SUSTAINABLE DEVELOPMENT

A SHARED PATH FOR THE FUTURE.



AUTOPARTNER

AUTO PARTNER GROUP SUSTAINABLE DEVELOPMENT STRATEGY FOR 2027–2030

Not only do we supply high-quality automotive parts,
we also develop our business with people, the environment and the future of the industry in mind.

- In 2026, the Management Board adopted the Auto Partner Group's Sustainable Development Strategy for 2027–2030.
- The document sets out the direction for actions supporting the Group's long-term development, taking into account the specific nature of our operations and issues of importance to the Group and its stakeholders.
- The strategy emphasises the need to combine the development of the Auto Partner Group's operations with responsibility for its impact on the wider community.



The three pillars of our strategy



Environment and resources

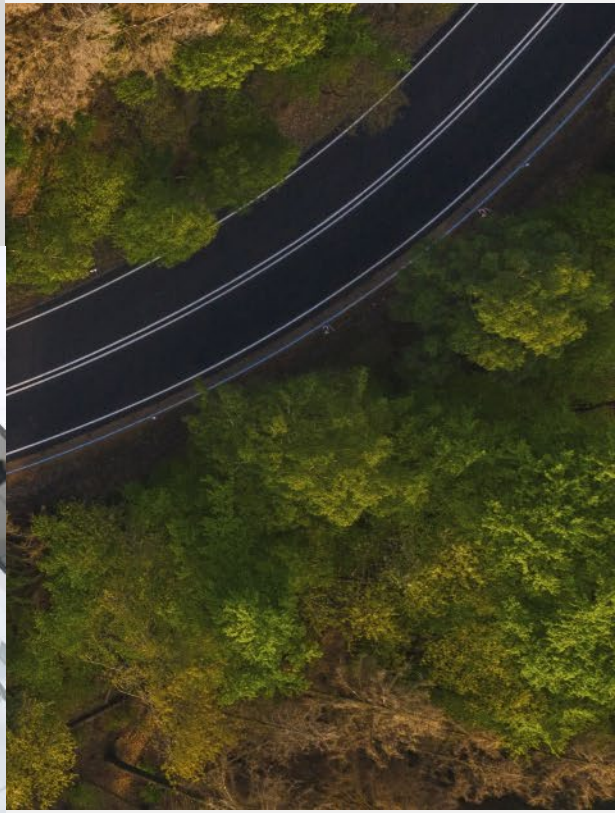


People and development



Ethics and corporate governance



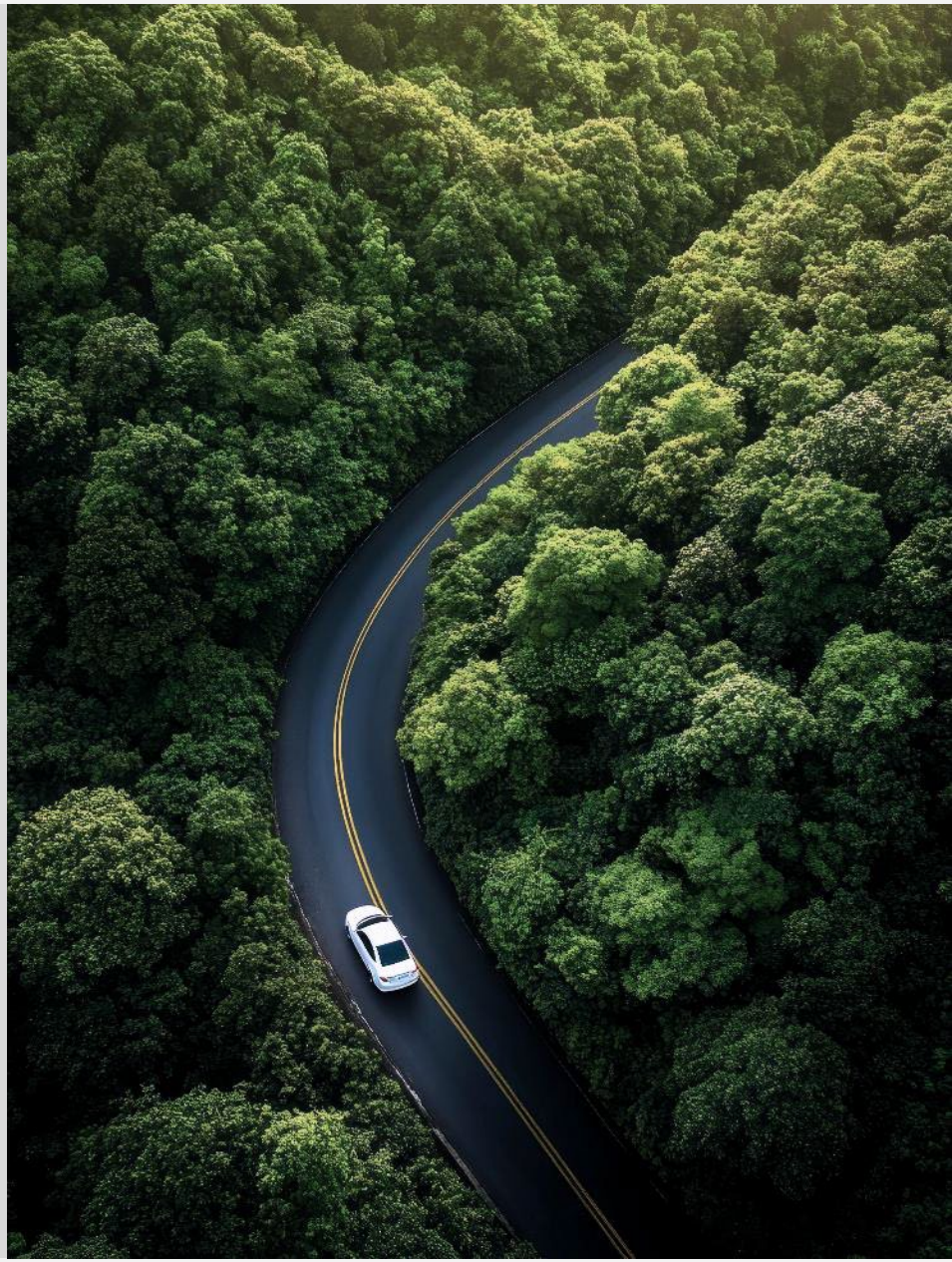




ENVIRONMENT AND RESOURCES.

Climate change

STRATEGIC OBJECTIVE :		CLIMATE
TIME HORIZON	OPERATIONAL OBJECTIVE	INDICATOR
SHORT-TERM (2027)	Systematic identification and assessment of potential climate-related actions, taking into account their relevance, feasibility and impact on the Group's operations.	To carry out in 2027 and documenting at least one analysis of the scope for taking action on climate change.
MEDIUM-TERM (2030)		By 2030, to carry out and document a total of at least 4 analyses concerning the scope for action in the field of climate change.
		By 2030, define the Group's future direction of action in the area of climate change, commensurate with the identified opportunities, relevance and impact on the Group's operations.



Circular economy and resource utilisation

STRATEGIC OBJECTIVE :		CIRCULARITY
TIME HORIZON	OPERATIONAL OBJECTIVE	INDICATOR
SHORT-TERM (2027)	Optimising the use of packaging in the transport of products between the Group's sites and to customers	Reduction of the material intensity ratio for cardboard packaging by 20% in 2027 compared with the base year 2024 (ratio in 2024: 68,579 units per PLN 1 million in revenue)
MEDIUM-TERM (2030)		A 30 per cent reduction in the ratio in 2030 compared with the base year
MEDIUM-TERM (2030)	Establishment of a programme to transfer parts from returns and complaints to vocational schools for teaching purposes	0/1 Implementation of the programme by 2030





PEOPLE AND DEVELOPMENT.

In-house workforce

STRATEGIC OBJECTIVE :		ENGAGEMENT AND SOCIAL DIALOGUE
TIME HORIZON	OPERATIONAL OBJECTIVE	INDICATOR
SHORT-TERM (2027)	Increase in staff engagement	Rate of employee participation in the satisfaction and engagement survey of at least 45% by 2027
		0/1 Implementation and development of a single platform, accessible to all employees, providing access to up-to-date information about the company and the employee, applicable documents, benefits and other relevant employee information
MEDIUM-TERM (2030)		Rate of employee participation in the satisfaction and engagement survey of at least 50 per cent by 2030
SHORT-TERM (2027)	Development of formal social dialogue through cooperation with employee representatives	Conducting at least 4 formal consultations with employee representatives in 2027 regarding working conditions, safety and staff development
MEDIUM-TERM (2030)		To hold a total of at least 16 consultations by the end of 2030
SHORT-TERM (2027)	Build a stable team by effectively retaining key staff	Voluntary turnover of key staff at a level of a maximum of 10 per cent in 2027
MEDIUM-TERM (2030)		Voluntary turnover of key staff at a level of max 5% in 2030



In-house workforce

STRATEGIC OBJECTIVE :		WELL-BEING AND MUTUAL SUPPORT
TIME HORIZON	OPERATIONAL OBJECTIVE	INDICATOR
SHORT-TERM (2027)	Development of initiatives promoting the physical and mental wellbeing of staff	At least 3 health-promoting initiatives in 2027
MEDIUM-TERM (2030)		At least 5 initiatives each year until 2030
SHORT-TERM (2027)	Building a culture of employee volunteering	0/1 Implementation of an employee volunteering programme
MEDIUM-TERM (2030)		At least 300 hours of staff volunteering by 2030
SHORT-TERM (2027)	Launch of the '2 hours for the family'	0/1 Launch of the initiative for 100 per cent of staff in 2027
SHORT-TERM (2027)	Conducting health and safety audits at high-risk sites	Audits to be carried out at 60 per cent of high-risk sites by 2027
MEDIUM-TERM (2030)		Audits to be carried out at 100% of high-risk sites every year until 2030



In-house workforce

STRATEGIC OBJECTIVE :	DEVELOPMENT AND IMPROVEMENT OF SKILLS

TIME HORIZON	OPERATIONAL OBJECTIVE	INDICATOR
SHORT-TERM (2027)	Development of staff competencies	8,500 training courses completed on the Dolineo platform in 2027
		2,000 participants in face-to-face training courses by 2027, including one-to-one development sessions with a trainer
		85 per cent of employees in managerial roles to be covered by the leadership skills development programme by 2027
MEDIUM-TERM (2030)		11,000 training courses completed annually on the Dolineo platform by 2030
		3,000 participants in face-to-face training courses per year by 2030, including one-to-one development sessions with a trainer
		95 per cent of employees in managerial roles to be covered by the leadership skills development programme by 2030
SHORT-TERM (2027)	Implementation of a regular staff appraisal system	0/1 Implementation of a tool and guidelines for conducting periodic assessments in 2027
MEDIUM-TERM (2030)		At least 70 per cent of staff will undergo a performance appraisal by 2030



People working within the value chain

STRATEGIC OBJECTIVE :		DEVELOPING SKILLS THROUGH THE AP TRAINING ACADEMY
TIME HORIZON	OPERATIONAL OBJECTIVE	INDICATOR
SHORT-TERM (2027)	Increase in the number of training courses organised (face-to-face and online) for clients	Delivery of at least 270 training courses by the end of 2027
MEDIUM-TERM (2030)		Delivery of at least 320 training sessions per year by 2030
MEDIUM-TERM (2027)	An increase in the proportion of training courses on modern automotive solutions, in particular electromobility, ADAS systems and diagnostics	At least 10 per cent of training courses on modern automotive technologies as a proportion of the total number of training courses delivered in 2027
SHORT-TERM (2030)		At least 30 per cent of training courses on modern automotive technologies as a proportion of the total number of training courses delivered by 2030
SHORT-TERM (2027)	Creation of a new e-learning platform for customers in Poland, providing access to online training and educational materials in the automotive sector	0/1 Launch of the platform and release of the first courses to customers by 2030
MEDIUM-TERM (2030)	Increasing the availability of training programmes for international customers through the development of a multilingual training platform and the delivery of training in foreign languages	0/1 Making the training platform available to international clients and making the training programme available in at least two language versions by 2030



People working within the value chain

STRATEGIC OBJECTIVE :		ETHICS IN THE VALUE CHAIN
TIME HORIZON	OPERATIONAL OBJECTIVE	INDICATOR
SHORT-TERM (2027)	Strengthening ethical standards in cooperation with suppliers	60% of key suppliers will have adopted the Code by the end of 2027* *Acceptance of the Code is deemed to have taken place upon fulfilment of at least one of the following conditions: signing the relevant declaration, mutual application of codes, submission of their own code compliant with the Auto Partner Group Code or the inclusion of an appropriate clause in the contract.
		60% of key suppliers will undergo an ESG assessment by the end of 2027
MEDIUM-TERM (2030)		90% of key suppliers will accept the Code by 2030* *Acceptance of the Code is deemed to have taken place upon fulfilment of at least one of the following conditions: signing the relevant declaration, mutual application of codes, submission of their own code compliant with the Auto Partner Group Code or the inclusion of an appropriate clause in a contract.
		90% of key suppliers will undergo an ESG assessment by the end of 2030





ETHICS AND CORPORATE GOVERNANCE

Business conduct

STRATEGIC OBJECTIVE :		A TRANSPARENT CORPORATE CULTURE
TIME HORIZON	OPERATIONAL OBJECTIVE	INDICATOR
SHORT-TERM (2027)	Training of staff on compliance and ethics	At least 80 per cent of office staff will have completed compliance training by the end of 2027
MEDIUM-TERM (2030)		At least 90 per cent of office staff will have completed compliance training by the end of 2030
SHORT-TERM (2027)	Employee training in the area of ESG	0/1 Development of ESG training in 2027
MEDIUM-TERM (2030)		At least 50% of office staff will have completed ESG training by 2030



Business conduct

STRATEGIC OBJECTIVE :		A TRANSPARENT CORPORATE CULTURE
TIME HORIZON	OPERATIONAL OBJECTIVE	INDICATOR
SHORT-TERM (2027)	Building cybersecurity awareness and culture	At least 80 per cent of eligible staff will complete annual on cybersecurity by the end of 2027
		At least 75% of eligible staff will achieve the required score in the knowledge test by the end of 2027.
MEDIUM-TERM (2030)		At least 95 per cent of eligible staff will complete the annual by the end of 2030
		At least 90 per cent of eligible staff will achieve the required mark in the knowledge test by the end of 2030.



Let’s talk about ESG

If you have any questions regarding
our sustainability strategy,
please do not hesitate to contact us.

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