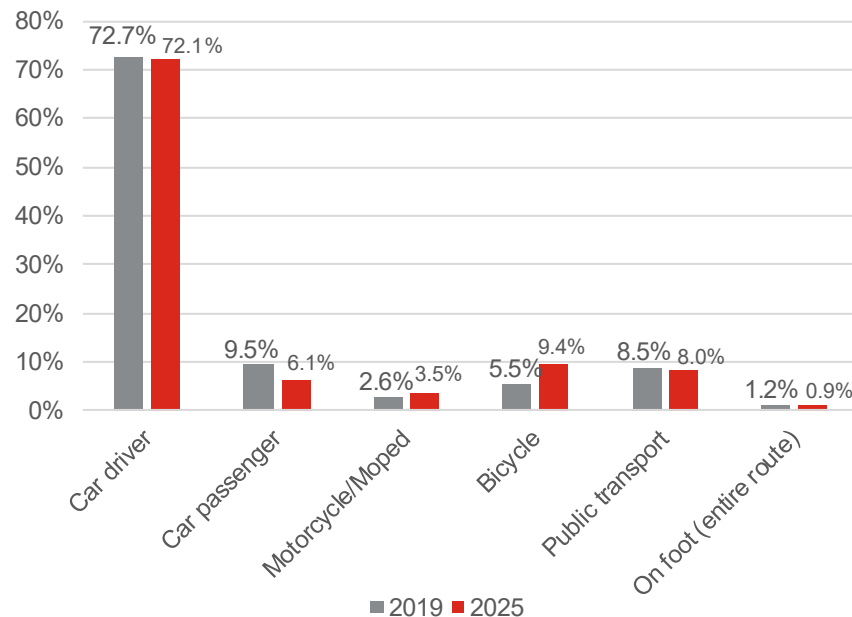
# Employee mobility

The sustainable design of mobility is of high importance at Magna. The aim is to support lower-emission and health-promoting commutes while reducing CO<sub>2</sub> emissions in the long term. Various initiatives help to make alternatives to motorized individual transport attractive.

The continuous efforts to make cycling attractive and suitable for everyday use for employees were once again confirmed by Radlobby Österreich in 2025 with the award **“Cycle-Friendly Employer”**. The option to lease bicycles and e-bikes through the employer is very well used. In addition, the financial support for the purchase of the **Klimaticket Steiermark** motivates employees to increasingly switch to public transport.

The **2025 mobility survey** with around 3,000 participants provided valuable insights into the travel behavior of employees and showed changes compared to 2019 (see chart). The results demonstrate that the measures to promote sustainable mobility are having an effect – particularly in cycling. At the same time, it becomes clear that there is still potential to further increase the use of lower-emission modes of transportation.

For the year 2026, the focus is on the **optimization of the connection to the public cycling network** as well as the **expansion of the e-charging infrastructure**.



# Social affairs

---



# Social achievements and projects

## Support for the Austrian Cancer Aid Styria

In keeping with our Magna core value, we take on social responsibility and make a contribution to the society in which we live and work.

Therefore, in 2025 we again supported the Austrian Cancer Aid Styria with a donation of 5,000 euros – as a sign of solidarity with those affected in Austria. For over 75 years, the organization has been committed to those affected and their relatives. In addition to important educational work and awareness-raising about prevention and early detection, the organization also offers comprehensive support during illness and treatment.



## Global 6K for Water

As part of the “Global 6K for Water” event, more than 200 committed employees came together at the Graz site to jointly send a strong signal for access to clean drinking water. Thanks to the high participation and the great team spirit, we made a valuable contribution to facilitating access to clean water for people in the poorest regions of the world.

Guided by our four core values – think big, take responsibility, never settle and be collaborative – this event once again shows how important social commitment is to Magna.



# Compliance

---



# Compliance Management

To ensure the implementation of all binding obligations, a compliance management process was developed and introduced in the company. This process considers, among other obligations, the binding obligations of environmental management and is supported by the legal data management system “Quentic”.



The EU regulations relevant to the company as well as the national and regional laws and regulations are provided by the service provider. In addition to the legal norms, permits from official procedures and environmentally relevant group guidelines are recorded. Obligations derived from these are handed over to the responsible persons in the company.

| Relevant key figures                         | 2025  |
|----------------------------------------------|-------|
| Applicable laws/regulations                  | 268   |
| Derived legal obligations                    | 1,650 |
| Permits                                      | 1,544 |
| Conditions from permits                      | 3,200 |
| Legally required facility inspections in SAP | 8,414 |
| Environmentally relevant group guidelines    | 32    |
| Derived obligations from group guidelines    | 95    |

# Compliance Management

## **Verification and implementation of recurring inspection obligations**

The verification of the timely and content-related implementation of the inspections derived from the legal obligations and permits is evaluated monthly via a key performance indicator and reported to top management. The associated strategic goal (> 99%) was achieved again in 2025. Conformity with the binding obligations was demonstrated in 2025 via the ISO 14001 system audit by Bureau Veritas, as well as via the EMAS audit by TÜV Austria.

## **Introduction of a new legal data management system**

In 2025, work continued on the complete data migration from the gutwin system to the new Quentic system. In September 2025, the application was transferred to productive operation, accompanied by in-depth user training. The monitoring of the relevant key performance indicators was set up on the system side. At the same time, legal change appointments were held with the service provider ConPlusUltra in order to evaluate new and amended legal norms and legal obligations.

## **Focus areas from new environmentally relevant requirements**

In addition to the implementation of already effective obligations, the following changes to environmentally relevant requirements also had to be considered in 2025:

- EU regulation on fluorinated greenhouse gases: expansion of the company's scope regarding the import of F-gases
- Postponements or simplifications due to omnibus regulations, including:
  - Battery Regulation: postponement of due diligence obligations by two years to August 18, 2027
  - CLP Regulation: transition periods for labels/pictograms were extended to January 1, 2028
  - Industrial Emissions Directive: the requirement to include a transformation plan as part of the EMS is deleted.

# Sustainability achievements and sustainability program

In the following section, all already completed and all planned goals in the areas of environment, occupational safety and awareness are listed. In summary, these form the annual sustainability program for achieving the overarching sustainability goals.



# Environmental achievements 2025

In addition to the goals and measures, the respective addressed SDGs, the degrees of fulfilment (in relation to the set goal or, for quantifiable goals, in relation to the planned saving) as well as the areas responsible for implementation are listed.



| ID                        | Goal                                                                                                                                             | Measure                                                                                                                                                                                                                     | SDG | Fulfilment in % | Responsible area      |
|---------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-----------------|-----------------------|
| <b>Water consumption</b>  |                                                                                                                                                  |                                                                                                                                                                                                                             |     |                 |                       |
| 343                       | Reduction of water consumption for the rain test in Division G                                                                                   | Installation of a water meter and a belt filter to have to refill the water basin less often                                                                                                                                | 6   | 100             | Division G            |
| <b>Energy consumption</b> |                                                                                                                                                  |                                                                                                                                                                                                                             |     |                 |                       |
| 256                       | Reduction of electrical energy consumption through optimized lighting at the production line                                                     | Setup of a daylight-controlled control for the lights of the production line for demand-based dimming; remark: completion in 2026                                                                                           | 7   | 30              | Division G            |
| 251                       | Analysis of the possible applications of high-volume low-speed fans (HVLS) in the production area of Division G                                  | Preparation of a cost-effectiveness analysis for the use of HVLS fans in defined areas                                                                                                                                      | 7   | 100             | Division G            |
| 253                       | Analysis of the potential for energy optimization through the compressed air meter at the sunroof manipulator                                    | Evaluation of the compressed air meter installed in 2024 at the compressed air manipulator of the sunroof station, connection to the programmable logic controller (PLC), use of identified saving potentials               | 9   | 100             | Division G            |
| 254                       | Examination of possible energy saving potentials due to incorrectly set supply and exhaust air quantities in the production areas of Division G  | Support of the central infrastructure area in carrying out an air balance study, checking the supply and exhaust air quantities of the fans as well as measuring over- or underpressure and identifying possible potentials | 12  | 100             | Division G            |
| 255                       | Reduction of electrical energy consumption for lighting at the production line in Hall 12                                                        | Continuation of the goal from 2024, conversion of the lighting from fluorescent tubes to LED in assembly                                                                                                                    | 7   | 100             | Division G            |
| 257                       | Reduction of emissions during the 100% inspection as part of the dynamic vehicle validation                                                      | Optimization of the test track with unchanged quality requirements, resulting in a reduction of emissions by 66%                                                                                                            | 13  | 100             | Division G            |
| 303                       | Reduction of electrical energy consumption in the hall and office areas of Hall 1 by restricting the lighting outside working hours              | Reduction of the lighting to max. 30% (daylight-dependent), on average approx. 20% full lighting until 7 p.m., then only emergency lighting                                                                                 | 12  | 125             | Division N            |
| 304                       | Reduction of heat energy consumption in Division N                                                                                               | Optimization of the office occupancy and consolidation of employees in individual open-plan offices                                                                                                                         | 12  | 83              | Division N            |
| 305                       | Reduction of electrical energy consumption by optimizing the exhaust air system and the frequency converter control at the test field of Hall 82 | Evaluation and adjustment of the extraction capacity to the specific requirements; remark: was postponed for capacity reasons                                                                                               | 12  | 20              | Division N            |
| 306                       | Reduction of electrical energy consumption in the social areas of Hall 82                                                                        | Conversion of the lighting to LED; remark: was postponed due to product phase-out (restructuring of the zones)                                                                                                              | 12  | 30              | Division N            |
| 307                       | Examination of the feasibility of all zero-cost projects from the Sustainability Case Studies for Magna                                          | Technical examination of the feasibility of all zero-cost projects from the idea pool of the Sustainability Case Studies and preparation of a decision matrix for documentation in the energy team of Division N            | 12  | 100             | Division N            |
| 296                       | Optimization of the heating control in the workshop of the mechanical maintenance in the Painted Body Division                                   | Survey, coordination and optimization of the temperature control of the workshop in cooperation with the central maintenance                                                                                                | 7   | 100             | Division Painted Body |
| 297                       | Reduction of energy consumption by optimizing the system for cooling the welding guns                                                            | Shutdown of the cooling circuit Hall 2 North                                                                                                                                                                                | 7   | 100             | Division Painted Body |

| ID                          | Goal                                                                                                                                                | Measure                                                                                                                                                                                                        | SDG | Fulfilment in % | Responsible area                           |
|-----------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-----------------|--------------------------------------------|
| 299                         | Reduction of natural gas consumption at the supply air systems 80 and 81 by 3%                                                                      | Renewal of a storage mass of the heat wheels at the supply air systems                                                                                                                                         | 7   | 100             | Division Painted Body                      |
| 300                         | Reduction of natural gas consumption at the filler dryers by 2%                                                                                     | Optimization of the fan recirculation of the filler dryers through specific control and reduction of the recirculation capacity via frequency converter                                                        | 7   | 100             | Division Painted Body                      |
| 301                         | Reduction of natural gas consumption at the topcoat 3 dryer by 1%                                                                                   | Optimization of the fan recirculation of the dryers via frequency converter                                                                                                                                    | 7   | 100             | Division Painted Body                      |
| 312                         | Reduction of energy consumption at the topcoat lines                                                                                                | Optimization of the operation of the topcoat lines as well as plant-technical adjustments to the utilization                                                                                                   | 7   | 91              | Division Painted Body                      |
| 298                         | Reduction of electrical energy consumption and natural gas consumption at the cathodic dip painting                                                 | Optimization of the operation of the dryers at the cathodic dip painting                                                                                                                                       | 7   | 96              | Division Painted Body                      |
| 332                         | Reduction of electrical energy consumption in Hall 8 by approx. 0.4%                                                                                | Ongoing process and plant optimization considering the production and quality requirements                                                                                                                     | 7   | 100             | Division Painted Body                      |
| 328                         | Carrying out Energy Walks in the Engineering Center Austria                                                                                         | Quarterly execution of Energy Walks                                                                                                                                                                            | 13  | 100             | Engineering Center Austria                 |
| 323                         | Reduction of electrical energy consumption through the modernization of the heating, cooling and ventilation in the 2 <sup>nd</sup> floor of Hall 2 | Analysis of air-conditioning situation, installation of new air conditioning and control, training of employees on the use of new air-conditioning systems                                                     | 13  | 100             | Manufacturing Engineering & Infrastructure |
| 318                         | Reduction of electrical energy consumption through the modernization of the lighting on the 2nd floor of Hall 2                                     | Analysis of lighting situation, installation of energy-efficient LED lights, implementation of intelligent control (presence detectors, daylight sensors), training of employees on the use of the new systems | 7   | 100             | Manufacturing Engineering & Infrastructure |
| 331                         | Reduction of electrical energy consumption in Hall 5 by approx. 40%                                                                                 | Conversion of the lighting from fluorescent tubes to LED                                                                                                                                                       | 7   | 100             | Manufacturing Engineering & Infrastructure |
| 330                         | Reduction of electrical energy consumption in the central warehouse of Hall 2 by 50%                                                                | Conversion of the lighting from fluorescent tubes to LED                                                                                                                                                       | 7   | 112             | Manufacturing Engineering & Infrastructure |
| 329                         | Reduction of electrical energy consumption at the heating stations in Halls 10 and 22                                                               | Pump replacement at two heating stations                                                                                                                                                                       | 13  | 100             | Manufacturing Engineering & Infrastructure |
| 333                         | Reduction of electrical energy consumption in two open-plan areas of Hall 20 by 12%                                                                 | Conversion of the lighting from fluorescent tubes to LED                                                                                                                                                       | 7   | 139             | Manufacturing Engineering & Infrastructure |
| 336                         | Reduction of electrical energy consumption through conversion of the lighting technology in the production rooms Aerospace Puchstraße               | Conversion of the lighting from neon to LED technology as well as control by means of motion detectors (where possible)                                                                                        | 13  | 100             | Aerospace                                  |
| <b>Material consumption</b> |                                                                                                                                                     |                                                                                                                                                                                                                |     |                 |                                            |
| 283                         | Saving of approx. 64,000 sheets of A4 paper printouts for travel expense accounting at Magna Steyr, Powertrain, Heavy Stamping and S-Tec            | Introduction of the Sage DPW system for handling all processes relating to payroll accounting, time management as well as travel request and accounting                                                        | 12  | 100             | Human Resources                            |
| 344                         | Reduction of waste generation from the topcoat area through recycling and reuse of the rinsing and cleaning medium                                  | Installation of a distillation plant for solvents to return the medium to the process                                                                                                                          | 12  | 100             | Division Painted Body                      |

| ID                               | Goal                                                                                                                                                          | Measure                                                                                                                                                                                                                                                                                                  | SDG | Fulfilment in % | Responsible area                           |
|----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-----------------|--------------------------------------------|
| <b>Land consumption</b>          |                                                                                                                                                               |                                                                                                                                                                                                                                                                                                          |     |                 |                                            |
| 285                              | Promotion of biodiversity through tree plantings outside the operating site                                                                                   | Taking on tree sponsorships as part of the ÖKOPROFIT program to plant new trees in the City of Graz                                                                                                                                                                                                      | 13  | 100             | Human Resources                            |
| <b>Air emissions</b>             |                                                                                                                                                               |                                                                                                                                                                                                                                                                                                          |     |                 |                                            |
| 284                              | Determination of the reference values for reducing the Scope 3 emissions                                                                                      | Definition and calculation of the baseline for the Scope 3 accounting in coordination with technical experts, validation by the Graz University of Technology (TU Graz) as well as involvement of external expertise via the ÖKOPROFIT program                                                           | 7   | 100             | Manufacturing Engineering & Infrastructure |
| <b>Waste generation</b>          |                                                                                                                                                               |                                                                                                                                                                                                                                                                                                          |     |                 |                                            |
| 313                              | Examination of the possibility of converting waste fractions with D-procedures to an R-procedure from a legal, process-technical and commercial point of view | Examination of recycling possibilities on the market, evaluation of identified potentials, pursuit of possible conversions to R-procedures                                                                                                                                                               | 12  | 100             | Human Resources                            |
| 327                              | Raising awareness of the topic of one-way deposit through the publication of at least two comprehensive information campaigns                                 | Planning and implementation of one-way deposit introduction, definition of time sequences, determination of installation locations and functioning of the return machines, information material for transition/implementation phase with the company ISS                                                 | 12  | 100             | Human Resources                            |
| 324                              | Reduction of waste generation in catering by switching from disposable to reusable products for take away                                                     | Implementation of reusable products for take away, accompanying information measures on return options and advantages                                                                                                                                                                                    | 12  | 100             | Human Resources                            |
| 325                              | Reduction of residual waste generation through the recycling of coffee capsules                                                                               | Examination of collection of coffee capsules by the company ISS, clarification of return/recycling options at the manufacturer, analysis of waste generation and cost savings                                                                                                                            | 12  | 100             | Human Resources                            |
| 326                              | Reduction of waste generation at the coffee machines of the company ISS                                                                                       | Examination of convertibility of coffee machines to reusable cup operation, analysis of additional costs, waste generation and incentive measures to encourage the use of reusable cups by employees                                                                                                     | 12  | 100             | Human Resources                            |
| 322                              | Reduction of waste generation through the recycling of personal protective equipment (PPE)                                                                    | Survey of PPE used and disposal routes, evaluation of recycling technologies, feasibility study, pilot project, training of employees on the new recycling processes, evaluation of the results and optimization                                                                                         | 12  | 100             | Manufacturing Engineering & Infrastructure |
| 319                              | Reduction of waste generation through the introduction of a company-wide collection system for deposit bottles                                                | Analysis of the handling of deposit bottles, concept development of a collection system (collection containers, return points), procurement/installation of infrastructure (return machines), training of employees, regular collection/return of deposit bottles, evaluation and continuous improvement | 12  | 100             | Manufacturing Engineering & Infrastructure |
| <b>Contamination of the soil</b> |                                                                                                                                                               |                                                                                                                                                                                                                                                                                                          |     |                 |                                            |
| 278                              | Raising awareness among employees on the topic of cigarette waste                                                                                             | Publication of a Mafact topic of the month as well as examination of the implementation of an awareness-raising campaign; remark: campaign was postponed to 2026 for capacity reasons                                                                                                                    | 6   | 50              | Human Resources                            |

| ID                         | Goal                                                                                                                                                                                                    | Measure                                                                                                                                                                                                                     | SDG | Fulfilment in % | Responsible area           |
|----------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-----------------|----------------------------|
| <b>Transport</b>           |                                                                                                                                                                                                         |                                                                                                                                                                                                                             |     |                 |                            |
| 244                        | Reduction of CO <sub>2</sub> emissions for defined transports by 68%                                                                                                                                    | Switch of the transport of a partial route from truck to rail                                                                                                                                                               | 13  | 147             | Logistics                  |
| 245                        | Reduction of CO <sub>2</sub> emissions for defined transports by 5.5%                                                                                                                                   | Switch of the transport of a partial route from air freight to sea freight                                                                                                                                                  | 13  | 100             | Logistics                  |
| <b>Employee mobility</b>   |                                                                                                                                                                                                         |                                                                                                                                                                                                                             |     |                 |                            |
| 314                        | Promotion of cycling on the way to work through participation in the "Österreich radelt" campaign                                                                                                       | Participation in the "Winterradeln Steiermark 2024/2025" and "Österreich radelt" campaigns, internal promotion of the campaign, organization of a closing event, handover of goodies as a reward                            | 11  | 100             | Human Resources            |
| 279                        | Recertification as a cycle-friendly employer as part of the "Cycle Champ Reloaded" project                                                                                                              | General project support, ensuring the implementation of the measures for achieving certification, preparation for and participation in the audit                                                                            | 11  | 100             | Human Resources            |
| 286                        | Survey of the Modal Split 2025 and the associated fulfilment of the requirement from the ÖKOPROFIT program                                                                                              | Carrying out a mobility survey to determine the modal split                                                                                                                                                                 | 11  | 100             | Human Resources            |
| <b>Procurement</b>         |                                                                                                                                                                                                         |                                                                                                                                                                                                                             |     |                 |                            |
| 302                        | Raising awareness among employees on the topic of reusing office supplies as well as promoting the procurement of office supplies with recognized eco-labels, certifications, and sustainability labels | Informing employees in Procurement about returning unused office material to the team assistance, avoiding new purchases, motivating requesters by highlighting corresponding products in self-service procurement catalogs | 12  | 100             | Procurement                |
| 288                        | Raising awareness and sensitizing employees on focus topics from the areas of environmental management and sustainability                                                                               | Carrying out training of managers and employees of the Procurement area                                                                                                                                                     | 13  | 100             | Procurement                |
| <b>Product development</b> |                                                                                                                                                                                                         |                                                                                                                                                                                                                             |     |                 |                            |
| 308                        | Systematic recording and management of eco-design and decarbonization data                                                                                                                              | Assessment of various eco-design and product carbon footprint data exchange and accounting systems                                                                                                                          | 13  | 100             | Engineering Center Austria |
| 309                        | Development of a sustainable approach for clean cabin air as part of a scientific cooperation project with TU Graz                                                                                      | Submission of a scientific article                                                                                                                                                                                          | 4   | 100             | Engineering Center Austria |
| 310                        | Exchange of experience and contribution of interests in working groups on the topic of Life Cycle Assessment                                                                                            | Participation and collaboration in working groups such as Clepa EG A-LCA and UN GRPE A-LCA                                                                                                                                  | 17  | 100             | Engineering Center Austria |
| 311                        | Provision of an eco-design quickguide for engineers of the Engineering Center Austria                                                                                                                   | Digital roll-out of the eco-design quickguide (optional in printed version)                                                                                                                                                 | 12  | 100             | Engineering Center Austria |

| ID             | Goal                                                                                                                                        | Measure                                                                                                                                        | SDG | Fulfilment in % | Responsible area |
|----------------|---------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------|-----|-----------------|------------------|
| <b>General</b> |                                                                                                                                             |                                                                                                                                                |     |                 |                  |
| 258            | Ensuring greater safety in the event of fire and legal compliance for safety cabinets in the production area of Division G                  | Investigation of all existing cabinets to determine the necessity of changes, implementation of necessary adjustments                          | 12  | 100             | Division G       |
| 270            | Raising awareness of environmental protection and sustainability among the apprentices                                                      | Presentation of an environmental topic as part of at least two apprentice meetings with a focus on current topics                              | 13  | 100             | Human Resources  |
| 280            | Fulfilment of the requirements according to Magna Environmental Principle 2.16 and improvement of the database on the topic of biodiversity | Preparation of an overview of nearby ecologically sensitive areas outside the operating site (watercourses, wetlands, residential areas, etc.) | 15  | 100             | Human Resources  |

# Environmental program 2026

The environmental achievements listed below are assigned to the respective environmental aspects. In addition to the goals and measures, the respective addressed SDGs, the implementation dates as well as the areas responsible for implementation are listed.



| ID                        | Goal                                                                                                                                         | Measure                                                                                                                                                 | SDG | Date   | Responsible area                           |
|---------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|-----|--------|--------------------------------------------|
| <b>Water consumption</b>  |                                                                                                                                              |                                                                                                                                                         |     |        |                                            |
| 420                       | Reduction of water consumption in Hall 8                                                                                                     | Survey of the actual situation, development of an optimization project and implementation of measures for water saving                                  | 12  | Sep 26 | Manufacturing Engineering & Infrastructure |
| <b>Energy consumption</b> |                                                                                                                                              |                                                                                                                                                         |     |        |                                            |
| 409                       | Reduction of energy consumption for compressed air in the relevant areas of the Engineering Center Austria                                   | Identification of compressed air losses through leak detection with special equipment and their elimination                                             | 13  | Dec 26 | Engineering Center Austria                 |
| 367                       | Reduction of electrical energy consumption through optimized lighting in the pedal production by approx. 68%                                 | Conversion of the lighting to LED                                                                                                                       | 7   | Dec 26 | Division G                                 |
| 368                       | Reduction of electrical energy consumption through optimized lighting at the production line                                                 | Setup of daylight-controlled lighting for the production lights                                                                                         | 9   | Dec 26 | Division G                                 |
| 369                       | Reduction of electrical energy consumption by switching off the roller test benches at the end of the shift                                  | Installation of a timer for automatic control                                                                                                           | 12  | Dec 26 | Division G                                 |
| 370                       | Reduction of electrical energy consumption for the process lighting in the quality areas                                                     | Conversion of the lighting from fluorescent tubes to LED                                                                                                | 7   | Dec 26 | Division G                                 |
| 371                       | Automation of the shutdown of the hall base lighting at the end of the shift                                                                 | Examination of the feasibility of an automatic shutdown in coordination with the property owner                                                         | 7   | Dec 26 | Division G                                 |
| 380                       | Reduction of electrical energy consumption in the assembly Division G through production time reduction                                      | Carrying out plant adjustments and new work distribution for cycle time optimization and production time reduction                                      | 12  | Dec 26 | Division G                                 |
| 384                       | Reduction of electrical energy consumption in the assembly Division N                                                                        | Introduction of a two-shift operation in the offline line of Hall 82                                                                                    | 12  | Dec 26 | Division N                                 |
| 435                       | Reduction of electrical energy consumption through the analysis and optimization of the ventilation and exhaust air systems in Hall 8        | Review and optimization of the ventilation system taking into account process and room air quality, employee satisfaction as well as legal requirements | 13  | Dec 26 | Division Painted Body                      |
| 438                       | Reduction of natural gas consumption through the renewal of the ventilation system for the e-coat coating by approx. 27%                     | Complete renewal of the ventilation system, conversion of the heat supply to heating water, installation of a heat recovery system                      | 7   | Dec 26 | Division Painted Body                      |
| 439                       | Reduction of energy consumption through the ongoing optimization of processes and plants considering the production and quality requirements | Carrying out process optimizations and saving analyses                                                                                                  | 7   | Dec 26 | Division Painted Body                      |
| 440                       | Reduction of energy consumption at the PVC pumps by switching the energy supply                                                              | Analysis of the change from compressed air to electricity supply                                                                                        | 7   | Dec 26 | Division Painted Body                      |

| ID                               | Goal                                                                                                                                                                          | Measure                                                                                                                                                                                                                                                                                                       | SDG | Date   | Responsible area                           |
|----------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|--------|--------------------------------------------|
| <b>Waste generation</b>          |                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                               |     |        |                                            |
| 437                              | Reduction of waste generation in the material supply for the paint shop                                                                                                       | Switch to a demand-controlled mixing system for two-component materials to avoid residual quantities from premixed hobbocks                                                                                                                                                                                   | 12  | Jun 26 | Division Painted Body                      |
| 413                              | Optimization of logistics processes in the operational waste management through efficiency increase                                                                           | Carrying out a test run for the use of automated guided vehicles (AGV) for the automated transport of waste containers between defined transfer points                                                                                                                                                        | 9   | Aug 26 | Human Resources                            |
| 414                              | Reduction of environmental impacts due to incorrectly disposed cigarette waste                                                                                                | Organization of a collection campaign on the factory premises as part of the clean-up campaign "Steirischer Frühjahrsputz 2026"                                                                                                                                                                               | 13  | Sep 26 | Human Resources                            |
| 415                              | Reduction of waste generation through the use of fully automatic machines instead of coffee capsules                                                                          | Replacement of the capsule machines with fully automatic coffee machines in the plant-wide catering                                                                                                                                                                                                           | 12  | Jul 26 | Human Resources                            |
| 416                              | Reduction of plastic waste through the use of new coffee cups at the plant-wide machines                                                                                      | Switch to coated paper cups with a lower plastic content                                                                                                                                                                                                                                                      | 12  | Mar 26 | Human Resources                            |
| 417                              | Raising awareness of the topic of waste management                                                                                                                            | Carrying out a plant-wide sustainability event with a focus on waste management                                                                                                                                                                                                                               | 12  | Sep 26 | Human Resources                            |
| 418                              | Reduction of the waste that ends up in landfills through possible further developments of recycling options                                                                   | Examination of whether waste fractions can be converted to recycling processes (R-procedures)                                                                                                                                                                                                                 | 12  | Oct 26 | Human Resources                            |
| 441                              | Reduction of waste generation through the collection of coffee capsules in the administration building North                                                                  | Survey of the points where coffee capsules arise as well as introduction of a central collection solution to promote recycling and reduce residual waste generation                                                                                                                                           | 12  | Dec 26 | Human Resources                            |
| <b>Contamination of the soil</b> |                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                               |     |        |                                            |
| 379                              | Renewal and adaptation of the fuel tanks in accordance with the requirements of the "Verordnung über brennbare Flüssigkeiten" (VbF; Austrian Regulation on Flammable Liquids) | Development of a concept with a clear timetable in order to modify or renew the affected tanks in 2027 so that they meet the new requirements                                                                                                                                                                 | 9   | Dec 26 | Division G                                 |
| <b>Transport</b>                 |                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                               |     |        |                                            |
| 397                              | Reduction of transports and associated CO <sub>2</sub> emissions in the empty container export                                                                                | Targeted tactical planning to eliminate 15 transports                                                                                                                                                                                                                                                         | 13  | Jan 27 | Logistics                                  |
| <b>Employee mobility</b>         |                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                               |     |        |                                            |
| 428                              | Improvement of the database for the Scope 3 emission calculation for business trips                                                                                           | Development of a concept for data collection and calculation (e.g. travel expense accounting, SAGE system), identification of necessary adjustments, assessment of technical and organizational challenges as well as comparison with existing calculation methods (e.g. spend-based, global Scope 3 balance) | 13  | Nov 26 | Human Resources                            |
| 446                              | Examination of the feasibility for the expansion of the e-charging infrastructure for employees                                                                               | Usage analysis of the existing e-charging stations at the visitor parking lot as well as gradual introduction of an offer for spontaneous charging needs of all employees as part of a pilot project                                                                                                          | 9   | Dec 26 | Manufacturing Engineering & Infrastructure |

| ID                                 | Goal                                                                                                                                                        | Measure                                                                                                                                                                                                                | SDG | Date   | Responsible area                           |
|------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|--------|--------------------------------------------|
| <b>Production process planning</b> |                                                                                                                                                             |                                                                                                                                                                                                                        |     |        |                                            |
| 423                                | Evaluation and optimization of energy aspects as part of the station readiness check of new plants                                                          | Integration of the evaluation of energy aspects (e.g. standby mode, measurement of electricity consumption) into the checklists for the station readiness                                                              | 7   | Aug 26 | Manufacturing Engineering & Infrastructure |
| <b>Procurement</b>                 |                                                                                                                                                             |                                                                                                                                                                                                                        |     |        |                                            |
| 431                                | Stronger anchoring of the topic of sustainability in the purchasing conditions through the integration of sustainability-related requirements for suppliers | Development of proposals for the revision of internal standards as well as publication of the updated standards in Q2                                                                                                  | 12  | Jul 26 | Procurement                                |
| <b>Product development</b>         |                                                                                                                                                             |                                                                                                                                                                                                                        |     |        |                                            |
| 402                                | Development of a data platform for sustainability-related product data                                                                                      | Setup of a data exchange platform including proof of concept for the management of sustainable product data                                                                                                            | 12  | Dec 26 | Engineering Center Austria                 |
| 403                                | Raising awareness and competence for Life Cycle Assessment (LCA) and product carbon footprint                                                               | Carrying out three online trainings on topics such as decarbonization, sustainability principles, international legislation, standards, tools, databases as well as reporting and auditing                             | 4   | Dec 26 | Engineering Center Austria                 |
| 404                                | Raising awareness and competence for eco-design and decarbonization                                                                                         | Carrying out two on-site or online trainings on topics such as eco-design, circularity, recycling, decarbonization, life cycle assessment, environmental law and current EU legislation                                | 4   | Dec 26 | Engineering Center Austria                 |
| 405                                | Exchange of experience and contribution of interests in working groups on the topic of LCA                                                                  | Participation and collaboration in relevant working groups such as Clepa A-LCA, Taskforce CO <sub>2</sub> , Sustainable Collaboration Committee and UN GRPE A-LCA in order to exchange knowledge and advance standards | 17  | Dec 26 | Engineering Center Austria                 |
| 406                                | Anchoring and documentation of LCA in the product development process                                                                                       | Preparation of a detailed work instruction for carrying out LCA in product development                                                                                                                                 | 13  | Dec 26 | Engineering Center Austria                 |
| 410                                | Anchoring a continuous energy efficiency review in the Engineering Center Austria                                                                           | Carrying out a quarterly Energy Walk in order to identify saving potentials                                                                                                                                            | 13  | Dec 26 | Engineering Center Austria                 |

| ID             | Goal                                                                                                                           | Measure                                                                                                                                                                                                                                                                              | SDG | Date   | Responsible area           |
|----------------|--------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|--------|----------------------------|
| <b>General</b> |                                                                                                                                |                                                                                                                                                                                                                                                                                      |     |        |                            |
| 399            | Qualification of an additional environmental officer in the Aerospace area                                                     | Participation in the internal, two-day training for area environmental officers in Q1                                                                                                                                                                                                | 4   | Feb 26 | Aerospace                  |
| 432            | Promotion of biodiversity as well as the environmental education of children in the Magna Kids World                           | Planning, construction and installation of an insect hotel in cooperation with the Magna Kids World on the Magna Steyr test track, including active involvement of the children in the construction process in order to make sustainability tangible for children in a practical way | 13  | Sep 26 | Engineering Center Austria |
| 351            | Raising awareness of environmental protection and sustainability among the apprentices                                         | Presentation of a current environmental topic at least in one apprentice meeting                                                                                                                                                                                                     | 13  | Dec 26 | Human Resources            |
| 408            | Preparation for the standard revision ISO 14001:2026                                                                           | Carrying out a gap analysis, derivation of measures, preparation of an implementation plan and start of the implementation of the new requirements                                                                                                                                   | 12  | Dec 26 | Human Resources            |
| 407            | Raising the environmental and sustainability awareness among the employees of the Functional Department Information Technology | Carrying out a training on a current environmental or sustainability topic as part of a quarterly information event                                                                                                                                                                  | 4   | Dec 26 | Information Technology     |

# Occupational health and safety achievements 2025

The occupational safety goals in the occupational safety program listed below are structured according to the TOP principle. Here, “T” stands for technical, “O” for organizational and “P” for person-related measures. In addition to the goals and measures, the respective addressed SDGs, the degrees of fulfilment (in relation to the set goal) as well as the areas responsible for implementation are listed.

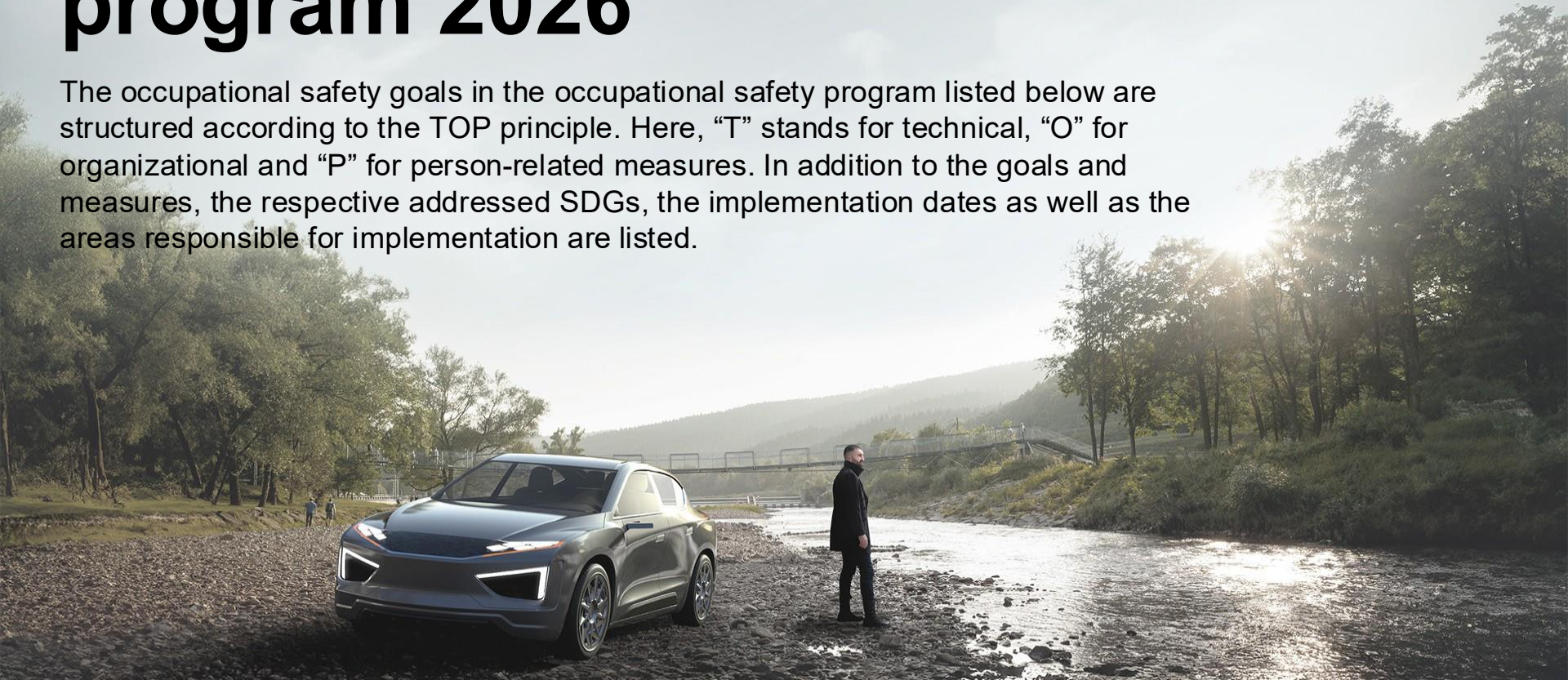


| ID                             | Goal                                                                                                                                                          | Measure                                                                                                                                                                                                                              | SDG | Fulfilment in % | Responsible area                                                   |
|--------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-----------------|--------------------------------------------------------------------|
| <b>Technical</b>               |                                                                                                                                                               |                                                                                                                                                                                                                                      |     |                 |                                                                    |
| <b>263, 264</b>                | Reduction of the accident risk due to the improper handling of airbags, belt tensioners and other components containing explosives during non-operating times | Procurement of a lockable shelf or container at the line for airbags, belt tensioners and other components containing explosives, adaptation of larger individual containers (e.g. airbag containers) by means of a lockable padlock | 3   | 100             | Division G                                                         |
| <b>265</b>                     | Reduction of the hazards due to unclear traffic situations (location of traffic and walkways)                                                                 | Renewal of the floor markings in Halls 11, 12 and in various outdoor areas                                                                                                                                                           | 9   | 100             | Division G                                                         |
| <b>266</b>                     | Reduction of the number of damages to lights and sprinkler systems under social platforms, etc.                                                               | Installation of a collision warning device under a social platform in Zone 09                                                                                                                                                        | 9   | 100             | Division G                                                         |
| <b>267</b>                     | Improvement of the air quality in the pit of Zone 18                                                                                                          | Installation of a new fresh air supply (currently only extraction available, no regulated fresh air supply)                                                                                                                          | 8   | 100             | Division G                                                         |
| <b>268</b>                     | Reduction of the squeaking noises when moving the vehicles in the rework area                                                                                 | Application of a floor coating that reduces the squeaking noises                                                                                                                                                                     | 3   | 100             | Division G                                                         |
| <b>241</b>                     | Definition and implementation of the measures for proper storage in safety cabinets                                                                           | Evaluation of the safety cabinets and retrofitting if necessary                                                                                                                                                                      | 3   | 100             | Division N                                                         |
| <b>Organizational</b>          |                                                                                                                                                               |                                                                                                                                                                                                                                      |     |                 |                                                                    |
| <b>289</b>                     | Increasing the safety of persons in the rooms of Aerospace                                                                                                    | Checking the workplaces for "dangerous" activities and securing them against unauthorized access                                                                                                                                     | 3   | 100             | Aerospace                                                          |
| <b>290</b>                     | Qualification of an additional safety representative                                                                                                          | Qualification of an additional safety representative for the 1 <sup>st</sup> floor at Aerospace Puchstraße                                                                                                                           | 4   | 100             | Aerospace                                                          |
| <b>274</b>                     | Reduction of the accident risk in the Engineering Center Austria                                                                                              | Carrying out at least 25 walkthroughs/evaluations incl. ergonomics                                                                                                                                                                   | 3   | 100             | Engineering Center Austria                                         |
| <b>239, 249</b>                | Promotion of awareness-raising for the topic of safety                                                                                                        | Carrying out quarterly Safety Walks with General Manager, production management, head of materials management, safety representative coordinator                                                                                     | 3   | 100             | Division G, Division N                                             |
| <b>259</b>                     | Improvement of the traceability of the implementation of measures to prevent an accident, which are defined in the accident evaluation sheet                  | Creation of a structure in the CTM system in which the defined measures can be entered and tracked                                                                                                                                   | 8   | 100             | Division G                                                         |
| <b>260, 294</b>                | Promotion of awareness-raising on the topic of fire protection                                                                                                | Carrying out an evacuation exercise in Division G as well as for all employees of Hall 8                                                                                                                                             | 4   | 100             | Division G, Division Painted Body                                  |
| <b>235, 261, 262, 275, 287</b> | Improvement of the ergonomic conditions at office workplaces                                                                                                  | Ergonomics checks: 3 workplaces Sales & Marketing; quarterly ECA walkthroughs; optimization of 10 workplaces Finance & Controlling; redesign of several offices as well as Zone 09 of Div G with height-adjustable desks             | 8   | 100             | Engineering Center Austria, Finance, Division G, Sales & Marketing |
| <b>240, 269</b>                | Promotion of awareness-raising as well as health and safety at the workplace                                                                                  | Carrying out a training of the General Accident Insurance Institution (AUVA) on a defined focus topic or a health day                                                                                                                | 4   | 100             | Division G, Division N                                             |
| <b>238</b>                     | Reduction of ergonomic strains during assembly activities and material handling                                                                               | Implementation during the continuous ergonomics evaluations by the end of 2025 with a focus on ergonomics top topics                                                                                                                 | 3   | 100             | Division N                                                         |

| ID                                         | Goal                                                                                                                                                                  | Measure                                                                                                                                                                              | SDG | Fulfilment in % | Responsible area                           |
|--------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-----------------|--------------------------------------------|
| 242                                        | Updating the list of safety representatives                                                                                                                           | Systematic recording of all safety representatives and updating of the notices                                                                                                       | 3   | 100             | Division N                                 |
| 243                                        | Support for occupational safety-relevant topics as part of the construction site activities in Hall 1                                                                 | Introduction of inspections and definition of measures together with the SFK                                                                                                         | 3   | 100             | Division N                                 |
| 292                                        | Promotion of awareness-raising for handling automated guided vehicles                                                                                                 | Carrying out training and instruction of 30 employees in production, maintenance and planning                                                                                        | 4   | 100             | Division Painted Body                      |
| 293                                        | Promotion of awareness-raising on legal topics of employee protection among the planners in the Division Painted Body                                                 | Carrying out a workshop and a refresher training on legal requirements of employee protection; remark: implementation was postponed to Q1/2026                                       | 4   | 30              | Division Painted Body                      |
| 295                                        | Promotion of awareness-raising by means of workshops on the topic of ergonomics                                                                                       | Carrying out a training and participation of ten employees (planners, foremen, team leaders) on ergonomic requirements, tools, etc.; remark: implementation was postponed to Q1/2026 | 4   | 30              | Division Painted Body                      |
| 271                                        | Compliance with the OSHA targets (focus apprentice workshop)                                                                                                          | Ongoing safety instructions and awareness-raising in group discussions, on-site inspection with the Occupational Medical Service, SFK and training foremen                           | 3   | 100             | Human Resources                            |
| 273                                        | Promotion of awareness-raising on the topics of safety, health and accident prevention                                                                                | Carrying out an apprentice safety day with the apprentices of the 1st and 2nd year of apprenticeship in the form of a station operation                                              | 4   | 100             | Human Resources                            |
| 272                                        | Promotion of awareness-raising on the focus topics of occupational safety, accident prevention and health at the workplace                                            | Presentation of an occupational safety topic in the course of apprentice meetings (focus based on accident topics that have occurred)                                                | 4   | 100             | Human Resources                            |
| 246                                        | Ensuring occupational safety as well as taking ergonomic aspects into account                                                                                         | Carrying out Safety Walks in the Logistics area with the involvement of the safety expert and the Occupational Medical Service                                                       | 3   | 90              | Logistics                                  |
| 248                                        | More efficient design of the safety instruction                                                                                                                       | Compactly revise the annual safety instruction (form, presentation, readability) – area-specific and site-specific                                                                   | 3   | 100             | Logistics                                  |
| 315                                        | Promotion of the health and productivity of employees through the development of an ergonomically optimized office workplace as a model for future office furnishings | Analyze actual state, derive improvements, procure ergonomic equipment, set up sample workplace ergonomically, train employees and evaluate the effect on health & productivity      | 3   | 100             | Manufacturing Engineering & Infrastructure |
| 317                                        | Improvement of occupational safety and health protection through the establishment of a safety corner as a communication platform for safety-relevant topics          | Check safety standards, clarify information needs, select location, design & equip corner, communicate/promote internally as well as evaluate use & effectiveness                    | 3   | 100             | Manufacturing Engineering & Infrastructure |
| 276                                        | Promotion of awareness-raising, information and sensitization of employees in the office area                                                                         | Carrying out a regular office workplace evaluation and ergonomics consultation together with SVP-K                                                                                   | 3   | 100             | Quality Management                         |
| 277                                        | Reduction of the accident risk in the areas of assembly & body-in-white                                                                                               | Carrying out regular Safety Walks together with SFK and managers                                                                                                                     | 3   | 100             | Quality Management                         |
| 236                                        | Refresher training of two first aiders                                                                                                                                | Carrying out recertification courses for two first aiders                                                                                                                            | 4   | 100             | Sales & Marketing                          |
| <b>Personal protective equipment (PPE)</b> |                                                                                                                                                                       |                                                                                                                                                                                      |     |                 |                                            |
| 291                                        | Protection of employees from health-endangering noise                                                                                                                 | Procurement of adapted hearing protection for employees of the areas Body in White (BIW) Maintenance and BIW G                                                                       | 3   | 100             | Division Painted Body                      |

# Occupational health and safety program 2026

The occupational safety goals in the occupational safety program listed below are structured according to the TOP principle. Here, “T” stands for technical, “O” for organizational and “P” for person-related measures. In addition to the goals and measures, the respective addressed SDGs, the implementation dates as well as the areas responsible for implementation are listed.



| ID                      | Goal                                                                                                                                    | Measure                                                                                                                                                                                                                                                      | SDG | Date            | Responsible area                                                                                                |
|-------------------------|-----------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-----------------|-----------------------------------------------------------------------------------------------------------------|
| <b>Technical</b>        |                                                                                                                                         |                                                                                                                                                                                                                                                              |     |                 |                                                                                                                 |
| 372                     | Reduction of the physical strain when removing and sorting the paint adapters in the pre-trim area                                      | Automated lifting and sorting of the paint adapters by means of a robot from the skid onto the rack                                                                                                                                                          | 3   | Mar 26          | Division G                                                                                                      |
| 373                     | Reduction of the accident risk when manually pushing and guiding the bodies in the pre-trim area/Zone 1                                 | Continuous rail guidance of the body carriages so that employees can only push from behind                                                                                                                                                                   | 3   | Jul 26          | Division G                                                                                                      |
| 375                     | Reduction of the accident risk by securing the escape route around sunroof installation                                                 | Erection of a barrier or curtain so that the escape route cannot be used as an everyday route, but is nevertheless fully functional as an escape route in an emergency                                                                                       | 3   | Dec 26          | Division G                                                                                                      |
| 376                     | Improvement of the air quality in the pit of Hall 21                                                                                    | Optimization or expansion of the existing extraction in the pit                                                                                                                                                                                              | 3   | Dec 26          | Division G                                                                                                      |
| <b>Organizational</b>   |                                                                                                                                         |                                                                                                                                                                                                                                                              |     |                 |                                                                                                                 |
| 391                     | Strengthening of the safety-related support through the qualification of safety representatives (SVP)                                   | Qualification of two team leaders as SVP to support the safety expert (SFK)                                                                                                                                                                                  | 3   | Dec 26          | Aerospace                                                                                                       |
| 346, 352, 396, 412, 426 | Improvement of the ergonomic conditions at office workplaces                                                                            | Ergonomics checks: 3 workplaces Sales & Marketing; quarterly ECA walkthroughs; optimization of 10 workplaces Finance & Controlling; evaluation of Procurement workplaces; equipping of MEI change workplace with height-adjustable desk and ergonomic chairs | 3   | Oct 26 - Dec 26 | Engineering Center Austria, Finance, Manufacturing Engineering & Infrastructure, Procurement, Sales & Marketing |
| 350                     | Reduction of the accident risk by strengthening safety-compliant behavior and the consistent use of personal protective equipment (PPE) | Carrying out at least 25 walkthroughs on occupational safety and ergonomics; documentation and follow-up of the findings via the measures list                                                                                                               | 3   | Dec 26          | Engineering Center Austria                                                                                      |
| 365                     | Promotion of awareness-raising for the topic of safety in Division G                                                                    | Carrying out quarterly Safety Walks with General Manager, production management, head of materials management, SFK and SVP-K                                                                                                                                 | 3   | Dec 26          | Division G                                                                                                      |
| 366                     | Promotion of health and safety at the workplace                                                                                         | Carrying out a training on a selected focus topic, if possible, with the support of an external company; the topic is determined based on the analysis of the accident frequencies and accident types of 2025                                                | 4   | Dec 26          | Division G                                                                                                      |
| 362                     | Promotion of the health literacy and safety awareness of the employees in Division N                                                    | Request or implementation of a special campaign by the AUVA or, alternatively, planning and implementation of a health day                                                                                                                                   | 3   | Dec 26          | Division N                                                                                                      |
| 363, 349                | Avoidance of accident hazards as well as ensuring occupational safety                                                                   | Carrying out Safety Walks with the production management and SVP-K with the involvement of the SFK and the Occupational Medical Service                                                                                                                      | 3   | Dec 26          | Division N, Logistics                                                                                           |
| 361                     | Reduction of ergonomic strains in production during assembly activities and material handling                                           | Focus on ergonomics top topics in the continuous ergonomics evaluations by the end of 2026, with a special focus on Semi-Knocked-Down (SKD) production                                                                                                       | 3   | Dec 26          | Division N                                                                                                      |
| 364                     | Maintaining the occupational safety standard during the integration of new vehicle models                                               | Additional evaluations in the offline area to provide support during the integration of new vehicle models                                                                                                                                                   | 3   | Jun 26          | Division N                                                                                                      |

| ID                                         | Goal                                                                                                                                                                                                              | Measure                                                                                                                                                                                   | SDG | Date   | Responsible area                           |
|--------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|--------|--------------------------------------------|
| 386                                        | Promotion of awareness-raising for safe work with sheet metal parts to reduce cut injuries                                                                                                                        | Sensitization of employees in the correct handling of sheet metal parts, compliance with requirements as well as the correct use of suitable PPE through two training units               | 3   | Dec 26 | Division Painted Body                      |
| 387                                        | Improvement of the knowledge of the production team leaders on requirements of the "Verordnung über brennbare Flüssigkeiten" (VbF; Austrian Regulation on Flammable Liquids) and safe handling of safety cabinets | Participation of the production team leaders in four training units on the topic of VbF with a focus on safety cabinets, carried out by the General Accident Insurance Institution (AUVA) | 3   | May 26 | Division Painted Body                      |
| 388                                        | Improvement of the ergonomic knowledge in selected work areas                                                                                                                                                     | Training of ten employees (planners, area management, team management) on ergonomic requirements, analysis tools and basics                                                               | 3   | May 26 | Division Painted Body                      |
| 389                                        | Promotion of awareness-raising among the planners on legal requirements in employee protection                                                                                                                    | Participation of 20 planners in a workshop as well as a refresher training on legal requirements in employee protection                                                                   | 3   | Jun 26 | Division Painted Body                      |
| 393                                        | Conversion of the process of internal driving permits to a digital system                                                                                                                                         | Project presentation and comprehensive implementation                                                                                                                                     | 9   | Dec 26 | Human Resources                            |
| 395                                        | Structured analysis of the optimization possibilities of the documentation in the SiGS system                                                                                                                     | Preparation of analyses and evaluation of AI-supported functions                                                                                                                          | 9   | Dec 26 | Human Resources                            |
| 353                                        | Compliance with the Lost Time Frequency Rate (LTFR) targets in the apprentice workshop                                                                                                                            | Ongoing safety instructions and awareness-raising in group discussions; on-site inspection with occupational medicine, SFK, plant fire brigade and training foremen                       | 3   | Dec 26 | Human Resources                            |
| 354                                        | Promotion of awareness-raising on the focus topics of occupational safety, accident prevention and health at the workplace                                                                                        | Presentation of an occupational safety or health topic as part of at least one apprentice meeting                                                                                         | 3   | Dec 26 | Human Resources                            |
| 357                                        | More efficient design of the safety instruction                                                                                                                                                                   | Optimization of the safety instruction so that employees can grasp relevant content faster, understand it better and apply safety-relevant requirements more reliably                     | 3   | Dec 26 | Logistics                                  |
| 427                                        | Creation and distribution of a Safety Card for safety-conscious action of the maintenance employees                                                                                                               | Creation of seven guiding questions for the safe execution of activities by maintenance employees (content of the Safety Card)                                                            | 3   | Jun 26 | Manufacturing Engineering & Infrastructure |
| 358                                        | Carrying out ten inspections with a focus on workplace design and work equipment                                                                                                                                  | Definition of a sufficient number of inspections with SFK, Occupational Medical Service and Works Council                                                                                 | 3   | Jan 27 | Quality Management                         |
| 359                                        | Carrying out six SVP meetings in 2026                                                                                                                                                                             | Scheduling of six SVP meetings with SFK and Occupational Medical Service                                                                                                                  | 3   | Jan 27 | Quality Management                         |
| 347                                        | Maintaining the competence of first aiders                                                                                                                                                                        | Recertification course for a first aider who completed the first aid training in 2022                                                                                                     | 3   | Dec 26 | Sales & Marketing                          |
| <b>Personal protective equipment (PPE)</b> |                                                                                                                                                                                                                   |                                                                                                                                                                                           |     |        |                                            |
| 385                                        | Promotion of awareness-raising for the protection of the eyes                                                                                                                                                     | Carrying out three trainings on the correct selection and use of PPE (eye/face protection) for structural risks as well as on eye relaxation exercises                                    | 3   | Dec 26 | Division Painted Body                      |
| 394                                        | Support for the switch from Magna polo shirts to Magna T-shirts                                                                                                                                                   | Survey of the needs, consultation on product properties and characteristics, collection of feedback and support of the rollout together with the responsible bodies                       | 9   | Dec 26 | Human Resources                            |

# Awareness achievements 2025

The awareness achievements listed below are part of the sustainability program. In addition to the goals and measures, the respective addressed SDGs, the degrees of fulfilment (in relation to the set goal) as well as the areas responsible for implementation are listed.



| ID  | Goal                                                                                                                                                                                                               | Measure                                                                                                                                                                                                    | SDG | Fulfilment in % | Responsible area                           |
|-----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-----------------|--------------------------------------------|
| 250 | Participation of Division G in the Magna Sustainability Award                                                                                                                                                      | Creation of a contribution for the submission                                                                                                                                                              | 10  | 100             | Division G                                 |
| 252 | Increasing the well-being of employees at the social areas of Hall 12 and the associated improvement of employee satisfaction                                                                                      | Renewal and redesign of the social areas of Hall 12; remark: planning has been done, but renewal/redesign not implemented                                                                                  | 8   | 30              | Division G                                 |
| 262 | Improvement of the workplaces in the offices and the ergonomics for the employees                                                                                                                                  | Redesign of several offices with height-adjustable desks                                                                                                                                                   | 8   | 100             | Division G                                 |
| 316 | Increasing awareness of sustainability within the company as well as information and inspiration on sustainable practices and creation of a platform for best practices and sustainable initiatives of the company | Plan and carry out event: invite internal/external speakers, implement information stands & workshops, ensure sustainable catering, promote event internally/externally and subsequently evaluate feedback | 17  | 100             | Manufacturing Engineering & Infrastructure |
| 320 | Identification of all existing and planned training programs on the topic of sustainability in the company and bundling of these in a training catalog as a central point of contact for sustainability training   | Record all sustainability trainings, document contents/goals, structure as a training catalog, integrate into internal channels, actively promote and evaluate effectiveness                               | 4   | 100             | Manufacturing Engineering & Infrastructure |
| 321 | Comprehensive roll-out of the training programs on the topic of sustainability developed by TU Graz to increase awareness and knowledge among employees about sustainable practices and principles                 | Roll out TU Graz training programs comprehensively: check needs, adapt/develop materials, support implementation and continuously evaluate the effect                                                      | 4   | 100             | Manufacturing Engineering & Infrastructure |

# Awareness program 2026

The awareness goals listed below are part of the sustainability program. In addition to the goals and measures, the respective addressed SDGs, the implementation dates as well as the areas responsible for implementation are listed.



| ID       | Goal                                                                                                            | Measure                                                                                                                                                                                            | SDG | Date   | Responsible area                           |
|----------|-----------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|--------|--------------------------------------------|
| 374, 378 | Increasing the well-being of employees by reducing the temperature in the summer months                         | Installation of fans, air conditioning, blinds as well as discharge of the hot plant cooling air to the outside                                                                                    | 8   | Dec 26 | Division G                                 |
| 377      | Reduction of the ergonomic strain of employees                                                                  | Examination of the use of a collaborative robot at three workplaces                                                                                                                                | 12  | Dec 26 | Division G                                 |
| 392      | Increasing the sustainability awareness in Division N                                                           | Provision of permanent sustainability information in the Sustainability Corner as well as quarterly broadcasting of thematic focuses in the format "Did you already know...?" via the info screens | 13  | Dec 26 | Division N                                 |
| 398      | Promotion of sustainable behavior in everyday office life through the Green Office Guide                        | Creation of a Green Office Guide with compact information, notices for kitchen and common areas as well as a practical checklist for reducing energy, paper and resource consumption               | 12  | Dec 26 | Division N                                 |
| 400      | Increasing the well-being of employees through modernization of the social and sanitary areas in Hall 8         | Gradual modernization of the social and sanitary areas according to a step-by-step plan, starting with the social area at Filler area and the WC facilities at Topcoat 2 area as a reference       | 3   | Dec 26 | Division Painted Body                      |
| 419      | Ensuring non-discriminatory wording in all job profiles of the Functional Department T                          | Carrying out a review of all job profiles in cooperation with Human Resources                                                                                                                      | 5   | Jul 26 | Manufacturing Engineering & Infrastructure |
| 421      | Ensuring the readability and accessibility of all training documents in the Functional Department T             | Examination of all training documents for accessibility                                                                                                                                            | 10  | Oct 26 | Manufacturing Engineering & Infrastructure |
| 424      | Qualification and further development of 50 ideas into SDG projects, of which at least 15 are to be implemented | Collection and implementation of sustainability ideas as part of a special campaign of the company suggestion system                                                                               | 4   | Nov 26 | Manufacturing Engineering & Infrastructure |
| 425      | Ensuring compliance with ergonomic requirements for office workplaces                                           | Individual consultation of employees, measurement of the distances as well as provision of information material                                                                                    | 3   | Nov 26 | Manufacturing Engineering & Infrastructure |
| 433      | Creation of a guideline on the topic of energy saving for employees                                             | Development and provision of a guideline with all activities and options for action on the topic of energy saving                                                                                  | 13  | Sep 26 | Manufacturing Engineering & Infrastructure |

# Declaration of the environmental verifier

## ENVIRONMENTAL VERIFIER'S DECLARATION ON VERIFICATION AND VALIDATION ACTIVITIES

The undersigned, Dipl.-Ing. Peter Kroiß, member of the EMAS environmental verifier organization TÜV AUSTRIA GMBH, 1230 Vienna, Deutschstraße 10, EMAS environmental verifier with registration number AT-V-0008, accredited for

### **Group 29.10 "Manufacture of Motor Vehicles"**

confirms that he has verified that the Magna Steyr site in Graz, as stated in the consolidated environmental statement of the organization

**Magna Steyr Fahrzeugtechnik GmbH & Co KG**  
8041 Graz, Liebenauer Hauptstraße 317

with registration number AT-000159, complies with all requirements of Regulation (EC) No. 1221/2009 of the European Parliament and of the Council of November 25, 2009, on the voluntary participation by organizations in the EU Eco-Management and Audit Scheme (EMAS), as amended by Regulation (EU) 2018/2026 of December 19, 2018.

By signing this declaration, it is confirmed that

- the verification and validation were carried out in full compliance with the requirements of Regulation (EC) No. 1221/2009, as amended by Regulation (EU) 2018/2026 of December 19, 2018,
- the result of the verification and validation confirms that there is no evidence of non-compliance with applicable environmental regulations,
- the data and information in the consolidated environmental statement of the organization Magna Steyr Graz provides a reliable, credible, and truthful representation of all activities of the organizations within the scope specified in the environmental statement.

This declaration cannot be equated with EMAS registration. EMAS registration can only be granted by a competent body in accordance with Regulation (EC) No. 1221/2009. This declaration may not be used as an independent basis for informing the public.

Vienna, 07/31/2026



Dipl.-Ing. Peter Kroiß  
Lead Environmental Verifier



## Contact

Florian Haider  
Management System Officer for Environment  
Tel.: +43 (0)664 8840 4903  
E-mail: [florian.haider@magna.com](mailto:florian.haider@magna.com)

## Information according to UGB and imprint

Magna Steyr Fahrzeugtechnik GmbH & Co KG  
Liebenauer Hauptstraße 317, 8041 Graz  
Kommanditgesellschaft mit Sitz in Graz, eingetragen im  
Firmenbuch des LG für ZRS Graz unter FN 187417p  
Unternehmensgegenstand: Produktion und Entwicklung von  
Fahrzeugen, Halten von Beteiligungen

Komplementär: Magna Steyr Fahrzeugtechnik GmbH  
Liebenauer Hauptstraße 317, 8041 Graz  
GmbH mit Sitz in Graz, eingetragen im Firmenbuch des LG für  
ZRS Graz unter FN 149451g

Place of manufacture: Graz  
Tel.: +43 (0)316 404 0  
[office.magnasteyr@magna.com](mailto:office.magnasteyr@magna.com)

As of: July 2026

Environmental statements from recent years are available on the  
company website.



ÖKOPROFIT Graz  
Premium Partner

