

JOST

ROCKINGER

TRIDEC

Edbro

Quicke

SUSTAINABILITY REPORT 2020

ABOUT JOST

JOST is a leading global manufacturer and supplier of safety-relevant systems for the commercial vehicle industry with the core brands JOST, ROCKINGER, TRIDEC, Edbro and Quicke. JOST's international market-leading position is underpinned by its strong brands, long-term customer relationships, served by its global sales network, and its efficient, low-investment business model. With sales and manufacturing facilities in 25 countries on five continents, JOST has direct access to all major manufacturers of trucks, trailers and agricultural tractors worldwide as well as to all relevant end customers in the commercial vehicle industry. JOST currently employs over 3,000 people worldwide and has been listed on the Frankfurt Stock Exchange since 20 July 2017.

Sustainability at a Glance

	Unit	2020	2019	Change in %
Financial indicators				
Sales	€ million	794.4	736.3	+7.9 %
Adjusted EBIT	€ million	73.2	76.8	-4.7 %
Adjusted EBIT margin	%	9.2	10.4	-1.2 %-points
Innovations				
Research & development expenses	€ million	17.2	13.2	+30.3 %
Research & development intensity	%	2,2	1,8	+0.4 %-points
Number of patent registrations		12	17	-29.4 %
Employees				
Number of permanent employees	yearly average	3,055	2,911	+4.9 %
Number of temporary workers	yearly average	373	378	-1.3 %
Accident rate (reportable accidents per 1,000 employees)	Accidents/1,000 employees	12.6	18.4	-31.5 %
Continued professional development costs per employee	€/employee	138	388	-64.4 %
Proportion of female employees	%	14.0	13.2	+0,8 %-points
Proportion of female employees in management positions	%	10.8	10.5	+0,3 %-points
Environment *				
Proportion of production sites certified according to ISO 14001	%	61	68	-7 %-points
CO _{2eq} emissions intensity (Scope 1+2)*	kg CO _{2eq} /prod. hour	5.7	6.0	-5.8 %
CO _{2eq} emissions absolute (Scope 1+2)*	thousand t CO _{2eq}	26.2	34.9	-24.8 %
Electricity consumption intensity*	in kWh/prod. hour	8.2	7.4	+11.4 %
Electricity consumption*	million kWh	38.0	42.8	-11.2 %
Natural gas and district heating intensity*	kWh/prod. hour	7.9	7.2	+10.7 %
Natural gas and district heating*	million kWh	36.8	41.7	-11.7 %
Water consumption intensity*	m ³ /prod. hour	0.02	0.03	-27.2 %
Waste*	thousand t	13.7	17.4	-21.5 %
Responsibility and compliance				
Number of judicially determined discrimination cases		0	0	0 %
Number of reported indications		25	8	+68 %

*The 2020 figures exclude the Ålö Group, which was acquired as of February 1, 2020. The strong reduction of the production capacity utilization due to the Corona pandemic led to distortions in the development of the environmental indicators.

FOREWORD BY THE EXECUTIVE BOARD

GRI 102-14

Dear business partners of JOST Werke AG dear readers,

The year 2020 was a challenging one for all of us. The global spread of the coronavirus has changed our lives fundamentally and challenged many of the things that we used to take for granted. Never before has the inseparability of business success and social responsibility been more clear.

Ensuring the health and safety of our employees and business partners was a particularly high priority during this challenging time. Despite these adverse conditions, we continued our research and development activities in 2020 and proved a solution-oriented and trustworthy partner assisting our customers in overcoming unprecedented challenges.

As a manufacturer of safety-relevant systems for the commercial vehicle industry, we maintained our service and spare parts deliveries to support road-based logistic transport without interruptions throughout the pandemic, helping ensure the flow of all necessary goods to the population at large and to hospitals. We were also able to maintain deliveries of our systems to farmers, thereby making our own contribution to safeguarding the production of food during the crisis.

Although the clear focus during 2020 was on the health of our employees and on supplying our customers, we continued to press ahead with important issues in the area of climate and environmental protection. We set ourselves goals to further reduce our CO₂ emissions and our energy

consumption. We are currently investigating ways to make even more efficient use of resources and materials and to continuously reduce the volume of our waste. By 2030 we want to reduce our scope 1 and scope 2 CO₂ emissions per production hour worldwide by 50 %, compared to the fiscal year 2020.

We believe it is important to embed sustainability at all levels within the company and to strike a balance between the commercial success of JOST and our social and ecological responsibility as a company operating on the international stage. The successful history of JOST is based on our ability to adapt quickly, to identify trends at an early stage, and to develop future-oriented solutions hand in hand with our customers.

We have ambitious plans! It now gives us great pleasure to present in this report the current status of our sustainability activities, our goals, and our strategy and to share with you information on our path towards a more sustainable JOST.

The Executive Board of JOST Werke AG

Neu-Isenburg, March 17, 2021

Joachim Dürr, CEO



Dr. Ralf Eichler, COO



Dr. Christian Terlinde, CFO



HOW JOST CONTRIBUTES TO SUSTAINABILITY

GRI 102-12

In September 2015, the United Nations adopted seventeen global targets for sustainable global development as part of its Agenda 2030. The focus of these targets is on the pursuit of economic development that also take social and environmental aspects into account.

Participation by the private sector has a decisive role to play in implementing these targets by 2030. JOST is strongly committed to this agenda and will contribute to its implementation through its corporate strategy and by engaging with its sustainability aspects.

During the 2020 fiscal year, JOST conducted an analysis of the seventeen overarching development targets and the 169 sub-targets. From this analysis, we derived targets and action areas in which JOST, by virtue of its product

portfolio and business activities, can achieve the greatest impact on mankind, the environment, and society. With regard to future sustainability activities, JOST will focus in particular on the below listed action areas that it has identified.

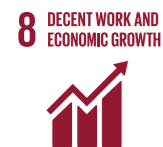
Furthermore, JOST supports the implementation of more additional objectives. Particularly worth mentioning are Goal 3 “Good Health and Well-being”, Goal 5 “Gender Equality” and Goal 10 “Reducing Inequality” in its dealings with employees and business partners.



2 ZERO HUNGER
Goal 2 – Zero Hunger: JOST wants to market its products for agricultural tractors in developing countries. By doing so, we can make an important contribution to increasing agricultural productivity in these countries, contributing to alleviate the risks of hunger.



4 QUALITY EDUCATION
Goal 4 – Quality Education: Through measures in the area of training and further vocational education, JOST provides its employees worldwide with opportunities for professional advancement. Our apprenticeship and talent management programs are aimed primarily at giving young employees new development prospects within JOST.



8 DECENT WORK AND ECONOMIC GROWTH
Goal 8 – Decent Work and Economic Growth: JOST pursues ambitious growth targets worldwide. In so doing, we pay attention to the health and safety of all our employees and ensure that human rights and social standards are respected. This also includes preventing all forms of discrimination.



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
Goal 9 – Industry, Innovation and Infrastructure: As a market leader, JOST sees innovation as the driver of its future growth. The development of eco-friendly products and processes that also meet the complex requirements of our customers is the key to our commercial success.



11 SUSTAINABLE CITIES AND COMMUNITIES
Goal 11 – Sustainable Cities and Communities: With our systems, we can help make the delivery of goods to cities and rural areas more sustainable and more efficient. Part of our research and development work is focused on developing efficient transport solutions for the logistics sector.



12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Goal 12 – Responsible Consumption and Production: JOST strives to minimize the consumption of resources during its production activities. We are constantly working to make our production processes more efficient and to reduce waste.



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



BUSINESS MODEL

GRI 102-1, 102-2, 102-3, 102-4, 102-5, 102-6, 102-7, 102-10

JOST Werke AG is a listed corporation headquartered in Neu-Isenburg, Germany. It is the parent company of JOST Werke Group (“JOST”), a leading global manufacturer and supplier of safety-relevant systems for the commercial vehicle industry. Under the five brands JOST, ROCKINGER, TRIDEC, Edbro, and Quicke, JOST offers a diversified product portfolio for the transport and agriculture sectors.

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Long-term and close relationships with customers as well as a capital-efficient business model support the group’s market-leading position worldwide. JOST has an extensive international distribution network that supplies original equipment manufacturers (OEMs) of trucks, trailers, and agricultural tractors worldwide. As part of its trading business, JOST also sells components to major spare parts companies of the OEMs as well as to wholesalers, which in turn cater for smaller OEMs, vehicle fleets, repair workshops, farmers, and other end users.

The JOST operational business is structured according to region and divided into the three geographical segments of Europe, North America, and Asia, Pacific and Africa (APA).

As of the reporting date of December 31, 2020, the group comprised 46 companies (2019: 31). This increase can be attributed to the takeover of Ålö, which has been part of the consolidated group of companies since February 1, 2020. The Ålö Group is headquartered in Umeå, Sweden, with production sites in Sweden, China, the U.S. and France as well as sales offices in other

significant markets worldwide. The company develops, produces and markets its agricultural applications under the internationally renowned brand „Quicke“. → *Annual Report 2020/Significant business events 2020*. Furthermore, JOST holds 49 % of the shares in a joint venture in Brazil, which is accounted for using the equity method and does not belong to the consolidated group of companies.

In fiscal year 2020, JOST generated sales of € 794.4 million and employed 3,055 people on average worldwide (2019: 2,912). With 23 production facilities (including the joint venture in Brazil) and offices spread across 25 countries on five continents, JOST is a global company with excellent access not only to all manufacturers of trucks, trailers, and agricultural tractors worldwide, but also to all relevant end customers. The equity of the company was valued at € 265.2 million as of December 31, 2020. Borrowings amounted to € 673.4 million.

The strong international presence of JOST is reflected in the sales of products by destination. In the 2020 fiscal year, JOST generated 50.9 % of its sales in Europe. The second-largest region was Asia, Pacific and Africa (APA) with a sales share of 25.4 %, followed by North America with 23.7 %. The Latin American market is mainly served by the joint venture in Brazil. These sales are not consolidated and are therefore not included in the consolidated sales. In 2020, sales at the Brazilian joint venture fell to € 45.7 million (2019: € 65.0 million) due to the negative impact of the coronavirus pandemic on the business.



Europe	P	S
Germany	●	●
Spain	●	●
Italy		●
France	●	●
United Kingdom	●	●
Russia	●	●
Poland	●	●
Hungary	●	
Netherlands	●	●
Portugal	●	
Turkey	●	
Sweden	●	●
Denmark		●
Norway		●

North America	P	S
USA	●	●
Canada		●
South America	P	S
Brazil	●	●
Asia-Pacific-Africa (APA)	P	S
China	●	●
India	●	●
Australia	●	●
New Zealand		●
Singapore		●
Thailand	●	
Japan		●
South Africa	●	●

P = production company // S = sales company

GR1 102-4

ORGANIZATIONAL STRUCTURE AND SUSTAINABILITY

GRI 102-16, 102-18, 103-1, 103-2, 103-3

In the structure of a German stock corporation (Aktiengesellschaft – AG), the Supervisory Board supervises and advises the Executive Board, which in turn is responsible for the strategic and operational management of the Company.

In line with the underlying concept of the German Corporate Governance Code, the Executive Board and Supervisory Board are responsible for ensuring the continued existence and sustainable development of the company as well as its value creation in line with the principles of a social market economy. As a result, good corporate governance, integrity, comprehensive compliance and the ethical conduct of every manager and employee are firmly established elements of JOST's corporate management.

In order to act sustainably, the right values, action guidelines and organizational structures must be firmly embedded within the group. This will enable JOST to help its employees and executives to act responsibly in the interests of a values-based and safety-conscious corporate management.

JOST identified and specified the company's core values in consultation with its employees. As part of a series of workshops, employees participated in group discussions during which they linked the values with JOST's vision and mission and then identified specific action areas for their respective areas of work. These core values form part of JOST's corporate culture. They help employees to make decisions, prioritize appropriately, and carry out their roles for the benefit of the company.

As of fiscal year 2021, the Chief Financial Officer bears ultimate responsibility for sustainability issues. The control and further development of specific sustainability topics remains the responsibility of the relevant specialist functions. Beginning in 2021, the specialist managers, the entire Executive Board along with selected experts will meet and exchange information on a regular basis in the ESG Council (Environmental, Social, Governance). It is envisaged that the ESG Council meets at least twice annually to decide on ESG activities within the group as well goals and actions.

Responsibility for the operational implementation of the actions will be delegated to the following specialist functions within the Group:

Quality and environment

Our quality and environmental management system is responsible for compliance with and continual improvement of the environmental, safety and quality standards within JOST. Our strategy is to create an integrated quality and environmental management system worldwide. QHSE (Quality, Health, Safety & Environment) departments have been set up at local level to support all our production sites and assist them with implementation. The quality and environmental management system is also responsible

The JOST DNA



for the environmental, safety and quality certification of all JOST sites. We rely on internationally accepted standards and certifications to help us develop consistent corporate policies and directives and to maximize the standardization levels of processes and action guidelines at our various sites.

Employees

Human Resources is responsible, among other things, for personnel strategy, employee development and compliance with regulations on employee rights at JOST. The management of Global Human Resources, manages and coordinates our strategic objectives globally, with responsibility for local implementation delegated to each individual site. An incentive system to support the achievement of sustainability targets is currently being developed.

Compliance

In addition to the Chief Compliance Officer (CCO), who is appointed by the Executive Board, all subsidiaries have local compliance officers who help the CCO to communicate compliance-related matters at the local level and to implement and execute particular

compliance measures in the subsidiaries. Our compliance program allows for the timely development and implementation of measures to counteract unlawful or unethical activities within the group and thereby prevent improper conduct. Details of our compliance organization are provided in the "Compliance" section of this Sustainability Report.

Risk management

Direct responsibility for identifying and managing business risks at an early stage lies with the risk owners in each of our operating areas. Their responsibility also extends to risks in the areas of the environment, human resources, product management, and compliance. Each risk owner is responsible for carrying out risk monitoring on a decentralized basis. The general control and consolidation of information is handled by central risk management. The Executive Board is informed promptly of any acute risks and opportunities. Details can be found in the section "Report on opportunities and risks" in the 2020 Annual Report.



STRATEGY

GRI 102-16

The JOST sustainability strategy is embedded in the group strategy. Our goal is for all business areas to act in a responsible and sustainable manner, thereby contributing to the long-term success of JOST and the associated continuous growth in the company's value.

We want to reconcile the priorities of economic growth on the one hand and environmental and social responsibility on the other. Commercial success is a prerequisite for providing JOST with the resources and opportunities to fulfil its obligations towards society and environment.

With our group strategy, we are not only targeting sales growth above the trend in each market but also high profitability and strong cash flows. To outperform the market, we are constantly developing new products and services to enable our direct customers and end users to operate more efficiently and sustainably. In this way, our solutions can help achieve further improvements in the economic, environmental, and social balance of the transport and agriculture sectors. To achieve this, we concentrate on the following strategic action areas:

Product innovations

We want to further consolidate and expand our position as a preferred partner to our customers. As one of the world's leading manufacturers of safety-relevant systems for the commercial vehicle industry, we have brought a large number of high-quality, robust, and long-lasting branded products to the market over the past few decades. With our qualified employees, wide-ranging expertise, and outstanding product and service quality, we harness new and further developments to deliver the right solutions to our customers for their commercial vehicle applications. We position ourselves as development partners for our customers, using our products and systems to help them negotiate the technological transition to more complex, greener, and smarter commercial vehicles. Autonomous driving, digitalization, and sustainability remain key drivers of growth that find expression in JOST's product innovations – in the transport as well as in the agricultural industry.

Growth initiatives

We want to further strengthen our international market position through organic and external growth. Our long-term customer relationships, our existing distribution channels and infrastructures as well as our global presence, supported by our high brand recognition, form the basis for successful expansion. Building on our strong traditional core business in the transport sector, we continue to drive growth at JOST and consolidate our product range both on and off the road. We are actively pursuing the targeted expansion of our product portfolio into related areas of the commercial vehicle industry in order to open up new revenue streams. Megatrends such as urbanization and e-commerce present major growth opportunities for us in the freight transport sector. In the agricultural sector, we are noticing strong demand for investment among end customers in order to boost agricultural productivity and improve global food production, especially in emerging and developing countries. We want to use our products and systems to further consolidate our existing markets and open up new markets.

Ressource efficiency and cash flow

We want to further extend the competitive advantages of our products and services and successfully set ourselves apart from the competition through profitable growth. We constantly strive to make efficient and effective use of our resources not only to generate above-average margins but also to further reduce the carbon footprint of our production activities. We ensure the necessary flexibility to compete successfully in cyclical end-user markets. At the same time, our low capital expenditure ratio, efficient use of resources and modular product design enable us to profit from a strong cash flow that we can invest in ongoing business growth.

PRINCIPLES AND REPORTING STANDARDS

GRI 102-45, 102-46, 102-47, 102-48, 102-49, 102-50, 102-51, 102-52, 102-54, 102-56

Our Sustainability Report has been informing our stakeholders about non-financial topics since 2017. It describes how JOST influences the environment and society. It also shows the central key figures as well as the goals and actions that we use to manage our sustainability activities.

This Sustainability Report contains the legally required non-financial report of JOST Werke AG, in accordance with Sections 315b and 315c in conjunction with Sections 289b to 289e of the Handelsgesetzbuch (German Commercial Code – HGB). The content to be reported was defined in 2020 by means of a materiality analysis in accordance with the requirements of the German CSR Directive Implementation Act (CSR RUG).

This report was compiled in accordance with the Standards (Option 'Core') of the Global Reporting Initiative (GRI). Since this is the first reporting year in accordance with GRI Standards, no relevant comparison with the previous year exists yet, which also means that there are no significant changes. In previous reporting years, the report was compiled in conformity with the German Sustainability Code (Deutscher Nachhaltigkeitskodex).

The report supplements and enhances our reporting with its coverage of non-financial issues and includes all group companies over which JOST exercises control – in other words, 100% of consolidated sales. We therefore collect and report key figures in such a way that they are representative of the group as a whole. We make mention of special circumstances and exceptions.

This report covers the 2020 fiscal year, which is the same as the calendar year. The most recent non-financial report was prepared on March 13, 2020, and published along with the 2019 Annual Report on March 25, 2020. The acquisition of Ålö Group at the start of the fiscal year 2020 means that comparisons with previous years are only possible to a limited degree.

We have only been able to include the upstream and downstream parts of our value chain and outsourcing activities to a limited extent because our influence over these areas is limited. We exercise effective control only when we maintain influence over a company's financial and operating decisions.

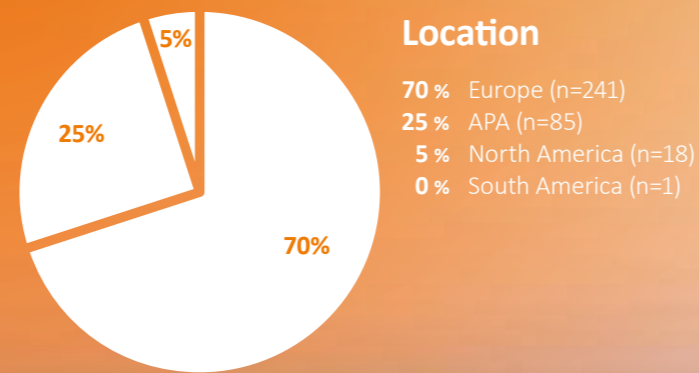
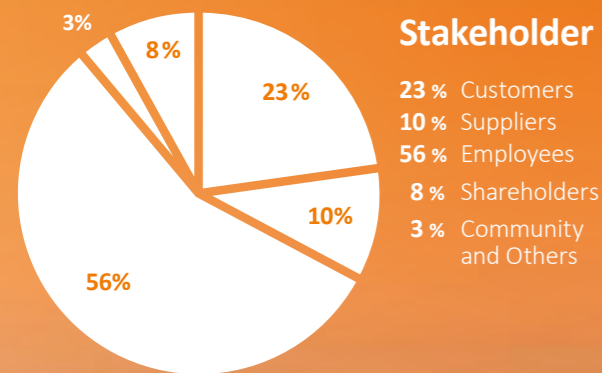
The significant non-financial content as defined in Section 289c of the Handelsgesetzbuch (German Commercial Code – HGB) as part of the separate non-financial report was audited by Spall & Kölsch GmbH Wirtschaftsprüfungsgesellschaft (limited assurance), as commissioned by the Supervisory Board.

The report is issued annually and the next Sustainability Report for fiscal year 2021 will therefore be published in March 2022.

STAKEHOLDERS AND MATERIALITY

GRI 102- 40, 102-42, 102-43, 102-44, 102-46, 102-47, 103-1, 103-2, 103-3

We see it as our corporate responsibility to strengthen the trust of our stakeholders by creating sustainable values and dealing proactively with the impact of our actions. To do this, we need to identify, evaluate and actively manage the positive and negative effects as well as the opportunities and risks of our business activities. The goal for the 2020 fiscal year was to reach even more stakeholders to take part in this dialog.



As a general rule, we engage closely and intensively with all of our stakeholders. We do so on a regular basis by various means, such as customer visits, surveys, employee meetings, roadshows as well as investor and analyst meetings. Our most important stakeholders are customers, suppliers, employees, investors and communities.

We carry out a materiality analysis once every two years, which lays the groundwork for our sustainability reporting. For this reason, another survey and subsequent analysis were conducted in the 2020 fiscal year. In contrast to the previous analysis conducted in 2018 that included only internal stakeholders, the materiality analysis for the 2020 fiscal year included external stakeholders for the first time and was realized through a global online survey.

The questions were structured based on the ESG (Environmental, Social, Governance) thematic areas. This gave us the opportunity to survey important topics relating to the environment, social issues and corporate governance in order to identify the key topics for JOST's business activities. In total, we considered 16 possible key topics.

The survey was sent by various specialist managers, from areas such as Sales and Purchasing, to the respective business partners. Communities were also included. Investors, banks and analysts also had an opportunity to participate in the survey. We achieved a high response rate from our employees, who participated in the survey.

Results of the stakeholder survey

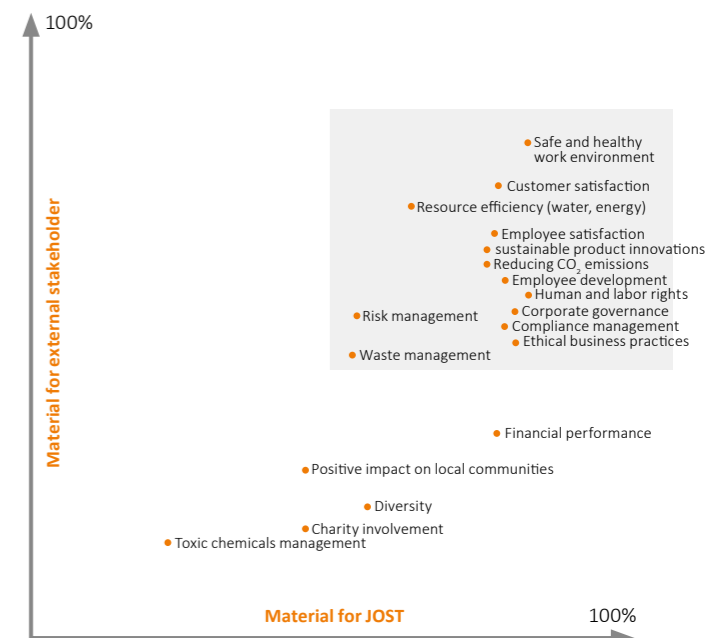
A total of 662 stakeholders took part in the survey. Of these, 345 stakeholders completed the questionnaire. Only the completed questionnaires were included in the evaluation.

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

- 1. Business conduct:**
How JOST acts and takes responsibility for the social and environmental impacts of its business activities in order to become more sustainable.
- 2. The JOST product range:**
How JOST's products help customers to operate in a more sustainable manner.

All other questions referred specifically to the ESG topics. Based on the results, a materiality matrix was compiled to define the priorities for reporting purposes. The results of the stakeholder survey were combined with the evaluation by management to determine the

materiality for JOST. The aspects are considered to be significant if they are important from both perspectives. This produced the following matrix for JOST:



Accordingly, the following key topics were selected for inclusion in the non-financial reporting. They were confirmed by the Executive Board:

Environment	Resource efficiency (water, energy)
	Sustainable product innovations
	Reducing CO ₂ emissions
	Waste management
Social	Safe and healthy work environment
	Employee satisfaction
	Employee development
	Human and labor rights
Governance	Customer satisfaction
	Corporate governance
	Compliance management
	Risk management
	Ethical business practices

Sustainability rankings

Since JOST introduced its sustainability reporting in 2017, we have continuously improved our sustainability performance and the transparency of our reporting. This can be seen in various sustainability rankings from rating institutes such as MSCI ESG, ISS ESG and Gaia Rating. For example, JOST has improved in the Gaia and MSCI ESG Research ratings in recent years. JOST received an A in the MSCI ESG Research ranking in 2020 (2019: BBB).

INNOVATION AND PRODUCT MANAGEMENT

GRI 103-1

Product innovations are a key pillar of our corporate strategy. We want our products and systems to help drive the technological transition to more efficient, greener and smart commercial vehicles in the transport and agricultural sectors. At the same time, we want to design our products and production processes to be sustainable so as to minimize the resources and energy they consume, thereby increasing resource efficiency.

We set high standards of quality, safety and reliability for our products in order to further enhance JOST's competitiveness. We involve our customers in our innovation processes at an early stage so that we can develop products that address their needs. In this way, we can help them make their business more efficient but also more sustainable. Our goal for the future is to support increasingly decarbonized and autonomous forms of transport that will further improve convenience and safety for users and open up sustainable ways of meeting the needs of society. In agriculture, we want to deploy intelligent systems to further enhance the productivity of commercial vehicles, thereby optimizing harvests.

JOST continually develops new, innovative products to meet our customers' current and, more importantly, future needs. In addition to our completely new developments, we also focus on the existing product portfolio, which we continue to develop and adapt in line with changing customer requirements. Our research and development expenses increased by 30.3 % to EUR 17.2 million (2019: EUR 13.2 million). As a result, the research and development intensity (research and development expenditure in relation to turnover) rose to 2.2 % (2019: 1.8 %). During the 2020 fiscal year, we implemented a total of 214 further developments to our existing products.



Our goal for the future is to support increasingly decarbonized and autonomous forms of transport that will further improve convenience and safety for users and open up sustainable ways of meeting the needs of society.

We also brought the following new products to market maturity in the 2020 fiscal year:

KKS (automatic coupling system)		JOST
Innovation	Transport	JOST has fully automated the coupling process between the semitrailer and the truck
Impact (social)	Additional occupational health and safety	According to the German Social Accident Insurance (DGUV), professional drivers suffer accidents involving falls from a height with particular frequency. One of the most common causes is falling when they climb into and out of the driver's cabin. The JOST KKS automates the coupling process, which substantially reduces the potential for accidents and injuries: An electric drive motor eliminates the need to crank the landing gear up and down. It is also no longer necessary to climb onto and off of the catwalk, thus avoiding danger. The KKS Connector between the fifth wheel coupling and the trailer eliminates the need to plug in the supply lines for air, electrics and ABS/EBS manually.
Impact (environment)	CO ₂ reduction thanks to more efficient coupling	Automated coupling reduces coupling times by 50% on average, which cuts CO ₂ and NOx emissions accordingly, compared to the standard coupling procedure. Progress reports from customers indicate that the time savings achieved mean that fleets can use fewer trucks to transport the same number of goods, which in turn enables more efficient and more sustainable logistics.
Drawbar Finder (integrated camera system)		ROCKINGER
Innovation	Transport	Supports the coupling procedure with the help of a camera system integrated into the towing hitch. The reversing camera system (Drawbar Finder) helps the truck line up correctly with the drawbar on the trailer. An overlay software system supports the driver in adjusting the height of the truck to match that of the drawbar on the trailer.
Impact (social)	Additional occupational health and safety	Particularly for the increasingly common low-coupling vehicle combinations with central axle trailers, the system supports drivers and makes it easier for them to determine whether the coupling procedure is safe. The system allows them to perform visual checks on the coupling state in a very inaccessible part of the vehicle (behind the rear axle of the truck, at the very bottom in the rear part of the vehicle frame).
Force-steered axle		JOST
Innovation	Transport	The new force-steered axle (ZGA) increases the maneuverability of vehicle combinations while also boosting efficiency.
Impact (environment)	CO ₂ reduction and lower non-exhaust emissions and microplastics pollution	The new generation of force-steered axles further reduces vehicle energy consumption because the self-steering lowers the amount of engine power that the truck must apply in order to steer. What is more, tire wear is significantly reduced, which reduces tire- and road-wear particles and consequently airborne non-exhaust emissions and microplastic pollution.
Remote control systems for electronic steering system		TRIDEC
Innovation	Transport	The new remote control can be combined with electric electronic steering system to guarantee optimum and simple steering control. It also enables multi-axle steering for complex steering tasks.
Impact (social)	Occupational safety	The remote control delivers additional assist functions and uses digitalization and automation to improve occupational safety for drivers.



Quicke Control System **Quicke**

Innovation	Agriculture	The Quicke Control System comprises an ergonomic control element, the Q ^E -Command (joystick) and a digital operating and display device "Q-Companion".
Impact (social)	Improved ergonomics, greater work efficiency and convenience	The control element improves ergonomics and prevents fatigue during long periods of operation. The system also has assist functions such as a repeat function for recurring front loader tasks as well as extra digital functions for recording weight and counting loading operations. For users, this translates into substantially improved work efficiency and convenience. This is a decisive argument in favor of professional use by agricultural service providers and on large farms. The ability to connect to smartphones allows data to be accessed and evaluated from the cloud.

The following product is currently on our development roadmap and will be brought to market maturity in the near future:

Cross Member for Semitrailer for EcoCombi road trains **ROCKINGER**

Innovation	Transport	Special bolsters for use in long semitrailer and trailer combinations (25.25 meters length).
Impact (environment)	CO ₂ reduction through use in EcoCombi road trains	This new generation of towing hitches enables higher tensile loadings on the chassis and meets the requirements for the operation of future EcoCombi road trains. These substantially longer vehicle combinations can transport more goods per truck, thereby cutting CO ₂ emissions caused by freight transport.

We are experiencing a major transition in the transport and agricultural sectors towards greater sustainability, more digitalization and more intelligence and autonomy. Our position as an innovative and service-oriented provider of branded products and system solutions opens up new opportunities that we will seize. The need for sustainable and eco-friendly transport solutions as well as for new, efficient, and environmental ways to feed a growing global population, especially in emerging and developing countries, is a key sustainable development goal that JOST can and will promote with its products and innovations.



CLIMATE AND ENVIRONMENT

GRI 103-1, 103-2, 307-1

We are keen to minimize our environmental impact and avoid it where possible. As a result, integrated quality and environmental management is part and parcel of the culture of JOST. It is our goal to make our production sites safe and sustainable. Our quality and environmental management team is responsible for making sure that this goal is continuously met.



A structured program of employee training, combined with regular appraisals of health, safety, quality and environmental management, supports the implementation of established standards and policies and helps with the early identification of any areas in need of intervention. As part of our risk management system, we continuously and systematically identify risks and potential hazards in order to minimize them. On-site experts check compliance with local standards and regulations that govern the safe operation of the plant.

In addition, regular external audits are carried out for the purposes of certification in accordance with the DIN ISO 9001 quality management standard, the DIN ISO 14001 environmental management standard, the OHSAS 18001 occupational health and safety management standard and the IATF 16949 automotive industry standard. If the results of the audits show potential for improvement, we implement the appropriate measures.

It is our mission to expand the certification of our sites on an ongoing basis. Certifications enable us to make continuous improvements to the local management systems at our production plants. The annual external audits inject new stimuli into the group, which we can roll out to other sites by exchanging best practices.

Following the acquisition of the Ålö Group with effect from February 1, 2020, JOST has added another four new production sites in Sweden, France, the U.S., and China. All four locations are certified according to ISO 9001, the production site in Sweden additionally to ISO 14001.

Due to the outbreak of the coronavirus pandemic, our roll-out schedule for further certifications to the environmental management standard ISO 14001 in the 2020 fiscal year had to be postponed. Travel restrictions as well as different national lock-down regulations and additional internal measures that strictly limited access of external visitors to the production plants prevented us from certifying new sites. At present, 61% of our production plants are certified to ISO 14001, which equates to 14 of our 23 sites (2019: 68%). The year-on-year decline in the ratio can be attributed to the takeover of Ålö production plants.

Once again, we received no complaints during the fiscal year 2020 relating to environmental impacts and breaches of environmental legislation or regulations (2019: 0). Consequently, there were no environmental offenses and no sanctions to report.

Materials used

Since the commercial and environmental impacts of resource consumption are closely linked, they often point in the same direction. For instance, efficiency measures often have a positive impact on the environment by minimizing the consumption of resources. The greatest environmental risks in the production of our products are to be found in the upstream value chain, for example, in iron smelting or in forges and foundries that generate high climate-relevant emissions during the production of steel products.

Approximately 76 % of the materials we use are pre-processed steel and iron products. A detailed study carried out in 2018 by "Drive Sustainability, the Responsible Minerals Initiative" on the sustainability risks of various raw materials assessed the risks of environmental damage from the introduction of hazardous chemicals or acids into the environment during steel production and processing as low. In contrast, it judged the environmental damage from carbon emissions to be high. Likewise, the risk that iron smelting could pose a danger to nature reserves was rated as high.

JOST reduces this risk through the responsible selection of direct suppliers. However, we have no reliable overview of and only limited possibilities to control the upstream suppliers of our suppliers. Our Supplier Code of Conduct requires our direct suppliers to uphold sustainability standards and to exercise control over their own supply chain. Signing this Supplier Code of Conduct is a prerequisite for new supplier relationships.

Ecological Indicators (GRI 103-1, 103-2)

Resource efficiency is a key goal of our corporate strategy. We constantly strive to make efficient and effective use of our resources not only to generate above-average margins but also to further reduce the carbon footprint of our production activities. The evaluation of the materiality analysis shows that resource management and cutting CO₂ emissions are also relevant for our stakeholders. The general goal of our climate and environmental responsibility is to continually improve our output-related environmental performance. In so doing, we want to become more efficient and more eco-friendly while at the same time supporting our customers' efforts to create more sustainable supply chains.

Our environmental management system tracks and monitors our performance with regard to energy consumption, waste volume, water consumption and climate-relevant emissions on an annual basis.

CORE ECOLOGICAL INDICATORS



Power Consumption



Natural Gas Consumption



Water Consumption



Total Waste



CO₂-Footprint

	ISO 9001: 2015	ISO 14001: 2015	IATF 16949: 2016	KBA Confirmation	OHSAS* 18001: 2007
Europe					
JOST-Werke Deutschland GmbH, Neu-Isenburg, Germany	●	●	●	●	
JOST-Werke Deutschland GmbH, Wolframs-Eschenbach, Germany	●	●			
ROCKINGER Agriculture GmbH, Waltershausen, Germany	●	●		●	
JOST Hungária Kft., Hungary	●	●	●	●	
JOST Ibérica S.A., Spain	●	●	●		
JOST Polska Sp. z o.o, Poland	●	●	●	●	
JOST TAT OOO, Russia	●	●			
JOST UK Ltd., Great Britain	●				
TRIDEC B.V., Netherlands	●	●			
TRIDEC – Sistemas Direccionais para Semi-Reboques Lda., Portugal	●	●			
JOST Otomotiv Sanayi Ticaret A. Ş., Turkey	●				
ÅLÖ AB, Sweden	●	●			
Agroma S.A., France	●				
North- and South America					
JOST Brasil Sistemas Automotivos Ltda., Brazil	●	●	●		●
JOST International Corporation, Grand Haven, USA	●				
JOST International Corporation, Greenville, USA	●	●	●		
Alo USA Inc., Simpsonville, USA	●				
Asia-Pacific-Africa					
JOST Australia Pty Ltd., Australia	●				
JOST (China) Auto Component Co. Ltd., China	●	●	●		●
JOST India Auto Component Pvt. Ltd., India	●	●	●		
JOST (Thailand) Co. Ltd., Thailand	●			●	
JOST (South Africa) Pty. Ltd., South Africa	●				
Alo Agricultural Machinery (Ningbo) Co. Ltd., China	●				
Percentage of certified plants	100 %	61 %	35 %	22 %	9 %

JOST aims to reduce its CO_{2eq} emissions per production hour by 50 % until 2030, compared to the 2020 fiscal year.

Climate protection and energy efficiency

(GRI 302-1, 302-3, 302-4, 305-1, 305-2, 305-3, 305-4, 305-5)

JOST aims to reduce its scope 1 and scope 2 CO_{2eq} emissions per production hour by 50 % until 2030, compared to the 2020 fiscal year. The year 2020 was chosen as a base year because the acquisition and integration of the Ålö Group in 2020 changes JOST's energy and CO₂ balance significantly compared to previous years. Accordingly, the 2020 fiscal

year provides a better basis for measuring future development.

The calculation of the target excludes emissions that may be caused by future acquisitions. We are concentrating on emissions generated by our production activities and associated energy consumption (Scope 1 and Scope 2). Since we operate in a cyclical industry in which absolute production

Indicator	Unit	2019	2020	Change vs. previous year
Electricity consumption*				
JOST (excluding Ålö Group)	in million kWh	42.8	38.0	-11.2 %
JOST (including Ålö Group**)	in million kWh	-	50.1	-
Electricity consumption intensity				
JOST (excluding Ålö Group)	in kWh/prod. hr.	7.4	8.2	11.4 %
JOST (including Ålö Group**)	in kWh/prod. hr.	-	9.5	-
Natural gas and district heating*				
JOST (excluding Ålö Group)	in million kWh	41.7	36.8	-11.7 %
JOST (including Ålö Group**)	in million kWh	-	47.8	-
Natural gas and district heating Intensity				
JOST (excluding Ålö Group)	in kWh/prod. hr.	7.2	7.9	10.7 %
JOST (including Ålö Group**)	in kWh/prod. hr.	-	9.1	-
CO_{2eq} emissions absolute (Scope 1+2)				
JOST (excluding Ålö Group)	in t CO _{2eq}	34,908.8	26,242.3	-24.8 %
JOST (including Ålö Group**)	in t CO _{2eq}	-	36,249.1	-
CO_{2eq} emissions intensity (Scope 1+2)				
JOST (excluding Ålö Group)	in kg CO _{2eq} /prod. hour	6.0	5.7	-5.8 %
JOST (including Ålö Group**)	in kg CO _{2eq} /prod. hour	-	6.9	-

* Data was partially extrapolated based on the first 11 months of 2020 since the final figures for certain sites were not available at the time of preparation of this report.

** There are no prior-year values for the Ålö Group, which was acquired in fiscal year 2020. The values for fiscal year 2020 only take three of the four Ålö Group production sites into account. Since the U.S. site was relocated from Telford, Tennessee, to Simpsonville, South Carolina, during fiscal year 2020, it was not possible to determine the relevant data. This data will only be recorded as of fiscal year 2021.

volumes are subject to strong fluctuations depending on the market cycle, the goal refers to emissions intensity (kg of CO_{2eq} emissions per production hour).

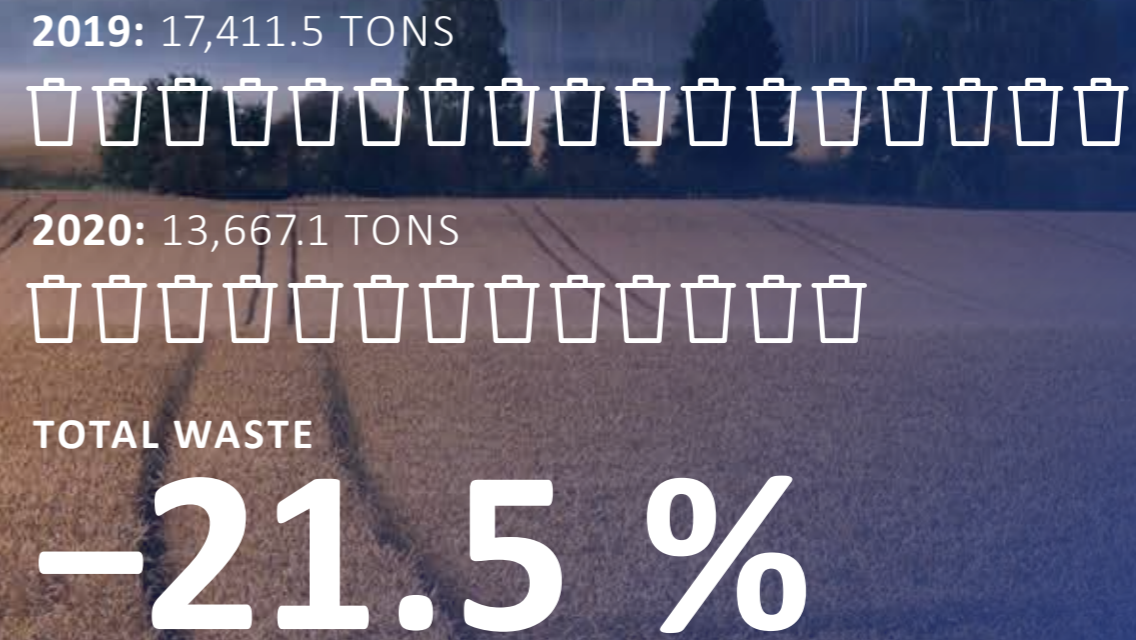
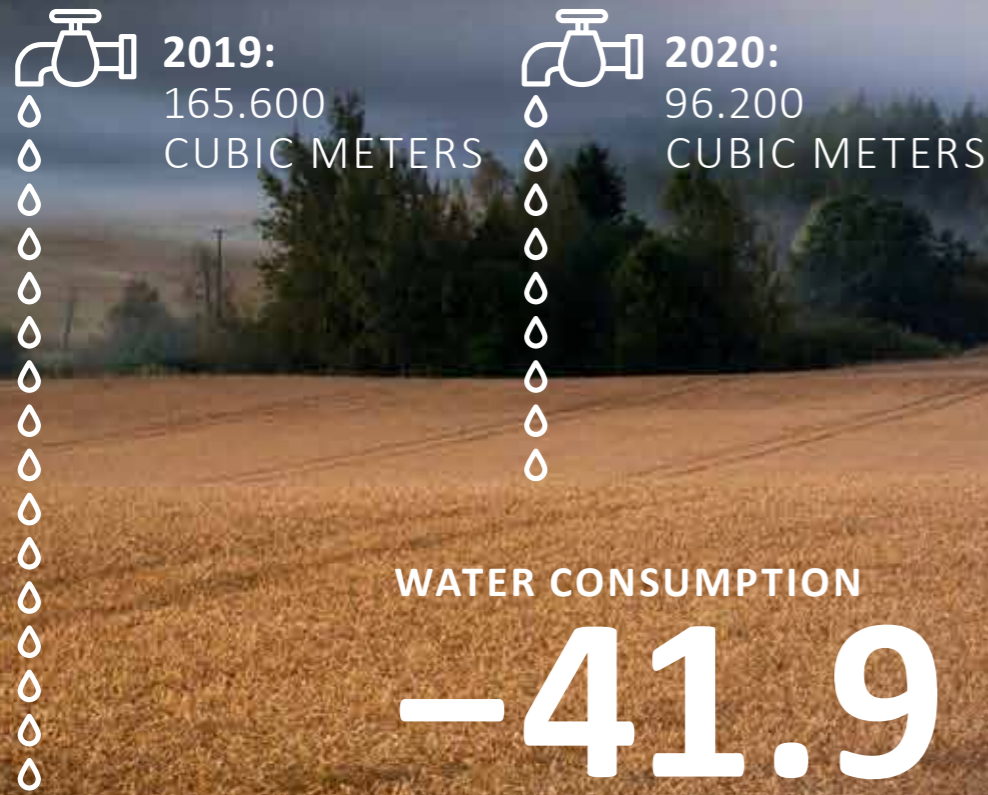
During fiscal year 2021, the ESG Council will meet with internal and, if necessary, external experts to identify possibilities for improvement and to draw up a roadmap leading towards future carbon neutrality.

The absolute reduction in energy consumption, of electricity as well as natural gas and district heating, for JOST (excluding Ålö) is largely attributable to the coronavirus pandemic. The decision by governments to impose lockdowns to contain the pandemic resulted in the temporary closure of our production plants in some countries such as China, India, South Africa and Brazil. We were also forced to scale back production capacities sharply in Europe and North America, especially during the second and third quarters of 2020, due to the drop in demand in these regions caused by the pandemic. → *Annual Report 2020/Business Performance 2020.*

The lower production capacity led to a corresponding year-on-year reduction in absolute terms of energy consumption. Since the vast majority of greenhouse gas emissions (CO₂ emissions) at JOST can be attributed to energy consumption, CO₂ emissions also fell substantially relative to the year 2019.

Another positive factor behind the sharp year-on-year reduction is that we were able to increase the share of renewable energy in our electricity mix in 2020. Three production plants switched their electricity consumption to 100% renewable energy in 2020. This is equivalent to 6.8 % of the electricity consumption at JOST excluding the Ålö Group. Other plants have also improved the electricity mix of the purchased electricity. This improves the group's carbon footprint and is an important reason why CO₂ emissions fell more strongly in fiscal year 2020 (-24.8 %) than consumption of electricity (-11.2 %) and natural gas and district heating (-11.7 %).

The intensity key figures for electricity and natural gas (per production hour in each case) deteriorated compared with the previous year. This is because key plant installations such as the systems for e-coating (CDC) must continue to run using a basic process load even if the plant is closed. This is the reason why it was not possible to reduce energy consumption consistently in line with the number of production hours.



The improvement in CO₂ emissions intensity by -5.8 % to 5.7 kg of CO_{2eq}/production hour (2019: 6.0) can be attributed to a better electricity mix and the increased use of renewable energy.

During the production of fifth wheels, most of the CO₂ emissions are attributable to the material used (Scope 3). We estimate this proportion to be approximately 83 % of overall CO₂ emissions. In the case of landing gears, the estimated share of total emissions that can be attributed to materials used (Scope 3) of 94 % is even higher. The use of the material (mainly steel or steel products) is necessary to fulfill the stability, safety and durability requirements of both products.

Water efficiency (GRI 303-1, 303-5)

Water is consumed at JOST mainly for cleaning production equipment and buildings, operating the CDC systems and for hygiene purposes for employees. During fiscal year 2020, water consumption at JOST fell by -41.9 % year on year. Here too, temporary plant closures and lower production utilization due to the coronavirus pandemic were the primary reasons for the sharp fall compared with 2019. Water

consumption per production hour fell by -27.2 %. During fiscal year 2020, the relevant key figures for water consumption developed as follows:

Indicator	Unit	2019	2020	Change vs. previous year
Water consumption*				
JOST (excl. Ålö Group)	in thousand m ³	165.6	96.2	-41.9 %
JOST (incl. Ålö Group**)	in thousand m ³	-	125.0	-
Water consumption intensity				
JOST (excl. Ålö Group)	in m ³ /prod. hour	0.03	0.02	-27.2 %
JOST (incl. Ålö Group**)	in m ³ /prod. hour	-	0.02	-

* Data was partially extrapolated based on the first 11 months of 2020 since the final figures for certain sites were not available at the time of preparation of this report.

** There are no prior-year values for the Ålö Group, which was acquired in fiscal year 2020. The values for fiscal year 2020 only take three of the four Ålö Group production sites into account. Since the U.S. site was relocated from Telford, Tennessee, to Simpsonville, South Carolina, during fiscal year 2020, it was not possible to determine the relevant data. This data will only be recorded as of fiscal year 2021.

In countries such as India, we collect and use rain water to minimize consumption of supply water. In Europe and North America, water is sourced from the

public supply network.

Waste

Waste prevention and separation are the key waste management instruments at JOST. Wherever possible, we try to return recyclable waste to the resource cycle. In 2020, the volume of waste generated at JOST fell by -21.5 % year on year, largely as a result of lower production utilization and temporary plant closures.

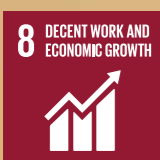
In fiscal year 2020, scrap metal accounted for 72 % of our waste (2019: 73 %). This relates exclusively to metals that are returned to economic circulation and are recycled. This quota also includes waste generated by the Ålö Group. Hazardous waste accounted for 6 % of the total waste volume (2019: 8 %). Here too, Ålö was included in the calculation. Hazardous waste includes grease as well as paint and oil sludges that are used during production. This waste is generated primarily from the painting of products and from cleaning and maintaining the production equipment. It is disposed of professionally by certified waste disposal companies. Non-hazardous waste includes wood, paper, plastic and residual waste. During fiscal year 2020, the proportion of non-hazardous waste including Ålö amounted to 22 % (2019: 19 %). By separating waste, JOST strives to return the reusable share of its non-hazardous waste to the economic cycle. The remaining share is professionally disposed of by certified waste disposal companies.

In fiscal year 2020, the relevant waste key figures developed as follows:

Indicator	Unit	2019	2020	Change vs. previous year
Total waste*				
JOST (excl. Ålö Group)	in tons	17,411.5	13,667.1	-21.5 %
JOST (incl. Ålö Group**)	in tons	-	15,479.5	-
Waste intensity				
JOST (excl. Ålö Group)	in kg/ prod. hour	2.99	2.95	-1.6 %
JOST (incl. Ålö Group**)	in kg/ prod. hour	-	2.93	-

* Data was partially extrapolated based on the first 11 months of 2020 since the final figures for certain sites were not available at the time of preparation of this report.

** There are no prior-year values for the Ålö Group, which was acquired in fiscal year 2020. The values for fiscal year 2020 only take three of the four Ålö Group production sites into account. Since the U.S. site was relocated from Telford, Tennessee, to Simpsonville, South Carolina, during fiscal year 2020, it was not possible to determine the relevant data. This data will only be recorded as of fiscal year 2021.



Treating all employees responsibly and respectfully is a key aspect of our business conduct. Committed employees are the key to a strong company performance, successful change and ultimately sustainable corporate success.



OUR EMPLOYEES

GRI 103-1, 103-2, 103-3

The year 2020 presented us with unprecedented challenges. As a company that operates with global reach from sites across the world, all of our employees have experienced the impact of the coronavirus pandemic. JOST was hit by the full force of the pandemic from the outset. Our largest production plant in Asia is located directly in Wuhan, China, where the outbreak of the pandemic began in January 2020. As a result of the lockdown measures imposed there, our plant was completely closed for seven weeks and was only able to resume production in mid-March. During the months that followed, our plants in other countries in the regions Asia, Pacific and Africa, Europe, as well as North and South America were disrupted by partial or total closures. In some cases, our customers were also forced to close their plants, which precipitated a sharp drop in demand for our products in the first half of 2020. → *Annual Report 2020/Underlying macroeconomic and sector specific conditions*

We had to react quickly to adapt to the rapidly changing conditions, to secure the competitiveness of JOST, and to hold our own in the market. In the meantime, we were forced to lay off almost all our temporary workers. Our permanent employees also had to accept short-time work arrangements. At some sites, we had no choice but to reduce the number of employees due to the acute drop in demand. Various investments were postponed, and our training programs were either canceled completely or provided only virtually due to the pandemic.

During this extraordinary year, we also had to set different priorities with regard to employee concerns. Even more emphasis was placed on the occupational health and safety of all employees. As a manufacturing company where only a small proportion of the workforce can avail of the option of working from a home office, we had to introduce particularly strict protective measures to safeguard our employees at the production departments. The primary goal was to protect the health of all our staff, to lead them safely through the pandemic while at the same time maintaining business activities.

Employment (GRI 102-8, 401-1)

In the 2020 fiscal year, we employed an average of 3,055 employees worldwide – a year-on-year increase of 4.9 % (2019: 2,912). This increase can be attributed to the takeover of Ålö with effect from February 1, 2020. The entire workforce of Ålö was retained.

One particularly important task during the 2020 fiscal year was integrating the Ålö employees into the existing JOST organization. As a result of the pandemic and the associated travel restrictions, all integration teams had to



As a result of the pandemic, the protection of our employees has become an even greater priority in the 2020 fiscal year. The changes to everyday life have also necessitated adjustments to the working conditions.

carry out their work virtually. We used our intranet, for example, to introduce our new colleagues and products, and to give all JOST employees worldwide the opportunity to get to know them. An important goal of the integration was to identify best practices in both organizations so that we can learn from one another and continue to develop both parts of the company in a positive direction.

The group-wide employee turnover rate improved to 11.3 % (previous year: 14.4 %). The rate expresses the number of employees who chose to leave the group as a proportion of the entire workforce. The improvement points to a further increase in the already strong commitment of our employees to JOST.

Average number of employees by function*			
	2020	2019	Change
Production	2,062	2,009	2.6 %
Sales	555	503	10.3 %
Research and Development	137	122	12.3 %
Administration	301	278	8.3 %
Total	3,055	2,912	4.9 %

* Currently there is no data available, which allows us to determine the breakdown of functions by temporary employment, gender and age. In fiscal year 2021, we will analyze which steps are necessary to be able to determine this data throughout the group.

Low growth in the number of employees in the production area, despite the takeover of Ålö, is largely attributable to the coronavirus pandemic. Due to the crisis, utilization of our production capacities dropped sharply compared with the previous year and we have had to adjust our staff headcount in line with market conditions.

Occupational Health and Safety

(GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-9)

Occupational health and safety are essential elements of our business activities. In total, 78 % of our stakeholders

also identified this point as a key aspect of our business activities. As a manufacturing company in which production and warehouse staff are exposed to an increased health risk, we have a responsibility to create and maintain a safe working environment for our entire workforce.

Consequently, the area of occupational health and safety has always been a top priority for JOST. As a result of the pandemic, the protection of our employees has become an even greater priority in the 2020 fiscal year. The changes to everyday life have also necessitated adjustments to the working conditions. For instance, we created the conditions to enable working from home offices wherever possible. We also introduced a new software solution that created an even better environment for virtual working. Shift systems on our production lines were adapted to facilitate social distancing rules. In addition, we implemented numerous hygiene measures to provide the best possible protection for workers.

To deal with the pandemic, we set up a coronavirus crisis management group, which meets on a regular basis and takes decisions on how best to protect employees. The members of the crisis management group include the personnel management, plant management, logistics management and the works council. It will continue its work in fiscal year 2021 and will take decisions to ensure the best possible protection of our employees' health.

Regular rapid testing was conducted by the company doctor to prevent the virus from spreading through the company. In this way, it was possible to test entire teams of employees with the primary goal of maintaining business operations throughout the plants.

Since the statutory requirements for dealing with the pandemic varied greatly depending on the country and even city or municipality, local teams were given responsibility for enacting and implementing protective measures.

Along with the actions in response to the pandemic, the prevention of workplace accidents remained a top priority to ensure the occupational health and safety of our employees. To this end, JOST sets high safety standards worldwide for dealing with dangerous substances and other potential hazards. We also believe in the importance of raising the safety awareness of our employees and adding to their skills. Regular information, instruction, training and further education courses, whether legally required or voluntary, help us to achieve high safety standards and enable us to maintain and encourage safe working practices in all areas of the group, both industrial and commercial, and at all of our sites.

In order to identify hazards, we carry out regular workplace inspections, which also include risk assessments, at our production sites. These inspections are conducted by the head of the department, the works council, the company doctor, the safety officer and an employee from the operational area being inspected. Various types of risk, such as mechanical or physical hazards, are identified and evaluated during the inspection. If a potential hazard is discovered, the same group carries out a joint risk assessment and initiates effective preventative or remedial action. Near-accidents must also be reported to a line manager in order to enable an immediate direct response, such as providing additional sensitization

training for employees. In the event of an accident, JOST responds immediately by analyzing the accident and then initiates measures to prevent any future re-occurrence. In these situations, guidelines are often re-drafted and re-issued for the specific purpose of preventing another similar accident. These procedures rely on active communication and discussion between our employees and the divisional managers.

External audits are also conducted as part of the certification of our management systems. We are certified in accordance with DIN ISO 9001 (quality), DIN ISO 14001 (environment) and 18001 (occupational safety). We have refrained from obtaining additional OHSAS 18001 certification in countries that already have stringent statutory occupational health and safety requirements such as those in Europe and North America. We have obtained OHSAS 18001 certification at our sites in China and Brazil in order to establish comparable occupational health and safety standards across the group. More detailed information is available on our website at <https://www.jost-world.com/certificates>.

We record and evaluate work-related accident figures at regular intervals. In the 2020 reporting year, the group-wide rate of accidents per 1,000 employees again improved to 12.6 (2019: 18.4; 2018: 20). All employees, including temporary workers, are considered in this determination. Our aim is to continually reduce the number of accidents at work. For this key figure, only the accidents that occurred at JOST companies excluding Ålö were taken into account in fiscal year 2020. For the fiscal year 2021 it is planned to integrate Ålö into this rate.

In addition to systematic accident prevention measures that deliver annual improvements of the reportable accidents per 1,000 employees, it should however be pointed out that the pandemic has distorted the comparison base relative to 2019. The lockdowns forced JOST to shut down critical production plants entirely or drastically reduce capacities for several weeks, which substantially reduced the number of working days, especially for production, compared with 2019. This has a positive impact on the accident rate indirectly because the risk of accidents was lower as a result.

In addition to his involvement in the risk assessments, the company doctor in Germany offers a variety of different services to the employees. For instance, he provides advice on how to wear personal protective equipment correctly, helps organize first aid in the plant, and advises on the layout of workplaces. He also attends the regular meetings of the occupational safety committee.

During the 2020 fiscal year, the existing risk assessments at the company headquarters were revised with the help of an external expert. A total of 65 workplaces in Neu-Isenburg, Germany, were assessed. The assessment is conducted every two years and the implementation of measures is monitored on a quarterly basis.

Occupational Health Management (GRI 403-6)

Occupational health support and occupational health management were also implemented further during the 2020 fiscal year. However, the pandemic also imposed restrictions in this area. Occupational health management is implemented by each location and is not under centralized control. This means that cultural and country-specific offerings are organized for employees at each location. The 2020 fiscal year saw a greater number of medical examinations performed due to the pandemic. Employees also received regular updates covering topics such as how to prevent infection. In South Africa, HIV tests and flu injections were offered on a voluntary basis. In the U.S., the examinations offered allow workers to receive discounts through their health insurance. Sites in Germany, Poland, Hungary, Sweden, France, India and the U.S. supported their employees by participating in sports programs and competitions or by renting sports facilities and halls where employees could avail of football and volleyball coaching and host cricket tournaments.

Training and Education (GRI 404-2, 404-3)

One of JOST's goals is to position the Group as an attractive employer in order to rapidly recruit and retain skilled employees in every area. By doing so, we can ensure that open positions are filled effectively with suitably qualified staff. With the help of our corporate

values, we want to look beyond purely technical qualifications to find the right employees, and identify, develop and make optimum use of the talent within the Group. Particularly during the coronavirus crisis, we have recognized yet again the outstanding work that our employees provide. This is also why employee recruitment and – especially – employee retention are so important at JOST. As an employer, we want to appeal to employees and talented young professionals and earn their long-term commitment to the company.

Our mission is to motivate our workforce, to treat them fairly and to help them develop professionally. Even in the 2020 fiscal year, long-term employee development played a vital role in this context. To promote this, we place significant emphasis on providing our staff with opportunities for continuing professional development. After all, their knowledge is a fundamental building block for JOST's lasting success.

However, JOST was also obliged to make some savings in this area due to the pandemic. Unfortunately, employees were unable to take part in the many of the training offerings because of the restrictions on travel and social interaction. Wherever possible, we took the opportunity to host virtual events and training courses. Our average expenditure on continued professional development per employee decreased to € 138 across the group during the 2020 fiscal year due to the pandemic (previous year: € 388).

In order to promote employees according to their potential and interests, development needs are specified in regular reviews with employees. These development needs are identified in detail as part of regular performance reviews to ensure that we can support the potential and interests of our employees appropriately. In concrete terms, these regular performance reviews are used first and foremost to engage with our staff members, and secondly to evaluate, motivate and encourage them in the right direction. Overall, 1,676 employees (52.4 %) received an individual evaluation from their supervisors in the 2020 fiscal year.



This can be broken down as follows between the genders and employee categories:

Performance reviews conducted		
Employees by gender	Headcount	% of total
Male	1,435	52.16 % of male employees
Female	241	53.19 % of female employees
Employees by category	Headcount	% of total
Production	903	42.96 % of production employees
Sales	420	69.42 % of sales employees
Research and development	124	87.32 % of research and development employees
Administration	229	65.62 % of administrative employees

In 2020, we also made progress with our established talent program, which has been actively mentoring and developing our high achievers for several years. Since its inception, this international program has established itself as a permanent fixture in the group's potential development efforts. The program runs once every two years. The first intake of young talent completed the JOST Talent Program in spring 2020. The final module in January 2020 focused on inter-cultural communication skills and ended with a Leadership Summit.

At the same time, the application phase for the start of the next program began in winter 2019. The second intake for the two-year program was set to start in summer 2020. However, this starting date was postponed due to the pandemic, which meant that the three-stage selection process was only completed in December 2020. Out of the total 44 applicants, 18 talents were accepted into the program. This was three more than originally planned and followed the creation of three additional places to give employees from the recently acquired Ålö an opportunity to participate in the program. Once again, the talented youngsters will be individually supported by JOST's experienced executives worldwide as part of a mentorship program as well as by Talent Program's alumni.

An additional independent development program was launched in 2020 at the Grand Haven site in the U.S. Developed specifically for executives, the program comprises 19 modules that cover topics such as Leadership, Communication, Conflict Management and Team Development. Fifteen employees completed this first development program, which is set to be continued in Grand Haven in spring 2021. Due to the success of the first program, there are also plans to introduce it at the site in Tennessee in fiscal year 2021.

Despite the pandemic, the 2020 fiscal year also saw the start of a new apprenticeship intake of commercial

and industrial trainees. In total, we had 13 apprentices: 9 industrial clerks, 3 apprentices specializing in warehouse logistics and one IT apprentice specializing in system integration at the Neu-Isenburg site. We continue to pursue the goal of eventually offering our trainees permanent jobs upon completion of their training. Of the three

trainees who completed their training in 2020, 100 % were subsequently employed by JOST (2019: 75 %).

Employee Satisfaction

To receive honest feedback from our employees, we conduct employees' surveys at regular intervals. In the 2020 fiscal year, all employees of the companies in China, Australia and New Zealand were given the opportunity to participate in an anonymous survey. A total of 262 employees took part in the survey. The surveys included both standardized as well as qualitative questions. These covered questions regarding the crisis management during the pandemic as well as individual topics of relevance to the specific site. The goal is to conduct the survey throughout the Group during the coming fiscal year, and to give employees at the other sites the opportunity to provide direct feedback to JOST.

Diversity and Equality (GRI 405-1, GRI 406-1)

"Diversity and equality" is an important aspect for JOST's management since society is influenced by a wide variety of backgrounds and lifestyles. As a company operating internationally, we have instilled a culture that respects the individuality of every person and promotes equal opportunities irrespective of age, gender, disability, ethnocultural origin, religion, ideology or sexual identity.

In Germany alone, the site of our headquarter, we employed staff from more than 33 different nationalities in 2020 (previous year: 33), which demonstrates the rich diversity of our workforce. The average age of these employees is 44.7 years (2019: 44.3). The average length of service in Germany is 13.1 years (previous year: 12.6), which highlights our employees' strong sense of loyalty to JOST.

The average age of our employees worldwide is 41 years (2019: 41) and the average length of service reduced to 5 years due to the acquisition of Ålö (2019: 8). We are particularly committed to gender equality. It is important

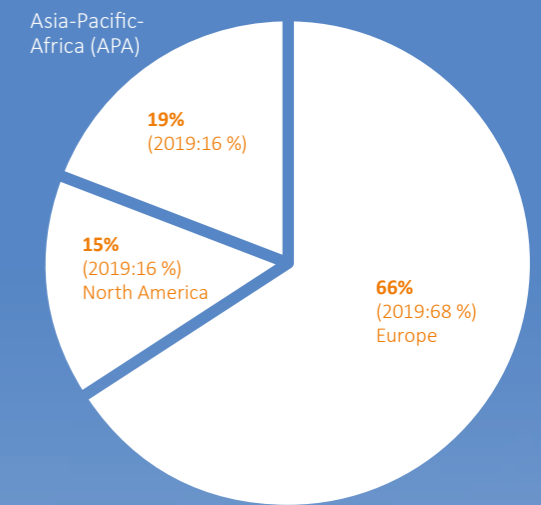
to us that we offer women and men in our company the same opportunities. We are striving to achieve a balance between genders at all employee levels. However, increasing the number of women employed in the group is a challenge as JOST's business focuses heavily on technical professions, in which women are still underrepresented both in higher education and in the application process. In fiscal year 2020, the group-wide share of women was 14.0 % (previous year: 13.2 %).

We increased the group-wide proportion of women in management roles at the two management levels below the Executive Board to 10.8 % (previous year: 10.5 %). As a result, we again achieved our goal in 2020 of increasing the proportion of women in management positions to at least 10 %. Going forward, the Executive Board will continue to take diversity into account when hiring senior management and, in doing so, consider female candidates in particular. However, the professional and personal qualifications of each candidate remain our primary focus when making the final selection.

As of the reporting date of December 31, 2020, the proportion of women in management positions at JOST Werke AG remains at 25 % (2019: 25 %). This means that the single entity JOST Werke AG has slightly missed its target of at least 30 %.

The proportion of women on the Supervisory Board of JOST Werke AG remained unchanged at 17 % in the 2020 financial year (2019: 17 %). Target figure 1 of 6 has thus been met. The Supervisory Board will increase the proportion of women on the Executive Board to 25 % by the 2025 financial year (2019: 0 %).

Breakdown of employees by region as at 31 December 2020*



* Currently, there is no data available which allows us to determine a breakdown by age.

Cases of discrimination can be recorded using the JOST reporting system (for additional information, refer to the compliance section). No cases of discrimination as defined by the International Labor Organization (ILO) were reported in 2020.



COMPLIANCE



GRI 102-11, 102-16, 102-18, 103-1, 103-2, 103-3, 412-2, 419-1

Compliance management at JOST aims to ensure that all of the group's activities comply with the law. Both lawful and responsible conduct and respect for human rights are firmly rooted within our company. By living out our corporate values, we create trust among our customers, business partners, shareholders and the general public. This is vital for the long-term success of our company.

Overall responsibility for the group's compliance with laws, standards and policies rests with the Executive Board, who reports to the Supervisory Board in this context. In order to perform its duties, the Executive Board has delegated certain relevant tasks to various functional areas within the JOST Werke Group.

The Chief Compliance Officer (CCO) monitors and controls compliance with laws, standards and internal group policies and, with the aid of our compliance management system, supports employees in their efforts to maintain regulatory compliance. The CCO is appointed by the Executive Board and reports directly to the Chief Financial Officer. He is also responsible for the compliance management system and advises the Executive Board on all matters related to compliance.

The CCO recommends compliance officers for the subsidiaries, continuously reviews compliance at JOST and advises the Executive Board on general compliance goals as well as specific compliance measures that need to be implemented at JOST and the subsidiaries. If potential compliance incidents are reported or detected, he also supervises the procedure and any possible investigative measures.

The local compliance officers support the CCO in all compliance-related communications carried out at the local level and in the introduction of specific compliance measures in the subsidiaries. The local compliance officers report regularly to the CCO on the status and progress of compliance measures introduced in their subsidiaries and on the

occurrence of any compliance incidents. An important responsibility of the local compliance officers and the CCO is advising employees in the respective local unit on compliance-related issues.

Anti-corruption, Anti-competitive Behavior and Human Rights Assessment

(GRI 205-2, 205-3, 206-1, 408-1, 409-1, 412-2, 419-1)

JOST works in accordance with the recommendations of the Universal Declaration of Human Rights by the United Nations, the core labor standards of the International Labour Organization (ILO) and the OECD Guidelines for Multinational Enterprises as well as the United Nations Convention on the Rights of the Child.

In this context, JOST's internal Code of Conduct and the legal requirements and voluntary ethical principles it contains represent a central element that forms the basis of our compliance management system. The Code of Conduct provides an essential basis for the day-to-day actions of our employees and executives. All employees who join the Company are presented with a copy of the Code of Conduct and receive an explanation of it. Existing employees have already received training regarding the Code of Conduct in previous years. In this way, we can ensure that every employee is aware of its contents.

Risks associated with violations of laws and policies are addressed by our risk management system. We

continue to conduct regular checks to determine whether the risk assessment (probability of occurrence and possible extent of damage) needs to be adjusted. In the 2020 fiscal year, the organization did not identify any violations of laws and regulations, which resulted in sanctions or fines.

In the 2020 fiscal year, JOST's share of consolidated sales generated in countries with a corruption index < 60 was around 17.9 % (2019: 19.2 %). The evaluation is based on the Corruption Perceptions Index (CPI), which is compiled by Transparency International and lists the countries according to the degree of corruption perceived in politics and administration. The smaller this value, the greater the risk of corruption in the respective country. Initiatives for the early detection and prevention of corruption are therefore particularly important.

One case of corruption was confirmed in 2020 (2019: 0). This occurred at a site in the region Asia, Pacific and Africa. The case was investigated, and the necessary actions initiated. The employee found to be complicit in the corruption was dismissed. This case shows that



our actions and training aimed at raising awareness among employees of the signs of corruption are effective and are making an important contribution to early detection.

In the 2020 fiscal year, we provided e-learning training on the topic of compliance in more European countries. Our goal for 2021 is to train staff members at the remaining sites, to integrate e-learning to an even greater degree in the onboarding process, and to provide training in additional topics. Additional advanced training courses focusing on “corruption prevention” and “competition law” had been slated for 2020 but the plans for this special training had to be abandoned for the time being due to the pandemic and the resulting deferral of investments.

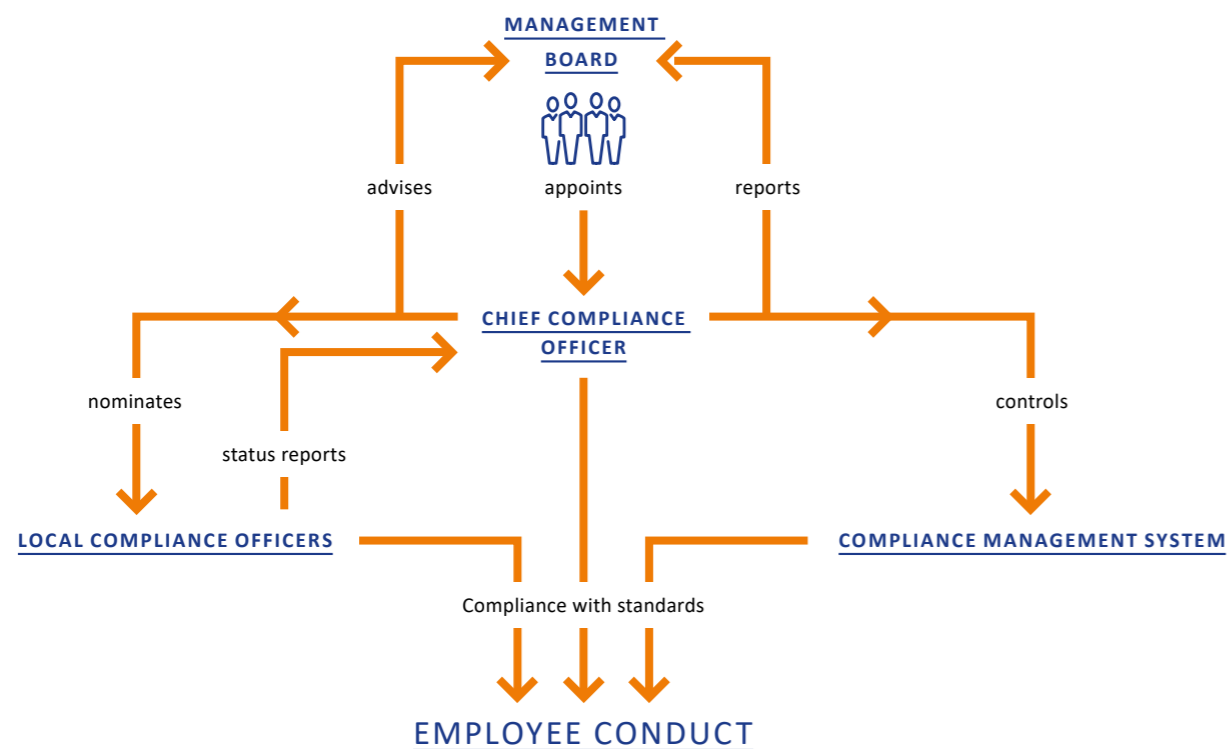
delivered in person. This increase during the 2020 fiscal year reflects the success of the training courses about the Code of Conduct and the whistleblowing system that were conducted worldwide in 2019. The disclosures related primarily to the behavior of colleagues or supervisors and to occupational safety. All these cases were investigated by the Compliance department and local HR departments within a reasonable period of time and either clarified or resolved. Following the integration of Ålö, a major focus during the 2020 fiscal year was on expanding access to our whistleblowing system to those countries where the Ålö companies are based, and on training the new colleagues so that the existing system at Ålö could be replaced. The new colleagues were also issued with an information card containing the most important information about using the whistleblowing system.

Disclosures and Complaint Management

(GRI 102-17, 103-2, 406-1, 408-1, 409-1, 412-2, 419-1)

To ensure that possible violations of statutory regulations and internal policies can be detected and uncovered at an early stage, our employees as well as our business partners have the option, in addition to confronting the individuals involved directly, of using a whistleblowing system, if necessary, anonymously.

In the 2020 fiscal year, we received a total of 25 incident reports and complains (2019: 8), 19 of which were reported using the reporting system with a further 6



More and more of our OEM customers and the end users of our products, the fleets and farmers, are insisting on sustainable actions and sustainable products. Customer satisfaction therefore contributes significantly to our business activities by enabling us to operate successfully on the market.

We continuously develop our products to meet the requirements of our business partners. To do this, we involve our customers in the development projects at an early stage. Our products are designed to help customers operate more efficiently and sustainably. → *Innovation and product management*

We are not aware of any incidents of non-compliance concerning the health and safety impacts of products and services during the 2020 fiscal year. Every year, we increase and improve the transparency of our non-financial reporting. In doing so, we want to give our customers the opportunity to assess for themselves how JOST is continuously improving social, environmental and governance aspects.

Supplier Management and Supply Chain

(GRI 102-9, 102-16, 103-1, 103-2, 408-1, 409-1)

For us, it is particularly important that we also include our suppliers in our efforts to promote sustainability at JOST. We expect all of our business partners along the entire value chain to comply with the law and act with integrity and consider this to be a prerequisite for successful, long-lasting business relationships.

With this in mind, a code of conduct for suppliers has now become mandatory as standard for all new contractual relationships and is increasingly being introduced to existing relationships. This is particularly important for JOST as a steel processing company, because corruption in iron smelting industry presents a high risk according to analysis from “Drive Sustainability - the Responsible Minerals Initiative”. This is because many steel-producing countries have weak governmental structures and exhibit shortcomings when it comes to the rule of law and/or suffer from high levels of corruption. Our suppliers are therefore also exposed to this risk. The Supplier Code of Conduct was distributed

to more suppliers in 2020. The proportion of signed and returned Supplier Codes worldwide is 76%, which corresponds to 42.9% of the entire procurement volume at JOST. JOST also visits its top 5 suppliers at regular intervals. With our Supplier Code of Conduct, we can ensure that our suppliers address topics such as respect for human rights and the prevention of child labor.

The newly acquired Ålö Group already had a Supplier Code of its own. Following its introduction, this code of conduct was incorporated into the existing code and forms part of all new supplier relationships. According to the supplier directory for 2020, 98% of direct expenditure on material in Ålö is covered by a signed Code of Conduct. Since the development of processes involves very close cooperation, Ålö visits the majority of its top suppliers annually or even quarterly. During the past fiscal year, Supplier Code of Conduct audits were conducted in China to broaden the awareness of this topic. As part of the integration process, both groups of companies identify best practices for engaging with suppliers about the topic of sustainability as a means of developing a joint strategy.

Environmental Impacts in the Supply Chain

(GRI 103-2, 308-1)

Among other things, the two Supplier Codes address environmental and social issues with suppliers in the transport and agriculture sectors. One hundred percent of new supplier relationships are assessed on this basis to ensure that suppliers are complying with these requirements. In addition to stipulating regulations about environmental protection and conflict commodities, the JOST Supplier Code requires provisions for monitoring and verifying conformity in the suppliers’ own supply chains to ensure that our standards are also adhered to there.

POLITICS AND COMMUNITY

Politics (GRI 415)

Once again, neither the JOST Werke group nor its local entities exercised political influence in fiscal year 2020. The expenditure for this was € 0 (previous year: € 0).

Community

In the past, JOST has participated in social projects at local level in order to build community spirit. During the 2020 fiscal year, it became clear that the pandemic had also left its mark here and that we could not continue our engagement in the same way as in previous years.

Nevertheless, we can still report on social engagement in the 2020 fiscal year. For instance, our plant in Poland assisted the local hospitals in the purchase of hygienic equipment and its employees provided support by participating in local charity campaigns. Our subsidiary in the United Kingdom supported a national donation campaign ("Jeans for Genes Day") while Ålö also makes donations to various local sports clubs in Sweden each year.

Our site in India participates in different social projects each year. In the 2020 fiscal year, staff members distributed food packages to an orphanage and in villages and were able to sustain 400 families for an entire month. Furthermore, a total of 80 school uniforms and jerseys were distributed at two schools. These initiatives were rounded out by the reconstruction and renovation of two schools in the neighborhood.

GRI 102-15

RISKS AND OPPORTUNITIES

As part of the reporting process, we have checked whether there are any risks associated with our own business activities, relationships, products and services that are highly likely to have serious negative consequences for non-financial aspects stipulated by law, either now or in the future. We have not identified any risks as defined by the German CSR Directive Implementation Act (CSR RUG) based on this net risk assessment as well as general legal regulations relating to the selection of significant report contents.

However, JOST is exposed to non-financial risks that do not result from our business activities. These risks in all areas (including Personnel, IT, Law, Procurement, Quality, Environment) are already taken into consideration by risk managers throughout the group and are addressed in the risk report. Furthermore, the acquisition of Ålö increases the influence of climate risks on our business because climate change and the associated increase in extreme weather events such as heat waves, floods, droughts and others have a direct and negative influence on agriculture and can impact our sales of agricultural components.

Along with the risks, however, we can see sustainability opportunities for JOST. Thanks to increasing levels of awareness and the growing importance for a sustainable value chain both in the transport sector and in agriculture, new prospects are opening up for us. As a company that thinks and acts along sustainable lines, we can not only use our products and developments to help our direct customers and the end users of our products to become more sustainable. We can also influence our own business activities and discover possible ways to operate more efficiently and conserve resources.

As this assessment forms part of the company's risk reporting, a more detailed description of the non-financial risks and opportunities can be found in the Risk Report section of the Annual Report 2020.

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* Selected associations: Verband der Automobilindustrie (VDA), Deutsches Institut für Normung (DIN), Commercial Vehicle Cluster, Intermodal Association of North America, National Association of Trailer Manufacturers, Truckload Carriers Association, Truck Trailer Manufacturers Association (TTMA), Technology maintenance council (TMC), American trucking council (ATA), National Tank Trailer conference (NTTC.)

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INDEPENDENT PRACTITIONERS' LIMITED ASSURANCE REPORT



To JOST Werke AG, Neu-Isenburg

We have been engaged to perform a limited assurance engagement on the non-financial report of JOST Werke AG, Neu-Isenburg (hereinafter the "Company") in accordance with Section 315b Para. 3 HGB et sqq. (German Commercial Code), which is integrated in the non-financial report of the parent company in accordance with Section 289b Para. 3 HGB, for the period 1 January to 31 December 2019.

Management's responsibility

The officers of the company are responsible for the preparation of the non-financial report in accordance with the principles stated in the Sustainability Reporting Standards of the Global Reporting Initiative (hereinafter: "GRI-Criteria") and for the selection of the disclosures to be evaluated.

This responsibility of Company's officers includes the selection and application of appropriate methods of sustainability reporting as well as making assumptions and estimates related to individual sustainability disclosures, which are reasonable in the circumstances. Furthermore, the officers are responsible for such internal control as they have considered necessary to enable the preparation of the non-financial report that is free from material misstatement, whether due to fraud or error.

Audit firm's independency and quality control

We are independent of the company in accordance with the provisions under German commercial law and professional requirements, and we have fulfilled our other ethical responsibilities in accordance with the relevant provisions within these requirements.

Our audit firm applies the German national legal requirements and the German profession's pronouncements for quality control, in particular the by-laws regulating the rights and duties of Wirtschaftsprüfer and vereidigte Buchprüfer in the exercise of their profession (Berufssatzung für Wirtschaftsprüfer und vereidigte Buchprüfer) as well as the IDW Standard on Quality Control 1: Requirements for Quality Control in Audit Firms [IDW Qualitätssicherungsstandards 1: Anforderungen an die Qualitätssicherung in der Wirtschaftsprüferpraxis (IDW QS 1)].

Practitioners' responsibility

Our responsibility is to express a limited assurance conclusion on the non-financial report, based on the assurance engagement we have performed.

We conducted our engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised): "Assurance Engagements other than Audits or Reviews of Historical Financial Information" published by the International Auditing and Assurance Standards Board (IAASB). This standard requires that we plan and perform the assurance engagement to obtain limited assurance whether any matters have come to our attention that cause us to believe that the non-financial report of the Company for the period 1 January to 31 December 2020 has not been prepared, in all material respects, in accordance with the GRI-Criteria.

We do not, however, issue a separate conclusion for each disclosure. In a limited assurance engagement, the evidence-gathering procedures are more limited than for a reasonable assurance engagement and therefore significantly less assurance is obtained than in

a reasonable assurance engagement. The auditing firm is responsible for the selection of evidence-gathering procedures, according to their reasonable discretion.

Within the scope of our engagement we performed amongst others the following assurance procedures and further activities:

- Obtaining an understanding of the structure of the sustainability organisation and of the stakeholder engagement;
- Evaluation of the design and implementation of systems and processes for the collection, processing and monitoring of disclosures on environmental, employee and social matters, respect for human rights, and combating corruption and bribery, including data consolidation;
- Inquiries of personnel involved in the preparation of the non-financial report regarding the preparation process, the internal control system relating to this process and selected sustainability information;
- Evaluation of selected internal and external documents;
- Identification of the likely risks of material misstatements of the non-financial report under consideration of the GRI-Criteria;
- Analytical evaluation of selected disclosures in the non-financial report;
- Comparison of selected sustainability information with corresponding data in the consolidated financial statements and in the group management report;
- Assessment of the presentation of selected sustainability information.

Conclusion

Based on the assurance procedures performed and assurance evidence obtained, nothing has come to our attention that causes us to believe that the non-financial report of the Company for the period 1 January to 31 December 2020 has not been prepared, in all material respects, in accordance with the relevant GRI-Criteria.

Intended use of the Assurance Report

We issue this report on the basis of the engagement agreed with JOST Werke AG, Neu-Isenburg. The assurance engagement has been performed for the purpose of the Company and the report is solely intended to inform the Company as to the results of the assurance engagement and must not be used for purposes other than those intended. The report is not intended to provide third parties with support in making (financial) decisions.

Engagement Terms and liability

The "General Engagement Terms for Wirtschaftsprüfer and Wirtschaftsprüfungsgesellschaften (Allgemeine Auftragsbedingungen für Wirtschaftsprüfer und Wirtschaftsprüfungsgesellschaften)" dated January 1, 2017 are applicable to this engagement and also govern our relations with third parties in the context of this engagement. In addition, please refer to the liability provisions contained in No. 9 and to the exclusion of liability towards third parties. We assume no responsibility, liability or other obligations towards third parties unless we have concluded a written agreement to the contrary with the respective third party or liability cannot effectively be precluded.

We make express reference to the fact that we do not update the assurance report to reflect events or circumstances arising after it was issued unless required to do so by law. It is the sole responsibility of anyone taking note of the result of our assurance engagement summarized in this assurance report to decide whether and in what way this result is useful or suitable for their purposes and to supplement, verify or update it by means of their own review procedures.

Kronberg, March 17, 2021

Spall & Kölsch GmbH
Wirtschaftsprüfungsgesellschaft (Auditing firm)

[Original German Version signed by:]

Christian Spall
Wirtschaftsprüfer
[German Public Auditor]

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Legal disclaimer: This document contains forward-looking statements. These statements reflect the current views, expectations and assumptions of the management, and are based on information currently available to the management. Forward-looking statements do not guarantee the occurrence of future results and developments and are subject to known and unknown risks and uncertainties. Therefore, actual future results and developments may deviate materially from the expectations and assumptions expressed in this document due to various factors. These factors primarily include changes in the general economic and competitive environment. Neither the Company nor any of its affiliates undertakes to update the statements contained in this report.

This sustainability report has been translated into German. Both language versions are available for download on the Internet at <https://www.jost-world.com/responsibility>. In case of any conflicts, the German version of the report shall prevail over the English translation.