Bajaj Mobility AG

AUTOMOBILES - Austria

Inrate Sustainability Assessment

Evaluating company products and services along the whole value chain

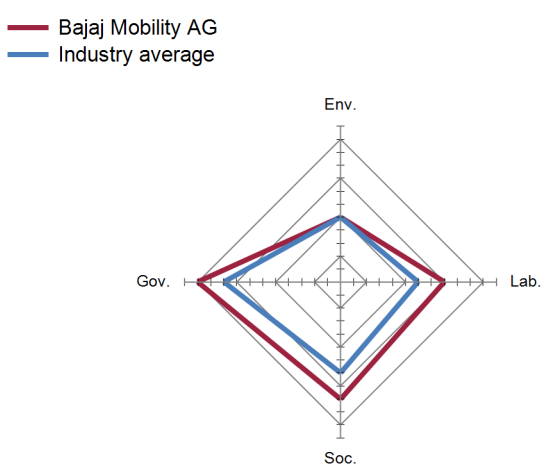
COMPANY GRADE **B-**

Bajaj Mobility AG has an overall grade of B-.

The company majorly produces motorcycles for leisure and racing. On the environmental side, areas of concern are not only the emissions of the fleet during the use phase but also during production. The company has not disclosed short-term and long-term carbon emissions reduction targets. Furthermore, programs to phase out hazardous substances are unavailable. Altogether, this leads to an overall negative impact of the company on the environment.

The company's products enable mobility, which is a societal need. However, the costs for society as a whole are large, given the contribution to climate change attributed to the transportation sector. Although human rights due diligence is only partially implemented, the company has a policy related to bribery and corruption. Health & safety programs for employees and systems to promote labor relations are also in place. Altogether, this leads to an overall positive impact of the company on society and its employees.

Inrate is not aware of Bajaj Mobility AG being involved in significant adverse business practices, products or services.



Environment

C

Labour

B

Society

B+

Governance

A

Key sustainability issues concerning the company

- Air pollutant emissions of product use phase
- Fuel efficiency of the means of transport
- Working conditions in labor force and in supply chain

Involvement into controversial products & services

Defense	None
Nuclear energy	None
Genetic engineering	None
Gambling	None
Tobacco	None
Alcohol	None
Adult entertainment	None
Palm oil	None
Pesticides	None
Fossil fuels	None

The Inrate Sustainability Assessment is a measurement of and an opinion about the environmental and social impact of an issuer. It rates companies on a scale from A + to D-.

Stock information

AT0000KTMI02	ISIN
BYXW958	Sedol
PMAG.S	RIC
PKTM	Ticker

Key figures

3'782	Employees
1'009'389'000	Revenues (Units EUR)

Business description

The Company is engaged in the manufacturing of motorcycles. It focuses primarily on sport motorcycles and electric mobility. Its main activities include the manufacturing of motorcycles, dirt-bikes, electric bikes, and design production.

Source : Moody's, updated 08.08.2024

Contact:
analysts@inrate.com

Assessment date: 28.08.2026

Report generated on: 09.10.2026

Activity breakdown analysis

Impact	Sales	Inrate Business Activity Classification
Very negative	-	
Negative	93.22%	Motorcycles and parts
Medium/Neutral	-	
Positive	-	
Very positive	6.78%	Bicycles and parts Electric bicycles and parts

Business segment

(as reported by the company)

93.07% Motorcycles
6.77% Bicycle
0.17% Other
0.01% Consolidation Adjustment

Source: Annual Report 2025

History of controversial events

2021	Society	▶	Motorcycles recalled over front brake caliper defect(US)

External sources

Inrate systematically screens professional news databases and uses a proprietary search engine to identify companies involved in controversial issues related to environment, society, labour and governance.

External sources used for this assessment

http://autos.yahoo.com/	motorsportsnewswire	US CPSC

Detailed comparison with selected industry peers

The table below provides an overview of the company's position with respect to:

- Best performers within industry,
- Worst performers within industry,
- Largest market capitalizations within industry.

The different colors of the table indicate the grade category (see end page for detailed explanation):

- **Grade category A:** sustainable or helping transition towards sustainability
- **Grade category B:** on the path to sustainability
- **Grade category C:** not sustainable, but with diminished impact
- **Grade category D:** not sustainable

		GRADE	Environment	Labour	Society	Governance
Yamaha Motor	Japan					
PIAGGIO & C SPA	Italy					
ASTON MARTIN LAGONDA GLOBAL HOLDINGS PLC	United Kingdom					
Bajaj Mobility AG	Austria					
Ferrari N.V.	Italy					
POLESTAR A ADR	Sweden					
Isuzu Motors Ltd	Japan					
Suzuki Motor Co Ltd	Japan					
FORD MOTOR COMPANY	United States					
Volkswagen S	Germany					

Questions & answers, definitions & explanations

What does Inrate Sustainability Assessment mean?

The Inrate Sustainability Assessment is an opinion about the environmental and social impact of an issuer. It reflects Inrate's view on the company's willingness and ability to embrace the on-going trend towards a more sustainable economy through its products and practices.

What are the fundamental principles driving Inrate assessment?

An integral part of the Inrate Sustainability Assessment is the evaluation of the products and services of the company, and the impact that those products and services exert on environmental and social conditions.
The evaluation encompasses the whole value chain, from exhaustion of resources to disposal, including the very important phase during which the product is effectively used. It covers the company's products and services in their diversity, and assesses their current impacts, combined with the company's ability and willingness to diminish or eliminate those impacts.
The evaluation of the company's strategies and practices provide an additional view of its current overall impact, and constitutes a strong indicator of its willingness to improve its social and environmental record.

What is the Inrate Business Activity Classification?

The Inrate Business Activity Classification is a list of 300+ economic activities organised according to the branch of activity and the social and environmental impacts of the activity.

How are defined the controversial products & services?

For each exclusionary theme (Defense / Nuclear Energy / Genetic Engineering / Gambling / Tobacco / Alcohol / Adult Entertainment), precise definitions say whether a given product or service is considered to be controversial or not (definitions are available from Inrate on request). In addition, methodological guidelines provide instructions for the estimation of the sales share of concerned products & services.
Involvement is considered significant if the share of concerned products & services exceeds 5% of sales, and it is considered marginal between 0% and 5% of sales.

Assessment scale

Category	Grade	Explanation
A	**A+** **A** **A-**	Through its practices, products or services, the company already contributes to the reduction of the social or environmental imbalances of the economy and makes possible the global transition towards a long-term sustainable economy.
B	**B+** **B** **B-**	The activity of the company is compatible with a long-term sustainable economy, but its products, services or practices, do not meet all the requirements of sustainability yet. The company demonstrates the willingness and ability to improve its sustainability performance
C	**C+** **C** **C-**	The activity of the company is currently not sustainable. Its products, services or practices exert a heavy social or environmental burden, but the company demonstrates the willingness and some ability to modify its products or practice in order to diminish that impact.
D	**D+** **D** **D-**	The activity of the company is not sustainable. Its products, services or practices contribute to a rapid deterioration of environmental or social conditions. The company has no possibility or demonstrates no willingness to reduce its burden.

Disclaimer: Inrate believes that the data and assessments reported above reflect the best informed and fairest opinion that can be made by outside analysts. However, Inrate cannot in any way guarantee the full accuracy or exhaustiveness of its analyses and cannot therefore accept any responsibility in case of reporting of false, inaccurate or incomplete information. Inrate accepts no liability for financial prejudice allegedly resulting from inaccuracy of assessments or data or from the misinterpretation of their scope. The assessments and data reported above are offered by Inrate for informational purpose or for being used by financial professionals. They are in no way recommendations to invest or disinvest in any financial product. They must not be understood as a financial forecast of financial performance of underlying securities of researched companies.

Inrate Sustainability Assessment - Appendix

Bajaj Mobility AG

Country	Austria
Industry	Automobiles
Subindustry	Motorcycle Manufacturers (25102020)
Inrate Sector	Transportation
ISIN	AT0000KTMI02
Ticker	PKTM

This data report contains the compilation of data used for the Inrate Sustainability Assessment

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- **Controversial practices**
- **ESG Indicators**
- **ESG Indicators: Primary information and sources**

Internal references

Inrate CompanyId	100246	Date ISA assessment	8/28/2026
ISA ProfileId	June 2026 DS_FY_2025	ISA analyst	Abhishek Bhat

Controversial Practices (Sources powered by SESAMm)

As of 28.08.2026

Society

Controversies over other social impact of products and services (not on health)

Minor | Ind.Score 0.0001

Time Discount 0 % | Event Score 0.0001

Motorcycles recalled over front brake caliper defect(US)

In February 2025, KTM (a subsidiary of Pierer Mobility AG) North America issued a recall for 5,116 motorcycles of 2022-2024 Husqvarna due to a potential front brake caliper crack, which could lead to brake failure and increase crash risk. The affected owners would receive free repairs, with notification letters mailed by April 7, 2025.

In May 2025, KTM recalled GASGAS and Husqvarna about 19,310 off-road motorcycles in the U.S. and approximately 3,870 in Canada due to a safety defect. The front brake caliper could crack, reducing braking effectiveness and posing a crash hazard. The recall covered various 2022–2025 models identified by VIN letters N, P, R, and S, sold between January 2022 and August 2024. Consumers were advised to stop using the motorcycles immediately and contact authorized dealers for a free inspection and repair.

In July 2026, KTM North America issued a safety recall for certain Husqvarna and GasGas motorcycles after notifying the U.S. National Highway Traffic Safety Administration (NHTSA). The recall was issued because defective rear brake calipers could crack or break, increasing the risk of brake failure and crashes. The defect was linked to one reported crash in Germany and affected approximately 6,257 motorcycles. The company notified dealers, planned to inform owners, and offered free replacement of the defective rear brake calipers.

Some 2022-2024 Husqvarna and GasGas Motorcycles Recalled For Potentially Faulty Rear Brake

Only specific models produced between specific dates are believed to be affected, but so far one crash in Germany has been attributed to this issue. On July 8, 2026, KTM North America issued a safety recall report for some 2022 through 2024 Husqvarna FE 501S and FE 350S motorcycles, as well as 2024 GasGas ES 500 and ES 350 motorcycles. The reason: The rear brake calipers used on these particular bikes may be susceptible to a design flaw, in which "the J Juan/BrakTec rear brake caliper primary pin casting can crack/break when rolling backwards, which could cause the caliper bracket to crack/break and possibly cause the caliper to break in forward motion." Approximately 6,257 individual motorcycles may be affected, which KTM NA estimates is around 1 percent of the population. Additionally, while some issues that result in safety recalls have warning signs noted that may occur ahead of any potentially dangerous situation, this safety recall report notes that this is one that can occur completely without warning. According to KTM's chronology of this issue, the company noted the first instance of this issue occurring in March 2024 with KTM Austria Customer Service. Both KTM Austria and J Juan began reviewing this issue at that time, in order to perform a root cause analysis and determine the best course of action. This issue affects the following motorcycles and production date ranges: 2022-2024 Husqvarna FE 501 S produced between January 13, 2022 and October 11, 2023 2022 -2024 Husqvarna FE 350 S produced between January 13, 2022 and October 11, 2023 2024 GasGas ES 500 produced between June 27, 2023 and October 23, 2023 2024 GasGas ES 350 produced between June 27, 2023 and October 23, 2023. From 2025 model year motorcycles forward, an improved brake caliper design was used on those motorcycles, which is why they are not included in this recall. However, on April 16, 2026, Transport Canada (which is Canada's equivalent to the US National Highway Traffic Safety Administration) reportedly contacted KTM North America regarding issues with Braktec rear caliper failures on some machines sold in that market. This, in turn, resulted in additional investigation at the KTM Austria level. So far, as of July 8, 2026, one crash related to this issue has been reported in Germany. KTM North America is notifying its dealer network about this recall on July 15, 2026, via its internal Dealernet network. The company also plans to notify all registered owners of affected vehicles via postal mail on or about September 2, 2026. VINs of affected motorcycles should be searchable in the NHTSA database as of July 15, 2026. The replacement part has an increased pin area that has significantly increased in size, going from 6.5 millimeters to 10.5 millimeters. It has been in use on KTM's production line from the 2025 model year forward. The recall notes that all dealers will be required to repair the motorcycles in their inventories prior to delivering them to customers. If any KTM/Husqvarna/GasGas owners already paid to have this issue serviced, they may be eligible for reimbursement, provided they have evidence to back their claims. Owners will be instructed to contact their local authorized KTM dealer, who will schedule a recall service appointment where the rear brake caliper will be completely replaced with a non-defective unit, free of charge. Owners may contact the KTM and Husqvarna North America customer service hotline at 1-888-985-6090. Additionally, owners may contact the NHTSA Vehicle Safety Hotline at 1-888-327-4236 (TTY 1-888-275-9171) or go to www.nhtsa.gov.

http://autos.yahoo.com/, 7/16/2026

KTM Recalls Off-Road Motorcycles Due to Crash Hazard Recal

Name of Product:GASGAS and Husqvarna Off-Road MotorcyclesHazard:The front brake caliper can crack, reducing the braking system’s effectiveness, posing a crash hazard.Remedy:RepairRecall Date:May 15, 2025Units:About 19,310 (In addition, about 3,870 in CanadaDescription:This recall involves model years 2022, 2023, 2024 and 2025 Off-Road Motorcycles. The GASGAS off-road motorcycles are red with the white GASGAS logo on both sides of the shrouds. The Husqvarna motorcycles are white, blue and yellow with the Husqvarna logo on both sides of the shrouds. The 2022 model year recalled motorcycles have the letter N in the 10th position of the vehicle identification number (VIN).The 2023 model year recalled motorcycles have the letter P in the 10th position of the vehicle identification number (VIN).The 2024 model year recalled motorcycles have the letter R in the 10th position of the vehicle identification number (VIN).The 2025 model year recalled motorcycles have the letter S in the 10th position of the vehicle identification number (VIN).The VIN number is located on the right side of the steering head.The following model numbers and model names are located on the rear fender or rear side panel.Model Year Husqvarna Models Model Year GASGAS Models Model Year GASGAS Models2022 FE 350 2022 EC 250 2023 EX 350F BT2022 FE 501 2022 EC 300 2023 EX 450F BT2022 TE 150i 2023 EC 250 2023 MC 125 BT2022 TE 250i 2023 EC 300 2023 MC 250 BT2022 TE 300i 2023 EX 250 BT 2023 MC 250F BT2023 FE 450 2023 EX 250F BT 2023 MC 350F BT2023 FE 450 HERITAGE 2023 EX 300 BT 2023 MC 450F BT2023 FX 350 BT 2024 EC 250 2024 EX 450F2023 FX 350 HERITAGE BT 2024 EC 300 2024 MC 1252023 FX 450 2024 EC 450F 2024 MC 2502023 TE 150 2024 EW 500F 2024 MC 250F2023 TE 250 2024 EX 250 2024 MC 350F2023 TE 300 2024 EX 250F 2024 MC 450F2023 TE 300 HERITAGE 2024 EX 300 2025 MC 1252023 TX 300 BT 2024 EX 350F 2025 MC 1502023 TX 300 HERITAGE BT 2025 EC 250 2025 MC 2502024 FE 350w 2025 EC 300 2025 MC 250F2024 FE 450 2025 EC 450F 2025 MC 3002024 FE 501w 2025 EX 250 2025 MC 350F2024 TE 150 2025 EX 250F 2025 MC 450F2024 TE 250 2025 EX 3002024 TE 300 2025 EX 350FRemedy:Consumers should immediately stop riding the recalled motorcycles and contact an authorized GASGAS Motorcycles or Husqvarna Motorcycles dealer to schedule a free inspection and free repair at the dealership. It is necessary to have the front brake caliper inspected by an authorized dealer to determine if it is defective or not defective. KTM/GASGAS and Husqvarna Mobility are contacting all known purchasers directly.Incidents/Injuries:None reportedSold At:GASGAS and Husqvarna authorized dealers nationwide from January 2022 through August 2024 for between $10,000 and $13,000.Manufacturer(s):KTM AG, of AustriaImporter(s):KTM North America Inc., of Amherst, OhioManufactured In:AustriaRecall number:25-283Fast Track Recall

US CPSC, 5/15/2025

KTM Recall certain Husqvarna FE 350s, FE 501s, and GASGAS ES 350 and ES 500 motorcycles

WASHINGTON, D.C. – February 17, 2025 – (Motor Sports NewsWire) – KTM Recall – Front Brake Caliper May Crack And Break A broken front brake caliper can cause a loss of front brake function, increasing the risk of a crash. NHTSA Campaign Number: 25V074000 Manufacturer: KTM North America, Inc. Components: SERVICE BRAKES, HYDRAULIC Potential Number of Units Affected 5,116 Summary: KTM North America, Inc. (KTM) is recalling certain 2022-2024 Husqvarna FE 350s, FE 501s, and 2024-2025 GASGAS ES 350 and ES 500 motorcycles. The front brake caliper may crack in the area around the upper guide pin. Remedy: Dealers will inspect and replace the front brake caliper, as necessary, free of charge. Owner notification letters are expected to be mailed April 7, 2025. Owners may contact KTM customer service at 1-888-985-6090. Notes: Owners may also contact the National Highway Traffic Safety Administration Vehicle Safety Hotline at 1-888-327-4236 (TTY 1-800-424-9153) or go to nhtsa.gov.

motorsportsnewswire, 2/17/2025

ESG Indicators

End of financial year
31.12.2025

1. Reporting

3. Facts and data

IF01 Public communication on CSR issues

- [x] yes
- [ ] no

Themes covered by the reporting

- [x] business ethics
- [x] product responsibility
- [x] labor issues (employees)
- [x] labor issues (contractors)
- [x] environment
- [x] human rights and community
- [ ] none of the above

IF02 External verification of CSR reporting

- [x] yes
- [ ] no

Themes covered by the external verification

- [x] business ethics
- [x] product responsibility
- [x] labor issues (employees)
- [x] labor issues (contractors)
- [x] environment
- [x] human rights and community
- [ ] none of the above

Application scope

- [x] at group level
- [ ] for most relevant units
- [ ] for some units only
- [ ] unknown

IF03 Reporting guidelines followed by CSR reporting

- [x] yes
- [ ] no

Themes covered by the reporting guidelines

- [x] business ethics
- [x] product responsibility
- [x] labor issues (employees)
- [x] labor issues (contractors)
- [x] environment
- [x] human rights and community
- [ ] none of the above

2. Business ethics and product responsibility

1. Principles

IIP01 Policy on bribery and corruption

- [x] yes
- [ ] no
- [ ] not evident

Application scope

- [x] at group level
- [ ] at divisional level
- [ ] unknown

Policy features

- [ ] prohibition from receiving and giving any gift
- [x] definition of thresholds for receiving or giving gifts
- [ ] general prohibition of bribery and corruption
- [x] declaration of compliance with laws fighting bribery and corruption
- [ ] none of the above
- [ ] unknown

Publicly disclosed

- [x] yes
- [ ] no

IIP02 Policy on insider trading

- [x] yes
- [ ] no
- [ ] not evident

Publicly disclosed

- [x] yes
- [ ] no

Application scope

- [x] Board of Directors
- [x] management level
- [x] employees
- [ ] unknown

IIP03 Policy on competition

- [x] yes
- [ ] no
- [ ] not evident

Policy features

- [x] prohibition of anti-competitive practices (with detailed list of forbidden practices)
- [ ] prohibition of anti-competitive practices without further details
- [x] declaration of compliance with competitions laws
- [ ] none of the above
- [ ] unknown

Application scope

- [x] at group level
- [ ] at divisional level
- [ ] unknown

Publicly disclosed

- [x] yes
- [ ] no

IIP04 Policy on conflicts of interest

- [x] yes
- [ ] no
- [ ] not evident

Application scope

- [x] Board of Directors
- [x] management level
- [x] employees
- [ ] unknown

Publicly disclosed

- [x] yes
- [ ] no

IIP12 Policy on data privacy

- [x] yes
- [ ] no
- [ ] not evident

Policy features

- [x] data transfer to third parties
- [x] specification of data collected
- [x] purpose of data processing
- [x] right to object
- [x] retention of data storage
- [ ] responsibilities (contact information)
- [ ] none of the above
- [ ] unknown

Application Scope

- [x] at group level
- [ ] at divisional level
- [ ] unknown

Publicly disclosed

- [x] yes
- [ ] no

2. Action plans

IIA02 Reporting channels available for business ethics related breaches

- [x] yes
- [ ] no
- [ ] not evident

Features of reporting channels

- [x] available 24 hours, 7 days a week
- [x] confidentiality of treatment of reported information
- [x] available to all employees and to third parties
- [ ] none of the above

IIA04 Quality certifications

- [x] yes
- [ ] no
- [ ] not evident

Application scope

- [ ] at group level
- [x] for most relevant units
- [ ] for some units only
- [ ] unknown

IIA07 Ethical responsibilities at highest level

- [x] yes
- [ ] no
- [ ] not evident

Level of responsibility

- [x] Board of Directors
- [ ] Executive Committee
- [ ] below top management (with reporting channels)
- [ ] below top management (no evidence of reporting channels)
- [ ] hierarchical level unknown

3. Labor issues and human rights

1. Principles

IIIP01 Policy on labor issues for employees

- [x] yes
- [ ] no
- [ ] not evident

Publicly disclosed

- [x] yes
- [ ] no

Policy features

- [x] health and safety
- [x] freedom of association
- [x] non-discrimination
- [x] child labor
- [x] forced labor
- [ ] minimum living wages
- [x] maximum working hours
- [ ] acceptable living conditions
- [ ] disciplinary practices
- [ ] none of the above
- [ ] unknown

Application scope

- [x] at group level
- [ ] at divisional level
- [ ] unknown

IIIP01_1 Policy on freedom of association for employees

- [x] yes
- [ ] no
- [ ] not evident

Freedom of association

- [ ] no
- [x] yes

IIIP01_2 Policy on non-discrimination for employees

- [x] yes
- [ ] no
- [ ] not evident

Non-discrimination

- [ ] no
- [x] yes

IIIP01_3 Policy on minimum living wages for employees

- [ ] yes
- [ ] no
- [x] not evident

Minimum living wages

- [ ] yes
- [ ] no

IIIP01_4 Policy on maximum working hours for employees

- [x] yes
- [ ] no
- [ ] not evident

Maximum working hours

- [x] yes
- [ ] no

IIIP02 Policy on labor issues for contractors

- [x] yes
- [ ] no
- [ ] not evident

Publicly disclosed

- [x] yes
- [ ] no

Policy features

- [x] health and safety
- [x] freedom of association
- [x] non-discrimination
- [x] child labor
- [x] forced labor
- [ ] minimum living wages
- [x] maximum working hours
- [ ] acceptable living conditions
- [ ] disciplinary practices
- [ ] none of the above
- [ ] unknown

Application scope

- [x] all suppliers
- [ ] some suppliers
- [ ] unknown

2. Action plans

IIIA01 Health and safety certifications for employees

- [ ] yes
- [ ] no
- [x] not evident

Application scope

- [ ] at group level
- [ ] for most relevant units
- [ ] for some units only
- [ ] unknown

IIIA02 Health and safety certifications for contractors

- [ ] yes
- [ ] no
- [x] not evident

Application scope

- [ ] all contractors
- [ ] for some contractors
- [ ] unknown

IIIA05 Diversity programs for employees

- [x] yes
- [ ] no
- [ ] not evident

Follow-up of target

- [ ] yes
- [ ] no
- [x] not evident
- [ ] not relevant

Type of target

- [ ] quantitative target
- [ ] qualitative target
- [ ] no target
- [x] not evident

Features of the program

- [x] flexible and part-time working hours
- [ ] disabled employees
- [x] day care center
- [ ] parental leave
- [x] women
- [ ] minorities
- [ ] none of the above

Application scope of program

- [x] at group level
- [ ] for most relevant units
- [ ] unknown
- [ ] for some units only

IIIA06 Employee satisfaction monitoring

- [x] yes
- [ ] no
- [ ] not evident

Application scope

- [x] at group level
- [ ] at divisional level
- [ ] unknown

Features of the program

- [x] formal, systematic, and periodical
- [ ] disclosure of results
- [ ] follow-up and improvement measures
- [ ] none of the above

IIIA07 Health and safety programs for employees

- [x] yes
- [ ] no
- [ ] not evident

Follow-up of target

- [ ] yes
- [ ] no
- [x] not evident
- [ ] not relevant

Features of the program

- [x] health and safety
- [x] ergonomics
- [x] psychic condition
- [ ] none of the above

Application scope

- [x] all sites
- [ ] some sites
- [ ] unknown

Quantitative targets

- [ ] at group level
- [ ] for most relevant units
- [ ] for some units only
- [ ] no quantitative targets
- [x] not evident

IIIA09 Monitoring systems to ensure compliance of labor policies for contractors

- [x] yes
- [ ] no
- [ ] not evident

Features of the program

- [ ] external audits
- [x] internal audits
- [x] contractor assurance
- [x] clause in procurement contracts
- [x] assistance for improvements
- [ ] none of the above

Application scope

- [x] all contractors
- [ ] for some contractors
- [ ] unknown

IIIA09_1 Labor issues form a clause in standard procurement contracts

- [x] yes
- [ ] no
- [ ] not evident

Clause in procurement contracts

- [x] yes
- [ ] no

IIIA10 Programs to prevent mobbing and/or harassment at work

- [x] yes
- [ ] no
- [ ] not evident

Application scope

- [x] at group level
- [ ] at divisional level
- [ ] unknown

IIIA13 Labor issues responsibilities at highest level

- [x] yes
- [ ] no
- [ ] not evident

Level of responsibility

- [x] Board of Directors
- [ ] Executive Committee
- [ ] below top management (with reporting channels)
- [ ] below top management (no evidence of reporting channels)
- [ ] hierarchical level unknown

IIIA14 Programs for employees with fixed-term contracts

- [ ] yes
- [ ] no
- [x] not evident

Application scope

- [ ] at group level
- [ ] at division level
- [ ] unknown

Features of the programs

- [ ] same benefits as permanent contracts
- [ ] different benefits than permanent contracts
- [ ] unknown

IIIA14_1 Programs for employees with part-time contracts

- [ ] yes
- [ ] no
- [x] not evident

Features of the programs

- [ ] same benefits as full-time contracts
- [ ] different benefits than full-time contracts
- [ ] unknown

Application scope

- [ ] at group level
- [ ] at division level
- [ ] unknown

IIIA15 Systems to promote labor relations

- [x] yes
- [ ] no
- [ ] not evident

Features of the program

- [x] internal work councils
- [x] unions
- [ ] none of the above

Application scope

- [x] in most countries
- [ ] in some countries
- [ ] unknown

IIIA16 Training programs

- [x] yes
- [ ] no
- [ ] not evident

Features of the program

- [x] process to identify training needs
- [x] focus on the development of employees
- [x] focus on performing the job
- [x] focus on transfer of knowledge
- [ ] none of the above

Application scope

- [x] all sites
- [ ] some sites
- [ ] unknown

IIIA17 Programs for hiring new employees

- [x] yes
- [ ] no
- [ ] not evident

Target groups of the program

- [ ] trainees
- [x] interns
- [ ] veterans
- [ ] university graduates
- [x] apprentices / vocational training
- [ ] reentry for permanently unemployed
- [ ] entry after parental leave
- [ ] none of the above

3. Facts and data

IIIF01 Standard SA 8000 certification for employees

- [ ] yes
- [ ] no
- [x] not evident

Application scope

- [ ] at group level
- [ ] for most relevant units
- [ ] for some units only
- [ ] unknown

IIIF02 Standard SA 8000 certification for contractors

- [ ] yes
- [ ] no
- [x] not evident

Application scope

- [ ] all contractors
- [ ] for some contractors
- [ ] unknown

IIIF04 Health and safety data for employees

- [x] yes
- [ ] no
- [ ] not evident

Reporting standard

- [ ] Global Reporting Initiative (GRI)
- [x] another standard
- [ ] company's own way of reporting

Application scope

- [x] at group level
- [ ] at divisional level
- [ ] unknown

Object of data

- [x] illnesses
- [x] incidents
- [x] fatalities
- [ ] psychic illnesses
- [ ] none of the above

IIIF05 Health and safety data for contractors

- [x] yes
- [ ] no
- [ ] not evident

Application scope

- [x] all contractors
- [ ] some contractors
- [ ] unknown

Object of the data

- [x] illnesses
- [x] incidents
- [x] fatalities
- [ ] psychic illnesses
- [ ] none of the above

Reporting standard

- [ ] Global Reporting Initiative (GRI)
- [x] another standard
- [ ] company's own way of reporting

IIIF06 Employee turnover

- [x] yes
- [ ] no
- [ ] not evident

Application scope

- [x] at group level
- [ ] at divisional level
- [ ] unknown

Reporting standard

- [ ] Global Report Initiative (GRI)
- [x] another standard
- [ ] company's own way of reporting

IIIF07 Disclosure of results of social audits of contractors

- [ ] yes
- [x] no

Reporting standard

- [ ] Global Reporting Initiative (GRI)
- [ ] another standard
- [ ] company's own way of reporting

Application scope

- [ ] all contractors
- [ ] some contractors
- [ ] unknown

IIIF08 Gender pay gap

- [x] yes
- [ ] no
- [ ] not evident

Application scope

- [ ] at group level
- [x] at division level
- [ ] unknown

Object of data

- [x] unadjusted gender pay gap
- [ ] adjusted gender pay gap

Unadjusted gender pay gap

Unadjusted gender pay gap in %

Adjusted gender pay gap

Adjusted gender pay gap in %

4. Environment

1. Principles

IVP01 Environmental policy

- [x] yes
- [ ] no
- [ ] not evident

Application scope

- [x] at group level
- [ ] at divisional level
- [ ] unknown

Policy features

- [x] control of environmental impact
- [x] continuous improvement
- [x] compliance with environmental legislation
- [x] performance monitoring
- [x] environmental training and communication to employees
- [x] commitment to develop environmentally friendly products and services
- [x] green procurement (sourcing)
- [x] commitment to reduce greenhouse gas emissions (fight climate change)
- [x] commitment to reduce use of natural resources (water / soil / biodiversity / rare resources)
- [x] commitment to reduce use of energy
- [x] commitment to reduce pollution
- [ ] committment to zero deforestation and zero conversion of natural ecosystems
- [ ] none of the above
- [ ] unknown

Publicly disclosed

- [x] yes
- [ ] no

IVP01_1 Policy on green procurement

- [x] yes
- [ ] no
- [ ] not evident

Green procurement (sourcing)

- [x] yes
- [ ] no

2. Action plans

IVA001 Programs to reduce CO2 / GHG emissions of products

- [x] yes
- [ ] no
- [ ] not evident

Follow-up of target

- [ ] yes
- [ ] no
- [x] not evident
- [ ] not relevant

Application scope of program

- [x] at group level
- [ ] for most relevant units
- [ ] for some units only
- [ ] unknown

Type of target

- [ ] quantitative target
- [ ] qualitative target
- [ ] no target
- [x] not evident

IVA01 Environmental certifications of the company

- [x] yes
- [ ] no
- [ ] not evident

Application scope

- [ ] at group level
- [x] for most relevant units
- [ ] for some units only
- [ ] unknown

IVA02 Environmental certifications for contractors

- [ ] yes
- [ ] no
- [x] not evident

Application scope

- [ ] all contractors
- [ ] for some contractors
- [ ] unknown

IVA03 Green procurement programs

- [x] yes
- [ ] no
- [ ] not evident

Features of the program

- [ ] external audits
- [x] internal audits
- [x] contractor assurance
- [x] clause in procurement contracts
- [x] assistance for improvements
- [ ] none of the above

Application scope

- [x] all contractors
- [ ] some contractors
- [ ] unknown

IVA04 Programs for CO2 / GHG emissions reduction

- [x] yes
- [ ] no
- [ ] not evident

Transition plan

- [x] investments into decarbonisation
- [ ] commitment to Paris Climate Goals
- [x] strategic integration
- [ ] not evident

Features of the programs

- [x] emissions from production (from fossil energy consumption) (scope 1)
- [x] emissions from suppliers of electricity, heat, and steam (scope 2)
- [x] emissions from suppliers of materials, components, and services (scope 3)

IVA05 Quantitative short-term target for CO2 / GHG emissions reduction

- [ ] yes
- [ ] no
- [x] not evident

Quality of targets

- [ ] SBTi verified
- [ ] absolute reduction targets
- [ ] excludes offsets
- [ ] none of the above
- [ ] target achievement

Application scope

- [ ] at group level
- [ ] for most relevant units
- [ ] for some units only
- [ ] unknown

Object of the targets

- [ ] emissions from production (scope 1)
- [ ] emissions from suppliers of electricity, heat, and steam (scope 2)
- [ ] emissions from suppliers of materials, components, and services (scope 3)

IVA05_1 Quantitative long-term target for CO2 / GHG emissions reduction

- [ ] yes
- [ ] no
- [x] not evident

Object of the targets

- [ ] emissions from production (scope 1)
- [ ] emissions from suppliers of electricity, heat, and steam (scope 2)
- [ ] emissions from suppliers of materials, components, and services (scope 3)

Application scope

- [ ] as group level
- [ ] for most relevant units
- [ ] for some units only
- [ ] unknown

Quality of targets

- [ ] SBTi verified
- [ ] absolute reduction targets
- [ ] excludes offsets
- [ ] target achievement
- [ ] none of the above

IVA07 Programs to reduce pollution

- [x] yes
- [ ] no
- [ ] not evident

Features of the program

- [ ] air emissions
- [x] hazardous waste generation
- [ ] non-hazardous waste
- [ ] discharge to water
- [ ] none of the above

IVA07_0 Programs to reduce air emissions

- [ ] yes
- [ ] no
- [x] not evident

Air emissions

- [ ] yes
- [ ] no

IVA07_1 Programs to reduce hazardous waste generation

- [x] yes
- [ ] no
- [ ] not evident

Hazardous waste generation

- [x] yes
- [ ] no

IVA07_3 Programs to reduce discharge to water

- [ ] yes
- [ ] no
- [x] not evident

Discharge to water

- [ ] yes
- [ ] no

IVA08 Quantitative target to reduce pollution

- [ ] yes
- [ ] no
- [x] not evident

Scope of quantitative targets

- [ ] at group level
- [ ] for most relevant units
- [ ] for some units only
- [ ] unknown

Follow-up of target

- [x] yes
- [ ] no
- [ ] not evident
- [ ] not relevant

Object of the target

- [ ] air emissions
- [ ] hazardous waste generation
- [ ] non-hazardous waste
- [ ] discharge to water
- [ ] none of the above

IVA08_0 Quantitative target to reduce air emissions

- [ ] yes
- [ ] no
- [x] not evident

Air emissions

- [ ] yes
- [ ] no

IVA08_1 Quantitative target to reduce hazardous waste generation

- [ ] yes
- [ ] no
- [x] not evident

Hazardous waste generation

- [ ] yes
- [ ] no

IVA08_3 Quantitative target to reduce discharge to water

- [ ] yes
- [ ] no
- [x] not evident

Discharge to water

- [ ] yes
- [ ] no

IVA09 Programs to phase out hazardous substances

- [ ] yes
- [ ] no
- [x] not evident

Type of target

- [ ] quantitative target
- [ ] qualitative target
- [ ] no target
- [x] not evident

Follow-up of target

- [ ] yes
- [ ] no
- [ ] not relevant
- [x] not evident

Application scope of program

- [ ] at group level
- [ ] for most relevant units
- [ ] for some units only
- [ ] unknown

IVA14 Programs to reduce the use of natural resources

- [x] yes
- [ ] no
- [ ] not evident

Features of the program

- [ ] soil
- [ ] minerals
- [ ] vegetals
- [ ] animals
- [x] materials
- [ ] none of the above

IVA15 Quantitative target to reduce the use of natural resources

- [ ] yes
- [x] no
- [ ] not evident

Object of targets

- [ ] soil
- [ ] minerals
- [ ] vegetals
- [ ] animals
- [ ] materials
- [ ] none of the above

Application scope

- [ ] at group level
- [ ] for most relevant units
- [ ] for some units only
- [ ] unknown

Follow-up of target

- [ ] yes
- [ ] no
- [x] not evident
- [ ] not relevant

IVA16 Programs to improve the environmental characteristics of products (other than energy consumption)

- [x] yes
- [ ] no
- [ ] not evident

Features of the program

- [x] end of life cycle
- [ ] environmental toxicity
- [x] packaging materials
- [ ] none of the above
- [ ] providing incentive of long-term usage of products

IVA16_0 Programs to reduce the impact of product at the end of the life-cycle

- [x] yes
- [ ] no
- [ ] not evident

End of life cycle

- [x] yes
- [ ] no

IVA17 Quantitative target to improve the environmental characteristics of products (other than energy consumption)

- [ ] yes
- [ ] no
- [x] not evident

Object of targets

- [ ] end of life cycle
- [ ] environmental toxicity
- [ ] packaging materials
- [ ] providing incentive of long-term usage of products
- [ ] none of the above

Application scope

- [ ] at group level
- [ ] for most relevant units
- [ ] for some units only
- [ ] unknown

Follow-up of target

- [ ] yes
- [ ] no
- [x] not evident
- [ ] not relevant

IVA17_0 Quantitative target to reduce the environmental impact of products at end of life

- [ ] yes
- [x] no
- [ ] not evident

End of life cycle

- [ ] yes
- [x] no

IVA20 Environmental responsibilities at highest level

- [x] yes
- [ ] no
- [ ] not evident

Level of responsibility

- [x] Board of Directors
- [ ] Executive Committee
- [ ] below top management (with reporting channels)
- [ ] below top management (no evidence of reporting channels)
- [ ] unknown

IVA21 Programs to halt and reverse the loss of biodiversity

- [ ] yes
- [ ] no
- [x] not evident

Mitigation hierarchy actions

- [ ] actions to avoid negative impacts
- [ ] actions to minimize negative impacts
- [ ] actions to restore ecosystems
- [ ] transformative actions, including additional conservation actions
- [ ] actions to offset residual negative impacts

IVA22 Quantitative target to halt and reverse the loss of biodiversity

- [ ] yes
- [ ] no
- [x] not evident

Application scope

- [ ] at group level
- [ ] for most relevant units
- [ ] for some units only
- [ ] unknown

Follow-up targets

- [ ] yes
- [ ] no
- [ ] not relevant
- [x] not evident

3. Facts and data

IVF01 Data on CO2 / GHG emissions

- [x] yes
- [ ] no
- [ ] not evident

Application scope

- [x] at group level
- [ ] for most relevant units
- [ ] for some units only
- [ ] unknown

Object of data

- [x] scope 1
- [x] scope 2
- [ ] scope 3: incomplete
- [x] scope 3: material categories
- [ ] scope 3: complete
- [ ] total number given only

Reporting standard

- [ ] Global Reporting Initiative (GRI)
- [ ] CDP
- [x] another standard
- [ ] company's own way of reporting

Scope 3 (total)

Scope 3 (complete) in metric tonnes CO2eq 832,107.60

Scope 1

Scope 1 in metric tonnes CO2eq 7,752.30

Total GHG emissions

Total GHG emissions in metric tonnes CO2eq 840,241.70

Scope 2 (location-based)

Scope 2 (location-based) in metric tonnes CO2 1,442.70

Scope 2 (market-based)

Scope 2 (market-based) in metric tonnes CO2eq 381.80

IVF02 Data on air emissions

- [ ] yes
- [ ] no
- [x] not evident

Reporting standard

- [ ] Global Reporting Initiative (GRI)
- [ ] another standard
- [ ] company's own way of reporting

Application scope

- [ ] at group level
- [ ] for most relevant units
- [ ] for some units only
- [ ] unknown

IVF04 Disclosure of most significant drivers for biodiversity loss

- [ ] yes
- [ ] no
- [x] not evident

Affected drivers

- [ ] GHG emissions
- [ ] land- or sea use change
- [ ] pollution
- [ ] (over-)exploitation
- [ ] invasive species

IVF10 Disclosure of sites with most significant impact on biodiversity

- [ ] yes
- [ ] no
- [x] not evident

IVF11 Sites located in biodiversity-sensitive areas

- [x] yes
- [ ] no
- [ ] not evident

Site located near biodiversity-sensitive area

- [ ] no
- [x] yes
- [ ] not evident
- [ ] not relevant

5. Community and human rights

2. Action plans

VA01 Guidelines for conducting philanthropic activities

- [ ] yes
- [ ] no
- [x] not evident

Application scope

- [ ] at group level
- [ ] at divisional level
- [ ] unknown

Publicly disclosed

- [ ] yes
- [ ] no

VA04 Human rights due diligence

- [x] yes
- [ ] no
- [ ] not evident

Features

- [x] public policy to respect human rights
- [x] human rights impact assessment
- [x] measures to prevent adverse impacts
- [x] impact monitoring
- [ ] public reporting on impacts and measures to address them

VA11 Nature-related community programs

- [ ] not relevant (is not active in regions with local communities / indigenous peoples)
- [ ] yes
- [ ] no
- [x] not evident

Features of the program

- [ ] community development programs
- [ ] benefit-sharing permits or agreements
- [ ] none of the above
- [ ] not relevant

3. Facts and data

VF01 Reporting of charitable donations

- [ ] yes
- [ ] no
- [x] not evident

Accuracy of data

- [ ] safe data
- [ ] estimate
- [ ] not estimable

Reporting standard

- [ ] Global Reporting Initiative (GRI)
- [ ] another standard
- [ ] company's own way of reporting

Detail of reporting

- [ ] full list of beneficiaries (with amounts)
- [ ] total amount of donations

6. Corporate governance

3. Facts and data

VIF01 Board composition

- [x] yes
- [ ] no
- [ ] not required

Separate position for chairman of board and CEO

- [x] yes
- [ ] no

High number of members in BoD

High number of members in BoD 4

Percentage of independent directors (NED)

Percentage of independent directors (NED) 25

Percentage of directors with long term of office (>15 years)

Percentage of directors with long term of office (>15 years) 0

Percentage of female directors

Percentage of female directors 0

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VIF02 Number of board committees

- [x] yes
- [ ] no
- [ ] not evident

Number of board committees

Number of board committees 3

VIF03 Term of office of directors

- [ ] one year
- [x] more than one year
- [ ] not evident

VIF04 Disclosure of CEO remuneration in Annual Report

- [x] yes
- [ ] no

Level of disclosure

- [x] detailed disclosure
- [ ] global disclosure

VIF05 Disclosure of executive board remuneration in Annual Report

- [x] yes
- [ ] no

Level of disclosure

- [x] individual disclosure with info on all remuneration components
- [ ] collective disclosure with info on all remuneration components
- [ ] individual disclosure with global amounts
- [ ] collective disclosure with global amounts

VIF06 Audit and non-audit fees

- [x] disclosure of both audit and non-audit fees
- [ ] partial disclosure only
- [ ] no disclosure

Comparison of fees

- [x] non-audit fees are marginal
- [ ] non-audit fees are equal or lower than audit fees
- [ ] non-audit fees are higher than audit fees

Fees

- [x] audit fees
- [x] non-audit fees

Non-audit fees in USD

non-audit fees in USD 0

Audit fees in USD

audit fees in USD 157,844.40

VIF09 Variable remuneration of top executives linked to sustainability performance

- [ ] yes
- [x] no
- [ ] not evident

ESG Indicators:
Primary information and sources

End of financial year
31.12.2025

1. Reporting

3. Facts and data

IF01 Public communication on CSR issues

Primary info:	Focus topics: » Human rights, respect, integrity, diversity, ethical recruitment, fair working conditions, health protection, occupational safety » Aspects of sustainability, protection of the environment and climate, animal welfare, and supply chain compliance » Handling of conflict minerals, chemicals, pollutants » Fair competition, prohibition of cartels Corruption, bribery, invitations, gifts » Money laundering, financing of terrorism, export controls » Taxes, tax strategy, tax compliance, international tax guidelines » Conflicts of interest, prohibition of insider trading, political activities, donations, sponsorship » Handling of company property, corporate assets, business and trade secrets, data protection, intellectual property, AI tools » Compliance with the Code of Conduct » Inclusion of employee interests through employee representatives ---------- Focus topics: » Human rights, respect, integrity, diversity, ethical recruitment, fair working conditions, health protection, occupational safety » Aspects of sustainability, protection of the environment and climate, animal welfare, and supply chain compliance » Handling of conflict minerals, chemicals, pollutants » Fair competition, prohibition of cartels Corruption, bribery, invitations, gifts » Money laundering, financing of terrorism, export controls » Taxes, tax strategy, tax compliance, international tax guidelines » Conflicts of interest, prohibition of insider trading, political activities, donations, sponsorship » Handling of company property, corporate assets, business and trade secrets, data protection, intellectual property, AI tools » Compliance with the Code of Conduct » Inclusion of employee interests through employee representatives ---------- Focus topics: » Human rights, respect, integrity, diversity, ethical recruitment, fair working conditions, health protection, occupational safety » Aspects of sustainability, protection of the environment and climate, animal welfare, and supply chain compliance » Handling of conflict minerals, chemicals, pollutants » Fair competition, prohibition of cartels Corruption, bribery, invitations, gifts » Money laundering, financing of terrorism, export controls » Taxes, tax strategy, tax compliance, international tax guidelines » Conflicts of interest, prohibition of insider trading, political activities, donations, sponsorship » Handling of company property, corporate assets, business and trade secrets, data protection, intellectual property, AI tools » Compliance with the Code of Conduct » Inclusion of employee interests through employee representatives ---------- Focus topics: » Human rights, respect, integrity, diversity, ethical recruitment, fair working conditions, health protection, occupational safety » Aspects of sustainability, protection of the environment and climate, animal welfare, and supply chain compliance » Handling of conflict minerals, chemicals, pollutants » Fair competition, prohibition of cartels Corruption, bribery, invitations, gifts » Money laundering, financing of terrorism, export controls » Taxes, tax strategy, tax compliance, international tax guidelines » Conflicts of interest, prohibition of insider trading, political activities, donations, sponsorship » Handling of company property, corporate assets, business and trade secrets, data protection, intellectual property, AI tools » Compliance with the Code of Conduct » Inclusion of employee interests through employee representatives
Source:	*Annual Report 2025*
Primary info:	In addition, workers in the value chain can contact the established whistleblower system at any time (see Section G1-1). All information received by the whistleblower system is checked individually and follow-up measures are taken if necessary. Options for workers in the value chain to report their concerns and other measures to promote the implementation of the Code of Conduct are described in detail in Section G1-1. The reporting options are accessible to workers and third parties, including workers in the value chain.
Source:	*Sustainability Report 2025*

IF02 External verification of CSR reporting

Primary info:	An independent assurance engagement with the purpose of expressing a conclusion with limited assurance („limited assurance engagement") is substantially less in scope than ankpmg Bajaj Mobility AG, Mattighofen (formerly: Pierer Mobility AG, Wels) Translation of the Report on the independent assurance of the consolidated non-financial reporting pursuant to Section 267a UGB for the year ended December 31, 2025 This report is a translation of the original report in German, which is solely valid. 10283996 6 independent assurance engagement with the purpose of expressing a conclusion with reasonable assurance („reasonable assurance engagement"), thus providing reduced assurance.
Source:	*Annual Report 2025*
Primary info:	Conclusion with limited assurance Based on our procedures performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the consolidated non-financial reporting pursuant to § 267a UGBUGB (hereafter „non-financial reporting") in the Group management report in section 4 is not prepared, in all material respects, in compliance with: • the statutory provisions of the Austrian Sustainability and Diversity Improvement Act (Section § 267a of the Austrian Commercial Code (UGB)), • the reporting requirements according to Article 8 of the EU Regulation 2020/852 (hereinafter referred to as „EU-Taxonomy-Regulation"), • the requirements of the delegated regulation (EU) 2023/2772 (hereinafter referred to as „ESRS"), and • the process carried out by the company to identify the information to be included in the consolidated non-financial reporting in accordance with the legal requirements and standards for non-financial reporting (hereinafter referred to as „double materiality assessment process"); with the description set out in disclosure "4.1 ESRS 2 ALLGEMEINE ANGABEN MANAGEMENT DER AUSWIRKUNGEN, RISIKEN UND CHANCEN IRO-1 Beschreibung des Verfahrens zur Ermittlung und Bewertung der wesentlichen Auswirkungen, Risiken und Chancen".
Source:	*Annual Report 2025*

IF03 Reporting guidelines followed by CSR reporting

Primary info:	Show more Key figures GRI 2-7, 2-8, 2-30 Employee details GRI 403-9 Health and safety: Work-related injuries (employees & temporary workers) GRI 404-1 Training and education GRI 405-1 Diversity among employees and in executive board and governance bodies GRI 416-2 Product safety risks - Incidents involving a fine or penalty following recalls GRI 418-1 Data protection ---------- Show more Key figures GRI 2-7, 2-8, 2-30 Employee details GRI 403-9 Health and safety: Work-related injuries (employees & temporary workers) GRI 404-1 Training and education GRI 405-1 Diversity among employees and in executive board and governance bodies GRI 416-2 Product safety risks - Incidents involving a fine or penalty following recalls GRI 418-1 Data protection ---------- Show more Key figures GRI 2-7, 2-8, 2-30 Employee details GRI 403-9 Health and safety: Work-related injuries (employees & temporary workers) GRI 404-1 Training and education GRI 405-1 Diversity among employees and in executive board and governance bodies GRI 416-2 Product safety risks - Incidents involving a fine or penalty following recalls GRI 418-1 Data protection
Source:	*Webpage References 2025*
Primary info:	This allows us to implement ESG and help ensure the future viability of our business model at a time of geopolitical, economic and social change. Key figures GRI 2-27, 205-3, 406-1, 418-1 Compliance I Compliance with laws and regulations I Non-discrimination I Data protection 205-2 Anti-corruption training, corruption training based on continent ---------- This allows us to implement ESG and help ensure the future viability of our business model at a time of geopolitical, economic and social change. Key figures GRI 2-27, 205-3, 406-1, 418-1 Compliance I Compliance with laws and regulations I Non-discrimination I Data protection 205-2 Anti-corruption training, corruption training based on continent ---------- This allows us to implement ESG and help ensure the future viability of our business model at a time of geopolitical, economic and social change. Key figures GRI 2-27, 205-3, 406-1, 418-1 Compliance I Compliance with laws and regulations I Non-discrimination I Data protection 205-2 Anti-corruption training, corruption training based on continent
Source:	*Policy documents 2025*

2. Business ethics and product responsibility

1. Principles

IIP01 Policy on bribery and corruption

Primary info:	Compliance issues are regularly discussed at Supervisory Board meetings. This includes a description of compliance violations identified during the respective reporting period, including those that potentially involve members of the Executive Board. Next, suitable measures are taken, which may range from warnings to measures under employment law or even criminal prosecution. Each measure is carefully coordinated with the relevant internal departments and implemented consistently. Further steps may be derived from the reports, for example the creation of new guidelines by the Legal department for the purposes of raising employee awareness. Managers are further required to take preventive measures to avoid risks and ensure safe and compliant working methods. The Code of Conduct is regularly reviewed by the Legal department and updated as required to ensure it meets the high standards. In 2025, the Code of Conduct and related guidelines, including those on anti-corruption and bribery, were updated and revised. The departments, relevant managers, and ultimately the Executive Board or the company management are responsible for ensuring that the Code of Conduct is implemented. In principle, the Code of Conduct applies to all Bajaj Mobility companies.
Source:	*Sustainability Report 2025*
Primary info:	The Bajaj Mobility Group and its Business Partners fully adhere to the respective national and international regulations for combating corruption (e.g., UNCAC, U.S. Foreign Corrupt Practices Act, UK Bribery Act, OECD Guidelines for Multinational Enterprises) and anti-bribery provisions. They unequivocally oppose all forms of corruption and bribery and commit to doing everything within their power to combat corruption and bribery.
Source:	*Policy documents 2025*
Primary info:	The Bajaj Mobility Group and its Business Partners, along with all their employees, executives, and members of the organization, do not accept gifts, invitations, entertainment, or other advantages or benefits from other Business Partners. Exceptions are only made for those that fall within socially accepted and reasonable boundaries, where accepting them would not reasonably be expected to influence business decisions or actions. Invitations, gifts, other offerings, or benefits must never be misused for the purpose of exerting undue influence. Accepting cash is prohibited. Gifts, invitations, entertainment, other advantages, or benefits must not be actively solicited.
Source:	*Policy documents 2025*

IIP02 Policy on insider trading

Primary info:	2. The Bajaj Mobility Group and its Business Partners handle insider information responsibly and in accordance with legal regulations. They do not disclose such information to third parties and adhere to legal requirements regarding securities trading. Consequently, the misuse of insider information, as well as insider trading itself, is prohibited.
Source:	*Policy documents 2025*
Primary info:	The professional conduct of each employee of the Bajaj Mobility Group is governed exclusively by the legitimate interests of the Bajaj Mobility Group. ... The Bajaj Mobility Group and its Business Partners handle insider information responsibly and in accordance with legal regulations. They do not disclose such information to third parties and adhere to legal requirements regarding securities trading. Consequently, the misuse of insider information, as well as insider trading itself, is prohibited.
Source:	*Policy documents 2025*

IIP03 Policy on competition

Primary info:	Fair competition serves as the ultimate benchmark for any company operating on an international scale. The Bajaj Mobility Group, alongside its business partners, is steadfast in its commitment to adhering to the laws, rules, and regulations governing competition, particularly antitrust laws, across all their markets. They are dedicated to establishing a level playing field as mandated by their obligation. Every business endeavor is carried out with integrity, transparency, and a commitment to fairness. The company consistently upholds ethical standards and treats all market participants with respect and honesty. The Bajaj Mobility Group and its Business Partners refrain from engaging in antitrust agreements and avoid any exploitation of market dominance.
Source:	*Policy documents 2025*
Primary info:	Fair competition serves as the ultimate benchmark for any company operating on an international scale. The Bajaj Mobility Group, alongside its business partners, is steadfast in its commitment to adhering to the laws, rules, and regulations governing competition, particularly antitrust laws, across all their markets. They are dedicated to establishing a level playing field as mandated by their obligation. The company consistently upholds ethical standards and treats all market participants with respect and honesty. The Bajaj Mobility Group and its Business Partners refrain from engaging in antitrust agreements and avoid any exploitation of market dominance. They diligently follow the pertinent guidelines outlined by the Organization for Economic Cooperation and Development (OECD) for multinational enterprises, thereby mitigating potential anti-competitive effects. This includes preventing the abuse of market dominance, avoiding market sharing, bid rigging, production limitations, and price manipulation. ---------- Fair competition serves as the ultimate benchmark for any company operating on an international scale. The Bajaj Mobility Group, alongside its business partners, is steadfast in its commitment to adhering to the laws, rules, and regulations governing competition, particularly antitrust laws, across all their markets. They are dedicated to establishing a level playing field as mandated by their obligation. The company consistently upholds ethical standards and treats all market participants with respect and honesty. The Bajaj Mobility Group and its Business Partners refrain from engaging in antitrust agreements and avoid any exploitation of market dominance. They diligently follow the pertinent guidelines outlined by the Organization for Economic Cooperation and Development (OECD) for multinational enterprises, thereby mitigating potential anti-competitive effects. This includes preventing the abuse of market dominance, avoiding market sharing, bid rigging, production limitations, and price manipulation.
Source:	*Policy documents 2025*

IIP04 Policy on conflicts of interest

Primary info: H) Conflicts of interest, prohibition of insider trading, political activities, donations, sponsorship 1. The professional conduct of each employee of the Bajaj Mobility Group is governed exclusively by the legitimate interests of the Bajaj Mobility Group. Their actions are aimed at avoiding any conflicts of interest that could adversely affect the company. The Bajaj Mobility Group avoids situations where personal or financial interests may conflict with the interests of the company by promptly addressing such situations. The Bajaj Mobility Group does not create conflicts of interest that could harm its Business Partners. Employees of the Bajaj Mobility Group are prohibited from engaging in financial, business, or other activities or employments that could impair their performance or availability at the Bajaj Mobility Group or lead to an unauthorized conflict of interest.

Source: *Policy documents 2025*

Primary info: H) Conflicts of interest, prohibition of insider trading, political activities, donations, sponsorship 1. The professional conduct of each employee of the Bajaj Mobility Group is governed exclusively by the legitimate interests of the Bajaj Mobility Group. Their actions are aimed at avoiding any conflicts of interest that could adversely affect the company. The Bajaj Mobility Group avoids situations where personal or financial interests may conflict with the interests of the company by promptly addressing such situations. The Bajaj Mobility Group does not create conflicts of interest that could harm its Business Partners. Employees of the Bajaj Mobility Group are prohibited from engaging in financial, business, or other activities or employments that could impair their performance or availability at the Bajaj Mobility Group or lead to an unauthorized conflict of interest.

Source: *Policy documents 2025*

Primary info: Management of impacts, risks and opportunities G1-1 Corporate culture and business conduct policies Code of Conduct The Bajaj Mobility Group Code of Conduct forms the basis for a responsible and ethical corporate culture. It applies to all employees and board members, as well as business partners. The Code of Conduct includes detailed guidelines on compliance with human rights, diversity, environmental protection, fair working conditions, health and safety, forced and compulsory labor, child labor, human trafficking, and ethical business conduct. At the same time, it compels strict compliance of the Group and its business partners with the applicable national and international laws, regulations, and guidelines, as well as international standards such as the OECD guidelines, ILO conventions (in particular

Source: *Annual Report 2025*

IIP12 Policy on data privacy

Primary info: As part of the provision of our services, we may transfer personal data to other companies in accordance with your consent (Art. 6 para. 1 lit. a GDPR), to fulfill our contractual obligations (Art. 6 para. 1 lit. b GDPR), to fulfill legal obligations (Art. 6 para. 1 lit. c GDPR) or to protect our legitimate interests (Art. 6 para. 1 lit. f GDPR). We may also pass on personal data to other companies within and/or outside our group of companies as part of an order processing relationship, such as external service providers as part of the provision of our services. In some cases, we may transfer personal data to recipients in third countries (see in each case the corresponding statement within our privacy statement). The legal basis for such a data transfer is generally your consent (Article 49 (1) sentence 1 (a) GDPR) or a respective contract performance (Article 49 (1) sentence 1 (b) GDPR) or the adequacy decision of the EU Commission (Article 45 (1) GDPR) or the use of EU standard contractual clauses (Article 46 (2) (c) GDPR; “SCC”).

Source: *Policy documents 2025*

Primary info: Data Security We take appropriate technical and organizational security measures to protect the personal data we process against accidental or intentional manipulation, loss, destruction or against unauthorized access. We use technical and organizational measures to ensure the confidentiality of your personal data and to protect it against manipulation, loss and destruction. The storage and disclosure of personal data are subject to strict security procedures. We train our corresponding employees with regard to data protection law. Our employees only access personal data to the extent necessary. 7. Your rights You may have the following rights in relation to your Personal Data, subject to applicable law and in certain circumstances. Please refer to section 9 if you are based in California or Australia. 7.1. Revocation of your consent to data processing Certain data processing operations are only possible with your explicit consent. You can revoke consent you have already given at any time. To do this, an informal notification to us by e-mail or via post is sufficient (see contact details below). There may also be a function in the app that allows you to withdraw your consent. The legality of the data processing that took place up until the revocation remains unaffected by the revocation.

Source: *Policy documents 2025*

Primary info: for the purpose of asserting and defending any legal claims, to prevent cases of abuse and to block user accounts that violate the terms of use of the Mobility Service of the App, and for anonymizing data collected in the KTM connect App and any additional Feature in the App that you might be using so that this anonymized data can be used by us and third parties (e.g. other Bajaj Mobility group companies, suppliers, research institutions) for statistical evaluations to better understand how customers use our motorcycles, market research purposes and the improvement of our products.

Source: *Policy documents 2025*

Primary info: If you have an account with us, we will retain your information for the duration of your active account and, if necessary, for the period thereafter to comply with our legal obligations. For example, we are required to retain your information for seven years for tax and accounting purposes and for ten years for potential product liability reasons.

Source: *Policy documents 2025*

Primary info: In the last 12 months, we have collected the following categories of personal information that identify you or your household: Identifiers, such as your name, IP address, email address, or phone number; Protected classification characteristics, such as gender; Commercial information, such as records of personal property, products or services purchased, or other purchasing or consumption histories or tendencies; Biometric information, such as your physical characteristics; Internet/network information, such as information about your interaction with the App; Geolocation data, such as information about your physical location or movements; and Audio, electronic, visual, thermal, olfactory, or similar information, such as profile pictures.

Source: *Policy documents 2025*

Primary info: Privacy Policy of Bajaj Mobility AG 1. Introduction This Privacy Policy (“Policy”) informs you on how the company of the Bajaj Mobility AG Group that acts as controller (“Controller”, “we”, “us”, “our”) collects and processes personal data about you (“Personal Data”, “Data”) when you use and/or visit any digital property (“Digital Property”) including but not limited to our Apps (“App”) or one of our websites (“Website”), buy products, attend or participate in one of our events or participate in a promotion.

Source: *Policy documents 2025*

Primary info: You may have the following rights in relation to your Personal Data, subject to applicable law and in certain circumstances. Please refer to section 9 if you are based in California or Australia. 7.1. Revocation of your consent to data processing Certain data processing operations are only possible with your explicit consent. You can revoke consent you have already given at any time. To do this, an informal notification to us by e-mail or via post is sufficient (see contact details below).

Source: *Policy documents 2025*

2. Action plans

IIA02 Reporting channels available for business ethics related breaches

Primary info: In addition, workers in the value chain can contact the established whistleblower system at any time (see Section G1-1). All information received by the whistleblower system is checked individually and follow-up measures are taken if necessary. NON-FINANCIAL STATEMENT | 2025 N F S - 5 4 S2-3 Processes to remediate negative impacts and channels for value chain workers to raise concerns Options for workers in the value chain to report their concerns and other measures to promote the implementation of the Code of Conduct are described in detail in Section G1-1. The reporting options are accessible to workers and third parties, including workers in the value chain. ---------- The reporting options are accessible to workers and third parties, including workers in the value chain. Options for workers in the value chain to report their concerns and other measures to promote the implementation of the Code of Conduct are described in detail in Section G1-1.

Source: *Sustainability Report 2025*

Primary info: Promotion of the whistleblower system To promote the use of the whistleblower system, an additional reporting channel has been set up within the system, which also enables external business partners and third parties to submit reports (anonymously). This is publicly available through the Bajaj Mobility Group's Code of Conduct.

Source: *Annual Report 2025*

IIA04 Quality certifications

Primary info: The whole process of creating a motorcycle product – from market analysis, the idea for the product, design studies, construction and development, cooperation with suppliers, the procurement of components for series production, parts production, assembly of the engine and vehicle, through to packing and shipping – is covered by an integrated management system according to ISO 9001:2015 (quality) and ISO 14001:2015 (environment) and controlled using the KTM process management system. The scope of certification of ISO 9001:2015 covers the production sites in Mattighofen and Munderfing, KTM Forschungs & Entwicklungs GmbH, the logistics sites in Munderfing and Schalchen, and the sales subsidiaries located in Mattighofen.

Source: *Sustainability Report 2025*

Primary info: The whole process of creating a motorcycle product – from market analysis, the idea for the product, design studies, construction and development, cooperation with suppliers, the procurement of components for series production, parts production, assembly of the engine and vehicle, through to packing and shipping – is covered by an integrated management system according to ISO 9001:2015 (quality) and ISO 14001:2015 (environment) and controlled using the KTM process management system. The scope of certification of ISO 9001:2015 covers the production sites in Mattighofen and Munderfing, KTM Forschungs & Entwicklungs GmbH, the logistics sites in Munderfing and Schalchen, and the sales subsidiaries located in Mattighofen.

Source: *Sustainability Report 2025*

IIA07 Ethical responsibilities at highest level

Primary info: In the case of suspected breaches of the compliance guidelines, internal investigations are immediately initiated; these are conducted independently by the Legal department with support from external experts where required. As soon as a report is received, it is checked and an initial assessment is carried out by the Legal department. Specific steps are taken on a case-by-case basis. Compliance issues are regularly discussed at Supervisory Board meetings. This includes a description of compliance violations identified during the respective reporting period, including those that potentially involve members of the Executive Board.

Source: *Sustainability Report 2025*

3. Labor issues and human rights

1. Principles

IIIP01 Policy on labor issues for employees

Primary info: 7. ensure that the right to join associations and trade unions is preserved. Within the Bajaj Mobility Group and among its Business Partners, the right to lodge complaints without facing retaliation is guaranteed (e.g., through the whistleblower system), and the rights to freedom of association and collective bargaining, as well as the right to strike, are freely exercised. 8. comply with the applicable national laws and regulations governing health protection and occupational safety and maintain appropriate occupational safety management.

Source: *Policy documents 2025*

Primary info: Equal opportunities and equal treatment are respected and encouraged. 4. prohibit discrimination, bullying and harassment, in particular any form of sexual harassment, such as improper advances, derogatory comments, inappropriate jokes, demeaning expressions, suggestive gestures, or the display of explicit material in any form (e.g., written, verbal or digital). In the event such incidents occur, colleagues encourage each other to address such cases and report them anonymously and confidentially through various company channels. The provisions of the Bajaj Mobility Group's "Diversity and Anti-Discrimination Policy", which is available online, apply to Business Partners accordingly. 5. comply with all existing and applicable regulations under labor law in the respective labor markets, for example regulations on working hours, minimum wages, hygiene, works agreements, the works council or freedom of assembly. Significant importance is placed on ensuring that employees have an appropriate, decent standard of living. The salary policy aims for equal, market-standard, and fair compensation for equal performance.

Source: *Policy documents 2025*

Primary info: Occupational Health and Safety Policy 1. Preamble 1.1. Aim and purpose of the Policy For the PIERER Mobility Group, the safety and health of all employees is a corporate objective of equal importance to the quality of our products and economic success. The avoidance of occupational accidents and the protection and strengthening of health are an integral part of operations and are always incorporated into social and ecological considerations.

Source: *Policy documents 2025*

Primary info: The Bajaj Mobility Group and its Business Partners, commits to employing only those individuals who have attained the minimum working age as mandated by the relevant national legislation. Moreover, the Bajaj Mobility Group and its Business Partners pledge to comply with the convention of the International Labour Organization (ILO C138), which stipulates a minimum age for employing children. In accordance with this, the employment of children under the age of 13 is not tolerated in any case.

Source: *Policy documents 2025*

Primary info: The full "legal text of the ILO (C138)" can be viewed online. Reference is also extended to the adherence to the "Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour (ILO 182)", which can be viewed online. 6. strictly reject any use of forced or compulsory labor as well as any form of modern slavery or human trafficking, bonded labor, involuntary or exploitative prison labor or other forms of exploitation in their companies or at (sub-)suppliers. ... We also highlight compliance with the "Forced Labour Convention (ILO 29)", and the "Abolition of Forced Labour Convention (ILO 105)".

Source: *Policy documents 2025*

Primary info: The full "legal text of the ILO (C138)" can be viewed online. Reference is also extended to the adherence to the "Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour (ILO 182)", which can be viewed online. 6. strictly reject any use of forced or compulsory labor as well as any form of modern slavery or human trafficking, bonded labor, involuntary or exploitative prison labor or other forms of exploitation in their companies or at (sub-)suppliers. Employment relationships are voluntary and can be terminated by employees at their own will and by giving reasonable notice.

Source: *Policy documents 2025*

Primary info: Updated: 29.09.2023 1 I 4 Diversity and Anti-Discrimination Policy 1. Preamble 1.1. Aim and purpose of the policy The PIERER Mobility Group places a significant emphasis on ensuring that all employees are treated with fairness and utmost respect. The diversity and uniqueness of our employees are the engine that drives the performance and innovative strength of the PIERER Mobility Group. We value the diversity that is reflected in the origin, gender, nationality, age, physical limitations, culture, religion, language, and ideas of the employees. 1.2. Scope This Policy applies to all employees, managers and board members worldwide. It also applies to all legal entities, offices, and other workplaces of the company.

Source: *Policy documents 2025*

IIIP01_1 Policy on freedom of association for employees

Primary info: 7. ensure that the right to join associations and trade unions is preserved. Within the Bajaj Mobility Group and among its Business Partners, the right to lodge complaints without facing retaliation is guaranteed (e.g., through the whistleblower system), and the rights to freedom of association and collective bargaining, as well as the right to strike, are freely exercised. 8. comply with the applicable national laws and regulations governing health protection and occupational safety and maintain appropriate occupational safety management.

Source: *Policy documents 2025*

IIIP01_2 Policy on non-discrimination for employees

Primary info: Updated: 29.09.2023 1 I 4 Diversity and Anti-Discrimination Policy 1. Preamble 1.1. Aim and purpose of the policy The PIERER Mobility Group places a significant emphasis on ensuring that all employees are treated with fairness and utmost respect. The diversity and uniqueness of our employees are the engine that drives the performance and innovative strength of the PIERER Mobility Group. We value the diversity that is reflected in the origin, gender, nationality, age, physical limitations, culture, religion, language, and ideas of the employees. 1.2. Scope This Policy applies to all employees, managers and board members worldwide. It also applies to all legal entities, offices, and other workplaces of the company.

Source: *Policy documents 2025*

IIIP01_4 Policy on maximum working hours for employees

Primary info: Equal opportunities and equal treatment are respected and encouraged. 4. prohibit discrimination, bullying and harassment, in particular any form of sexual harassment, such as improper advances, derogatory comments, inappropriate jokes, demeaning expressions, suggestive gestures, or the display of explicit material in any form (e.g., written, verbal or digital). In the event such incidents occur, colleagues encourage each other to address such cases and report them anonymously and confidentially through various company channels. The provisions of the Bajaj Mobility Group's "Diversity and Anti-Discrimination Policy", which is available online, apply to Business Partners accordingly. 5. comply with all existing and applicable regulations under labor law in the respective labor markets, for example regulations on working hours, minimum wages, hygiene, works agreements, the works council or freedom of assembly. Significant importance is placed on ensuring that employees have an appropriate, decent standard of living. The salary policy aims for equal, market-standard, and fair compensation for equal performance.

Source: *Policy documents 2025*

IIIP02 Policy on labor issues for contractors

Primary info:

5. comply with all existing and applicable regulations under labor law in the respective labor markets, for example regulations on working hours, minimum wages, hygiene, works agreements, the works council or freedom of assembly. Significant importance is placed on ensuring that employees have an appropriate, decent standard of living.

do not endorse any violation of human rights, ensure respect for human rights in the conduct of their business, and do not accept discriminatory behaviour toward any employees or Business Partners. The Bajaj Mobility Group and its Business Partners ensure that, in recruitment and the employment process, applicants and employees are assessed without any discrimination or prejudice and are not subject to deception or fraud. Internationally recognized human rights are respected and maintained.

Source: *Policy documents 2025*

Primary info: 7. ensure that the right to join associations and trade unions is preserved. Within the Bajaj Mobility Group and among its Business Partners, the right to lodge complaints without facing retaliation is guaranteed (e.g., through the whistleblower system), and the rights to freedom of association and collective bargaining, as well as the right to strike, are freely exercised.

Source: *Policy documents 2025*

Primary info: 8. comply with the applicable national laws and regulations governing health protection and occupational safety and maintain appropriate occupational safety management. This includes preventive measures such as ensuring a safe workplace, providing protective clothing, preventing, and reducing excessive noise exposure, conducting training and safety briefings for employees to minimize and prevent workplace safety risks, and striving to prevent work-related accidents and occupational illnesses to the best of their ability. Reference is made to the "Occupational Health and Safety and Employee Health Policy" of the Bajaj Mobility Group, which is available online. Business Partners are expected to observe these principles accordingly. These commitments must likewise be adhered to by our Business Partners.

Source: *Policy documents 2025*

Primary info: The Bajaj Mobility Group, along with its Business Partners, commits to employing only those individuals who have attained the minimum working age as mandated by the relevant national legislation. Moreover, the Bajaj Mobility Group and its Business Partners pledge to comply with the convention of the International Labour Organization (ILO C138), which stipulates a minimum age for employing children. In accordance with this, the employment of children under the age of 13 is not tolerated in any case.

Source: *Policy documents 2025*

Primary info: The full "legal text of the ILO (C138)" can be viewed online. Reference is also extended to the adherence to the "Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour (ILO 182)", which can be viewed online. 6. strictly reject any use of forced or compulsory labor as well as any form of modern slavery or human trafficking, bonded labor, involuntary or exploitative prison labor or other forms of exploitation in their companies or at (sub-)suppliers. Employment relationships are voluntary and can be terminated by employees at their own will and by giving reasonable notice. No private or public security personnel are engaged in situations where there is a threat of violating the ban on torture, causing harm to individuals' lives or physical well- being, or infringing upon freedom of association and coalition.

Source: *Policy documents 2025*

Primary info: The revised Code of Conduct is applied as an element of all new contracts. Every contractual partner that wants to do business with the PIERER Mobility Group must now accept and comply with the ethical principles, general principles and minimum standards of the Code of Conduct.

Source: *Policy documents 2025*

2. Action plans

IIIA05 Diversity programs for employees

Primary info: moderated discussions (e.g. process and role workshops) within all affected teams » Involvement of internal organizational developers to support the reflection work » Feedback loops » Implementation of a central automated reporting tool for general and goal-related reporting HR » Low resilience among employees and managers can increase stress and reduce the ability to act » Pandemics or waves of illness can lead to long periods of sick leave and lost productivity » Employer attractiveness and health protection can influence the retention and recruitment of employees as well as the positioning in the competition for talent » Key employees could leave the company » Personnel costs may increase at a faster rate than expected as a result of collective bargaining agreements or macroeconomic developments » Employees expect more flexibility in terms of time and space and a better work-life balance from their employer » Shifting to a new culture with different frameworks, values, and beliefs could lead to dissatisfaction and loss of productivity » Training sessions such as “Self-Management Mastery” and Spotlight formats to strengthen resilience and growth mindset » Strategic personnel development » Training offers for further education » Cross-media employee campaigns, expansion, and intensification of internal communication » Apprentice training program in the company’s own apprentice workshop » Continuous development of occupational health and safety protection » Constant monitoring of personnel costs » Adjustment of the number of employees » Flexible working time models » Benefits

Source: *Annual Report 2025*

Primary info: Summer break childcare In cooperation with the Kinderfreunden family organization and Schalchen elementary school, the Group has been offering a free childcare service during the summer break for several years now. The children also gain an insight into the apprentice workshop and the KTM Motohall. The offer is intended to make it easier for parents to work during the summer holidays and is primarily aimed at employees of the Mattighofen, Munderfing, and Schalchen sites.

Source: *Annual Report 2025*

Primary info: The Diversity and Anti-Discrimination Policy governs how diversity is to be experienced and promoted within the Bajaj Mobility Group and how different forms of discrimination and harassment are prevented. The policy does not just cover workplaces of the workforce, but also explicitly takes work-related settings and online situations into account. It applies to all workforce and board members worldwide. The policy defines relevant terms and helps workers to identify inappropriate behaviors. Nationality, skin color, ethnic or national origin, sex, sexual orientation, religion, age, ideology, culture, state of health or other aspects governed by local laws are mentioned as possible reasons for discrimination.

Source: *Annual Report 2025*

Primary info: The measures taken, which are aimed in particular at women interested in STEM professions, include various information events such as apprentice fairs and school visits. The aim is to encourage girls to explore new professional fields to make it easier for them to discover where their professional inclinations lie. For this reason, the KTM Group also took part in the EUREGIO Girls’ Day during the 2025 financial year. In April 2025, eight young women were given the opportunity to gain insights into metal and automobile technology and gain practical experience in selected technical process steps at the Mattighofen site.

Source: *Annual Report 2025*

IIIA06 Employee satisfaction monitoring

Primary info:

Employee appraisals » Training courses » Works meetings » Employee representatives » Information events » Written and verbal business correspondence » Intranet » Employee app: PITBOARD » Taking up the interests of the workforce and implementing them within the framework of economic efficiency » Helping to improve the satisfaction of the workforce » Raising awareness of internal policies and processes » Respect for human and labor rights with the highest priority; consideration in all processes » Derivation of measures and processes in HR

The Bajaj Mobility Group uses various communication channels to ensure that the interests of its workforce are recorded and taken into account. This is intended to help increasing employee satisfaction and raise awareness of internal guidelines and processes. At the same time, compliance with human and labor rights is established as a top priority in all corporate processes. Appropriate measures and HR processes are derived on this basis. Further information regarding employee involvement can be found in the table above and in Section S1 Own Workforce.

Source: *Sustainability Report 2025*

IIIA07 Health and safety programs for employees

Primary info: The Bajaj Mobility Group strives to ensure a high level of occupational safety performance at all sites and in all business areas. A regular review of workplaces and processes with regard to their safety, which can also be used to monitor and follow-up measures, is an essential part of occupational safety measures. Improvement measures are implemented if necessary. In addition to regular investigations, case- based analyses of accidents and near-misses are carried out in order to ensure continued safety in the workplace. In addition to the following measures, standardized workforce health and safety measures are set out in the Group’s published Occupational Health and Safety Policy (see Section S1-1).

Source: *Annual Report 2025*

Primary info: The use of the health & safety software was continued during the 2025 financial year. The system is used extensively by the Health & Safety team to improve occupational safety. This includes, among other things, the documentation of evaluations, instructions, accidents, and the associated measures in order to be able to handle them systematically and in a resource-saving manner. The roll-out at the Austrian sites in Mattighofen, Munderfing, Schalchen, and Anif has been postponed, but is planned for the near future (short to medium-term time horizon). ---------- Improvement of ergonomics: Measures and projects to improve workplace ergonomics are being implemented on an ongoing basis. In the 2025 financial year, for example, the arrangement of materials for housing pre-assembly at the engine plant was optimized and the workstation for tank pre-assembly and testing was redesigned. ---------- Apprentice coaching: Apprenticeships bring purpose. The Bajaj Mobility Group attaches great importance to making an active contribution to the mental health of its apprentices during their apprenticeships. Since November 2024, apprentices and trainers at the Austrian sites have been offered an apprentice coaching consultation on request.

Source: *Annual Report 2025*

IIIA09 Monitoring systems to ensure compliance of labor policies for contractors

Primary info: In addition to the results of the internal assessment, the assessment of effectiveness also includes the results of external audits, e.g., as part of the audit of the annual financial statements or external IT security audits, as well as those of the Supervisory Board and the Audit Committee. Weaknesses in the control system are remedied taking into account their potential impact on the accounting processes.

Source: *Annual Report 2025*

Primary info: Supplier management In addition to monitoring in-house production processes, quality assurance in the upstream value chain is also important. This is continuously promoted by systematic supplier management including supplier evaluations and audits. In addition, the Group carries out incoming goods inspections in order to detect any deviations at an early stage. In the event of deviations, an action plan is drawn up and implemented, which also tracks the action taken. ---------- The Group has taken several precautions to ensure compliance with due diligence requirements in the value chain. Frameworks, such as the Code of Conduct, govern cooperation with suppliers and other business partners (see Section G1-1). The core values described therein are based in part on international frameworks, such as the ILO conventions or the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, and include social and governance requirements, as well as environmental requirements and specifications. In serious cases or if the business partner in question refuses to accept the measures imposed, the Group reserves the right to terminate the ongoing business relationship. ---------- The Bajaj Mobility Group will continue to monitor, evaluate, and improve its efforts to meet its obligation of due diligence in relation to human rights. The Group relies on a risk-based approach. In a first step, the VCRA was used to determine country and industry-specific sustainability risks in the upstream and downstream value chains. In order to gain further insights into the risk landscape in the upstream value chain, the Group evaluates sustainability-specific supplier self-disclosures, which must be substantiated by suppliers with evidence. The supplier self-disclosure process, which was suspended in the 2025 financial year due to the restructuring measures, is to be reimplemented and further developed in the 2026 financial year.

Source: *Sustainability Report 2025*

Primary info: The Group has taken several precautions to ensure compliance with due diligence requirements in the value chain. Frameworks, such as the Code of Conduct, govern cooperation with suppliers and other business partners (see Section G1-1). The core values described therein are based in part on international frameworks, such as the ILO conventions or the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, and include social and governance requirements, as well as environmental requirements and specifications. In serious cases or if the business partner in question refuses to accept the measures imposed, the Group reserves the right to terminate the ongoing business relationship. ---------- The Declaration on Modern Slavery and Human Trafficking forms an integral part of the Code of Conduct (see Section G1-1) and is binding on all contracting parties. It is published on the Bajaj Mobility website. The Declaration is reviewed regularly by the Legal department and updated as required to meet the high standards. The departments, relevant managers, and ultimately the Executive Board or the company management are responsible for ensuring that the Declaration is implemented. If, despite the preventive measures, there is a violation of the Declaration on Modern Slavery and Human Trafficking, the Group will take appropriate action. The central goal is to prevent violations and to actively and effectively improve the sustainability performance of business partners.

Source: *Sustainability Report 2025*

Primary info: Value Chain Risk Analysis (VCRA) The Group takes the best possible measures to analyze its value chain in order to identify potential sustainability risks or impacts in the value chain at an early stage. The underlying VCRA was revised and further developed during the 2025 financial year. The respective country and sector risks were analyzed and assessed based on databases. Due to the limited availability of data, the specific risk was not taken into account in the 2025 financial year. During the 2026 financial year, the risk-based approach is to be further deepened and specific risks are to once again be taken into account in more detail. The VCRA comprises upstream and downstream (direct) business partners and own business units. Environmental, social, and governance indicators are included. ---------- Sustainability-specific supplier self-disclosure with influence on the supplier evaluation According to the VCRA evaluation, the Group's upstream value chain poses the greatest risks in terms of non-compliance with social and environmental standards. In order to gain further insights into the risk landscape in the upstream value chain, the Group evaluates sustainability-specific supplier self-disclosures, which must be substantiated with evidence. Environmental, social, and governance indicators are also taken into account. The results of the sustainability-specific supplier self-disclosure are included in the general supplier evaluation with a defined weighting. The process was suspended during the 2025 financial year due to the restructuring measures, but is to be reimplemented and further developed during the 2026 financial year. ---------- The Bajaj Mobility Group has established standard terms and conditions of purchase that govern procurement and payment, including any associated conditions, such as quality. Here, the Group does not differentiate by size of supplier. In addition, specific arrangements may be made with suppliers. The Group has taken several precautions to ensure compliance with due diligence requirements in the value chain. Frameworks, such as the Code of Conduct, govern cooperation with suppliers and other business partners (see Section G1-1). The core values described therein are based in part on international frameworks, such as the ILO conventions or the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, and include social and governance requirements, as well as environmental requirements and specifications.

Source: *Annual Report 2025*

IIIA09_1 Labor issues form a clause in standard procurement contracts

Primary info: In addition, the Group has established a sustainability assessment for its suppliers and places sustainability demands on its contractual partners. The requirements for suppliers remained unchanged in the 2025 financial year, but due to the restructuring, their review was suspended. Regular reviews are planned again for the 2026 financial year. The Declaration on Modern Slavery and Human Trafficking forms an integral part of the Code of Conduct (see Section G1-1) and is binding on all contracting parties. It is published on the Bajaj Mobility website. The Declaration is reviewed regularly by the Legal department and updated as required to meet the high standards.

Source: *Annual Report 2025*

IIIA10 Programs to prevent mobbing and/or harassment at work

Primary info: Additional disclosure: Sexual Harassment Prevention Guideline The Bajaj Mobility Group is committed to providing a respectful, safe, and professional working environment. To this end, a policy has been developed to prevent sexual harassment and other inappropriate behavior, which is available to all employees on the Intranet at any time. It serves as a preventive measure and defines which behaviors are not tolerated and which forms of respectful interaction are expected. Particular attention is paid to the responsibility of managers in implementing and complying with these standards. The guideline also explains possible consequences in the event of violations and the procedure to be followed with respect to suspected violations. The respective departments, managers and, ultimately, the Executive Board are responsible for the implementation of and compliance with the guideline. ---------- Data protection The Bajaj Mobility Group's data protection measures are preventive actions taken to ensure high standards in the handling of personal data. To date, there have been no known cases in which a person's right to data protection has been so significantly harmed that this would have given rise to a high risk for the personal rights and freedoms of natural persons. The introduction of the mandatory e-learning course and the regular adaptation of the guidelines therefore serve to proactively prevent such cases. Data privacy training The Data Privacy e-learning course, which must be completed once a year, teaches all employees are informed about data protection requirements. The e-learning course was fully revised in 2024 to meet all data protection requirements. Participation is assessed annually and follow-up action taken where appropriate. ---------- Diversity and Anti-Discrimination Policy The Diversity and Anti-Discrimination Policy governs how diversity is to be experienced and promoted within the Bajaj Mobility Group and how different forms of discrimination and harassment are prevented. The policy does not just cover workplaces of the workforce, but also explicitly takes work-related settings and online situations into account. It applies to all workforce and board members worldwide. The policy defines relevant terms and helps workers to identify inappropriate behaviors. Nationality, skin color, ethnic or national origin, sex, sexual orientation, religion, age, ideology, culture, state of health or other aspects governed by local laws are mentioned as possible reasons for discrimination.

Source: *Sustainability Report 2025*

Primary info: In order to guarantee that all employees (irrespective of position or function) understand the Group's ethical standards and implement them in their day-to-day work, an annual mandatory e-learning program has been introduced on compliance and the Code of Conduct. The e-learning program is regularly updated. It requires employees to deal with specific examples of corruption and bribery in order to familiarize them with practical scenarios and foster their understanding of the potential risks. Furthermore, a guideline was established that contains clear guidelines on conduct and recommended actions to prevent corruption and bribery (see guidelines on dealing with invitations). Employees are provided with the contact details of the Legal department as part of the e-learning program so that they can receive individual advice from the department in the event of specific queries or areas of uncertainty. ---------- Diversity and Anti-Discrimination Policy The Diversity and Anti-Discrimination Policy governs how diversity is to be experienced and promoted within the Bajaj Mobility Group and how different forms of discrimination and harassment are prevented. The policy does not just cover workplaces of the workforce, but also explicitly takes work-related settings and online situations into account. It applies to all workforce and board members worldwide. The policy defines relevant terms and helps workers to identify inappropriate behaviors. Nationality, skin color, ethnic or national origin, sex, sexual orientation, religion, age, ideology, culture, state of health or other aspects governed by local laws are mentioned as possible reasons for discrimination. ---------- Employees can also discuss their concerns with their managers, the works council, company doctors, the HR or legal department, or safety specialists at any time, or can communicate via the whistleblower system. Information about these reporting options, such as the internal guideline on the whistleblower system or specific contact details, are available on the Intranet. The whistleblower system was specifically referred to in an employee information document (Intranet post, PITBOARD article) and in the Compliance & Code of Conduct e-learning course, which increases internal awareness of the system. The Code of Conduct, which refers to the whistleblower system, is communicated to all employees upon the signing of their contract. In addition, all employees receive the updated Code of Conduct annually in the course of its revision. Protection of whistleblowers is enshrined in company principles.

Source: *Sustainability Report 2025*

Primary info: The following topics are covered in the e-learning: » Definition of compliance » Code of Conduct and corporate culture » Human rights, respect, integrity, diversity, ethical recruitment, fair working conditions, health protection, and occupational safety » Aspects of sustainability, environmental, climate and animal welfare as well as supply chain compliance » Fair competition and prohibition of cartels » Anti-corruption (bribes, invitations, gifts) » Money laundering, terrorist financing and export controls » Taxes, tax strategy, tax compliance and international tax guidelines » Conflicts of interest, prohibition of insider trading, political activities, donations and sponsorship » Dealing with company property, company assets, trade and trade secrets, data protection, intellectual property and AI tools » Impact of the code of conduct on business relationships » Consequences of non-compliance Corruption and bribery can begin with seemingly minor actions, which is why the Group pursues a preventive strategy: In principle, all employees may be exposed to these risks, irrespective of their function or area of work. For this reason, the e-learning is aimed at all employees of the Group. The Compliance & Code of Conduct e-learning takes approximately one hour and must be completed annually by all employees who have access to the system. ---------- Additional disclosure: Sexual Harassment Prevention Guideline The Bajaj Mobility Group is committed to providing a respectful, safe, and professional working environment. To this end, a policy has been developed to prevent sexual harassment and other inappropriate behavior, which is available to all employees on the Intranet at any time. It serves as a preventive measure and defines which behaviors are not tolerated and which forms of respectful interaction are expected. Particular attention is paid to the responsibility of managers in implementing and complying with these standards. The guideline also explains possible consequences in the event of violations and the procedure to be followed with respect to suspected violations. The respective departments, managers and, ultimately, the Executive Board are responsible for the implementation of and compliance with the guideline.

Source: *Annual Report 2025*

Primary info: The global whistleblowing system is accessible to both workers and third parties. Workers in the value chain can contact the whistleblower system at any time. (IROs: 29, 30, 32) Additional disclosure: Sexual Harassment Prevention Guideline The Bajaj Mobility Group is committed to providing a respectful, safe, and professional working environment. To this end, a policy has been developed to prevent sexual harassment and other inappropriate behavior, which is available to all employees on the Intranet at any time. It serves as a preventive measure and defines which behaviors are not tolerated and which forms of respectful interaction are expected. Particular attention is paid to the responsibility of managers in implementing and complying with these standards. The guideline also explains possible consequences in the event of violations and the procedure to be followed with respect to suspected violations.

Source: *Annual Report 2025*

IIIA13 Labor issues responsibilities at highest level

Primary info: Occupational Health and Safety Policy The Bajaj Mobility Group strives to create a working environment in which workers are optimally protected from risks to their health or injury by means of suitable measures and processes. The Occupational Health and Safety Policy sets out the most important principles and measures for the occupational health and safety of its workers. In addition, numerous safety training sessions and courses have been introduced to maintain a high level of safety and to prevent accidents at work. The policy is available on the Bajaj Mobility website. The Health & Safety team is responsible for the targeted further development of occupational health and safety initiatives. It is supported by safety experts and occupational health and psychology specialists. At the top level, the Executive Board or management is responsible for implementing the policy. (IROs: 14, 15)

Source: *Sustainability Report 2025*

Primary info: S1-4 Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions Measures relating to working conditions and employee satisfaction, occupational health and safety, training and further education, and diversity and equal opportunities were defined and implemented by the Bajaj Mobility Group’s Human Resources department. When identifying measures, internal specialists take into account both legal regulations and requirements and information from the specialist departments.

Source: *Annual Report 2025*

IIIA15 Systems to promote labor relations

Primary info: Employees can contact the works councils at any time with their concerns, for advice or if they need representation. In addition, employees can discuss their concerns with their managers, company doctors, the HR or legal department, and security specialists at any time, or can submit reports via the whistleblower system. In addition, performance talks are held for employees in Austria on an annual basis, allowing for structured discussion between employees and managers. Almost all Group employees (98.8%) are covered by collective bargaining agreements or have contracts with conditions similar to collective bargaining agreements. These govern the rights and obligations of employers and employees within the framework of the employment relationship.

Source: *Annual Report 2025*

Primary info: Employees can contact the works councils at any time with their concerns, for advice or if they need representation. In addition, employees can discuss their concerns with their managers, company doctors, the HR or legal department, and security specialists at any time, or can submit reports via the whistleblower system. In addition, performance talks are held for employees in Austria on an annual basis, allowing for structured discussion between employees and managers. Performance talks are coordinated by Human Resources. Almost all Group employees (98.8%) are covered by collective bargaining agreements or have contracts with conditions similar to collective bargaining agreements. These govern the rights and obligations of employers and employees within the framework of the employment relationship.

Source: *Annual Report 2025*

Primary info: In the Bajaj Mobility Group, 81.3% of employees are represented by the works councils of KTM AG, KTM Forschungs & Entwicklungs GmbH, and KTM Components GmbH. They are involved in the decision-making processes as required for personnel-related, far-reaching developments. Employees can contact the works councils at any time with their concerns, for advice or if they need representation.

Source: *Sustainability Report 2025*

IIIA16 Training programs

Primary info: In order to guarantee that all employees (irrespective of position or function) understand the Group's ethical standards and implement them in their day-to-day work, an annual mandatory e-learning program has been introduced on compliance and the Code of Conduct. The e-learning program is regularly updated. It requires employees to deal with specific examples of corruption and bribery in order to familiarize them with practical scenarios and foster their understanding of the potential risks. Furthermore, a guideline was established that contains clear guidelines on conduct and recommended actions to prevent corruption and bribery (see guidelines on dealing with invitations). Employees are provided with the contact details of the Legal department as part of the e-learning program so that they can receive individual advice from the department in the event of specific queries or areas of uncertainty.

Source: *Sustainability Report 2025*

Primary info: S1-13 Training and skills development metrics Employees with regular career appraisals by gender (ERSR S1-13, 83b) During the 2025 financial year, a total of 320 performance talks were held among white-collar staff, and feedback meetings were held with apprentices in Austria. This means that 8.5% of employees have received a career appraisal. Due to the restructuring measures, the obligation to conduct performance talks was suspended, which is why there was such a significant decline in the proportion of career assessments carried out during the 2025 financial year. ---------- Safety briefing as e-learning In addition to the general safety briefing, which must be completed by every employee at the beginning of the employment relationship together with the responsible manager, another safety briefing was established as e-learning in the 2025 financial year. The safety briefing covers topics such as general rules of conduct, duties of the workforce, important symbols relating to occupational safety, health, and ergonomics in the workplace, as well as information on psychological stress. This course is regularly assigned to every worker and is mandatory. VEXAT training as e-learning In the 2025 financial year, a new VEXAT (Austrian Regulation on Explosive Atmospheres) e-learning training course was introduced as a targeted measure aimed at strengthening operational explosion protection. The target group is all members of the workforce who work in a VEXAT area. ---------- Supporting apprentices: Internships abroad Apprentices already have the opportunity to gain work experience abroad during their training period. From the second year of their apprenticeship, they are offered the chance to spend several weeks doing an internship abroad, either within the Group or at another company. In the 2025 financial year, seven apprentices completed an internship abroad. In addition to expanding their technical knowledge, the aim of the internships abroad is to improve English skills and to promote an intercultural exchange of knowledge between apprentices. Online courses on artificial intelligence (AI) Together with the IT department, the KTM_academy has published two revised online courses on the subject of AI: The first part of the course Introduction to the world of artificial intelligence teaches the correct handling of AI programs, explains legal, technical, and ethical basics and also the opportunities and risks posed when dealing with AI and, in doing so, covers the legal obligations. Since September 2025, the online course has been mandatory for all employees of the Bajaj Mobility Group. The second online course AI in practice: Effective use of Microsoft Copilot involves interactive lessons that demonstrate how Copilot can be used effectively for everyday work. Apprentice seminars: Support from a trainer during the apprenticeship period Close support from a trainer during the apprenticeship period is important for the apprentices. Apprenticeship seminars are offered to support the transition from school to apprenticeship. The concept of the apprentice seminar during the first year of the apprenticeship was created and supported by the trainers during the 2025 financial year.

Source: *Sustainability Report 2025*

Primary info: Training & further education The Bajaj Mobility Group takes the approach of enabling employees to develop their career within the company and engage in lifelong learning by undertaking further training and education. The measures are managed, tracked, and monitored by the KTM_academy team. Employees can contact the team with questions or suggestions for improvement at any time. Orange Future Day In the application processes for apprentices, a great deal of importance is attached to the individual strengths of future employees. The Orange Future Day relies on an individual application process. After submitting an online application, the candidates undertake practical and social challenges to demonstrate their technical, methodological, personal, and social skills. A final meeting in which feedback is offered on strengths and development potential ultimately lays the foundation for a successful career.

Source: *Annual Report 2025*

IIIA17 Programs for hiring new employees

Primary info: Supporting apprentices: Internships abroad Apprentices already have the opportunity to gain work experience abroad during their training period. From the second year of their apprenticeship, they are offered the chance to spend several weeks doing an internship abroad, either within the Group or at another company. In the 2025 financial year, seven apprentices completed an internship abroad. ---------- From the second year of their apprenticeship, they are offered the chance to spend several weeks doing an internship abroad, either within the Group or at another company. In the 2025 financial year, seven apprentices completed an internship abroad.

Source: *Sustainability Report 2025*

3. Facts and data

IIIF04 Health and safety data for employees

Primary info: All workers at the included sites are covered by this management system.GROUP MANAGEMENT REPORT | 2025 G M R - 6 8 S1-14 88b-e Health and safety indicators (fatalities and accidents at work, number of days lost to work- related injuries, accidents, fatalities, or ill-health) The key figures for the Austrian companies are recorded using a dedicated tool. Data from the period from January 1, 2025, to December 31, 2025, were used to calculate the key figures. The work-related accidents at the non-Austrian companies were added to this tool manually.

Source: *Annual Report 2025*

Primary info: All workers at the included sites are covered by this management system.GROUP MANAGEMENT REPORT | 2025 G M R - 6 8 S1-14 88b-e Health and safety indicators (fatalities and accidents at work, number of days lost to work- related injuries, accidents, fatalities, or ill-health) The key figures for the Austrian companies are recorded using a dedicated tool. Data from the period from January 1, 2025, to December 31, 2025, were used to calculate the key figures. The work-related accidents at the non-Austrian companies were added to this tool manually.

Source: *Annual Report 2025*

Primary info: Fatalities and accidents at work (ESRS S1-14, 88b-d) During the 2025 financial year, the rate of accidents at work was seven reportable accidents per million working hours, which was higher than the previous year's level. One accident was recorded among non-employee workers. This involved a freelance contractor who was employed on a temporary basis as a test rider. 2025 2024 Employees Non-employee workers Employees Non-employee workers Fatalities as a result of work-related injuries 0 0 0 0 Fatalities as a result of work-related ill health 0 0 0 0 ---------- During the 2025 financial year, the rate of accidents at work was seven reportable accidents per million working hours, which was higher than the previous year's level. One accident was recorded among non-employee workers. This involved a freelance contractor who was employed on a temporary basis as a test rider. 2025 2024 Employees Non-employee workers Employees Non-employee workers Recordable work-related ill-health 0 0 0 0 ---------- During the 2025 financial year, the rate of accidents at work was seven reportable accidents per million working hours, which was higher than the previous year's level. Recordable work-related accidents 36 1 43 0 Rate of recordable work-related accidents (recordable work- related accidents/1,000,000 hours worked) 7 36 4 0

Source: *Annual Report 2025*

IIIF05 Health and safety data for contractors

Primary info: During the 2025 financial year, the rate of accidents at work was seven reportable accidents per million working hours, which was higher than the previous year's level. One accident was recorded among non-employee workers. This involved a freelance contractor who was employed on a temporary basis as a test rider. Recordable work-related accidents 36 1 43 0

Source: *Annual Report 2025*

Primary info: Fatalities as a result of work-related injuries 0 0 0 0 Fatalities as a result of work-related ill health 0 0 0 0 ---------- Recordable work-related accidents 36 1 43 0 Rate of recordable work-related accidents (recordable work- related accidents/1,000,000 hours worked) 7 36 4 0

Source: *Annual Report 2025*

IIIF06 Employee turnover

Primary info: Employee departures and turnover include voluntary resignations, terminations or dismissals, departures resulting from the sale of the company, retirement, or death. Departures due to fixed-term employment contracts reaching their term and departures of non-employee workers were not taken into account. All entries and departures during the period from January 1, 2025, to December 31, 2025, were taken into account for the calculation of the key figures. The employee turnover rate was calculated on the basis of the average headcount in the 2025 financial year.

Source: *Sustainability Report 2025*

Primary info: Entries, departures, and employee turnover (ESRS S1-6, 50c) The 2025 financial year was marked by extensive personnel changes. Due to the restructuring process, significantly fewer new employees were hired. A total of 242 people joined the Bajaj Mobility Group. At the same time, 1,509 employees left the Group. This corresponds to a turnover rate of 36.0%, which is double that of the previous year.

Source: *Annual Report 2025*

Primary info: The decline is largely attributable to restructuring measures and the deconsolidation of companies within the Group. The corresponding figures can be found in Note 21. Employees in the consolidated financial statements 2025. GROUP MANAGEMENT REPORT | 2025 G M R - 6 3 2025 2024 Blue-collar workers 1,400 1,876 White-collar workers 2,190 3,216 Apprentices 158 212 Interns 2 0 Employees 3,750 5,304 Foundation apprentices 0 2 Temporary workers 32 4 Non-employee workers 32 6 Workforce 3,782 5,310 Entries, departures, and employee turnover (ESRS S1-6, 50c) The 2025 financial year was marked by extensive personnel changes. Due to the restructuring process, significantly fewer new employees were hired. A total of 242 people joined the Bajaj Mobility Group. At the same time, 1,509 employees left the Group. This corresponds to a turnover rate of 36.0%, which is double that of the previous year. The high turnover is largely attributable to the reduction of headcount in the course of the restructuring of KTM AG and the deconsolidation of several companies.

Source: *Annual Report 2025*

IIIF08 Gender pay gap

Primary info: The Group has a greater proportion of male employees, both in the overall workforce and on the management team. In the 2025 financial year, the gender pay gap (Austrian companies) amounted to 15.5%10. (systemic)

Source: *Sustainability Report 2025*

4. Environment

1. Principles

IVP01 Environmental policy

Primary info: As the company continues to ... Product development has always been part of the company's DNA. Our stated goal is to further expand our pioneering role in terms of technology, sales and sustainability in the powered two-wheeler world through continuous growth. The progressive R&D strategy has produced innovative products which meet the high expectations of our customers in terms of technology, performance and efficiency. ... The Bajaj Mobility Group's products – powered two-wheelers – are also frequently used in urban areas, where they can have an impact on air quality. The development of low-emission and alternative drive technologies such as electric mobility can reduce application-related pollutant emissions into the air.

Source: *Webpage References 2025*

Primary info: Both the Bajaj Mobility Group and its Business Partners are committed to reducing CO2 emissions, air pollution, soil pollution, or any detrimental alterations to the soil, as well as deforestation to the greatest extent possible.

Source: *Policy documents 2025*

Primary info: Both the Bajaj Mobility Group and its Business Partners are committed to reducing CO2 emissions, air pollution, soil pollution, or any detrimental alterations to the soil, as well as deforestation to the greatest extent possible. As forward-thinking enterprises, they focus on initiatives to enhance energy efficiency, reduce energy consumption, utilize renewable energy sources, and minimize overconsumption.

Source: *Policy documents 2025*

Primary info: Compliance with legal regulations. We pledge to comply with the laws, regulations and official requirements. In all environmental protection measures, we are guided by the latest technology available that can be used in a way which is economically viable.

Source: *Policy documents 2025*

Primary info: Employee support Environmental protection measures can only be implemented and developed further with the active involvement of every employee in the company. This is why training programs are constantly offered. This ensures that the employees are kept right up to date with the latest information and are motivated to actively help to develop the environmental management system themselves.

Source: *Policy documents 2025*

Primary info: KTM AG vehicles are used all over the world and the burning of fossil fuels means they produce emissions of greenhouse gases which have a negative impact on our climate. KTM's strategy is to continuously reduce the carbon footprint. Environmental targets are derived each year from the environmental program, defined in the management review and reported on in both the sustainability report and the TCFD report.

Source: *Policy documents 2025*

Primary info: The "Environmental Policy" accessible online, sets the framework for environmentally responsible conduct and shall be observed accordingly by its Business Partners. No unlawful forced evictions, deforestation, or appropriation of land, forests, or water resources shall occur. The customs and cultures of indigenous peoples are respected, and applicable land, forest, and water rights, as well as their observance throughout the supply chain, are duly considered.

Source: *Policy documents 2025*

Primary info: The senior management is responsible for the effectiveness of the environmental management system. Appropriate resources are made available for establishing and continuously improving the EMS. The senior management is therefore involved in this process and decides on any corrective action that may be required. This means we are able to continuously improve our environmental performance.

Source: *Policy documents 2025*

Primary info: The sustainability standards for preserving the environment include in particular using sustainable materials, waste separation and reduction, harmless, environmentally friendly disposal of waste materials, chemicals and wastewater, reusing and recycling materials, monitoring and avoiding harmful airborne and noise emissions, not diminishing water quality and preventing water pollution, avoiding excessive water consumption and using water sparingly. In addition, the Bajaj Mobility Group and its Business Partners are committed to reducing CO2 emissions, air pollution, soil pollution, ... deforestation to the greatest extent possible.

Source: *Policy documents 2025*

Primary info: The sustainability standards for preserving the environment include in particular using sustainable materials, waste separation and reduction, harmless, environmentally friendly disposal of waste materials, chemicals and wastewater, reusing and recycling materials, monitoring and avoiding harmful airborne and noise emissions, not diminishing water quality and preventing water pollution, avoiding excessive water consumption and using water sparingly. In addition, the Bajaj Mobility Group and its Business Partners ensure responsible land use to reduce negative impacts on the environment and biodiversity, while maintaining species diversity. They diligently protect the natural ecosystem and adhere to all applicable environmental laws and regulations. Both the Bajaj Mobility Group and its Business Partners are committed to reducing CO2 emissions, air pollution, soil pollution, or any detrimental alterations to the soil, as well as deforestation to the greatest extent possible. As forward-thinking enterprises, they focus on initiatives to enhance energy efficiency, reduce energy consumption, utilize renewable energy sources, and minimize overconsumption.

Source: *Policy documents 2025*

Primary info: We assess the implementation of the environmental policy and the environmental targets in regular audits and in the management review which takes place each year. The senior management is therefore involved in this process and decides on any corrective action that may be required. This means we are able to continuously improve our environmental performance.

Source: *Policy documents 2025*

IVP01_1 Policy on green procurement

Primary info: They promote environmental protection, conserve natural resources, contribute to the decarbonization of transportation, and support climate protection. In their production processes, they strive to operate in an environmentally friendly manner and to avoid irreversible environmental damage. The "Environmental Policy" accessible online, sets the framework for environmentally responsible conduct and shall be observed accordingly by its Business Partners. No unlawful forced evictions, deforestation, or appropriation of land, forests, or water resources shall occur.

Source: *Policy documents 2025*

2. Action plans

IVA001 Programs to reduce CO2 / GHG emissions of products

Primary info: SDG 11 - Sustainable Cities and Communities The Bajaj Mobility Group's products - powered two-wheelers - are also frequently used in urban areas, where they can have an impact on air quality. The development of low-emission and alternative drive technologies such as electric mobility can reduce application-related pollutant emissions into the air. Our measures in the area of “Sustainable production and mobility”.

Source: *Webpage References 2025*

Primary info: The development of low-emission and alternative drive technologies such as electric mobility can reduce application-related pollutant emissions into the air. Our measures in the area of “Sustainable production and mobility”.

Source: *Webpage References 2025*

IVA01 Environmental certifications of the company

Primary info: It is regularly updated and published on the Bajaj Mobility AG website, where it can be accessed at any time by internal and external stakeholders. The environmental policy was developed within the framework of the ISO 14001:2015-certified environmental management system and applies to defined companies at the Mattighofen, Munderfing, and Schalchen sites. Top-level responsibility lies with the CEO of KTM AG. The environmental policy covers topics such as managing resources, committing to comply with legal regulations (environmental, occupational health and safety, and climate laws, ordinances, regulations, and official requirements), incorporating ecological criteria in procurement, and addressing GHG emissions over the entire product life cycle.

Source: *Sustainability Report 2025*

Primary info: The environmental policy was developed within the framework of the ISO 14001:2015-certified environmental management system and applies to defined companies at the Mattighofen, Munderfing, and Schalchen sites.

Source: *Annual Report 2025*

Primary info: The scope certification of ISO 14001:2015 covers the production sites in Munderfing and Mattighofen, the logistics sites in Munderfing and Schalchen and KTM Forschungs & Entwicklungs GmbH.

Source: *Annual Report 2025*

IVA03 Green procurement programs

Primary info: If the internal investigation identifies human rights violations or other violations of the Code of Conduct, the PIERER Mobility Group will take the appropriate measures. The central goal is to remedy and prevent violations and to actively and effectively improve the sustainability performance of business partners, suppliers, customers and advisors. In serious cases or in the event of refusal to take action, the PIERER Mobility Group reserves the right to terminate the current business relationship and block it for new project assignments.

Source: *Policy documents 2025*

Primary info: The "Environmental Policy" accessible online, sets the framework for environmentally responsible conduct and shall be observed accordingly by its Business Partners. No unlawful forced evictions, deforestation, or appropriation of land, forests, or water resources shall occur. The customs and cultures of indigenous peoples are respected, and applicable land, forest, and water rights, as well as their observance throughout the supply chain, are duly considered. Companies are obligated under applicable law and international standards, within the scope of supply chain compliance, to uphold human rights and environmental requirements. They shall implement defined due diligence obligations, including fair payment terms for suppliers. ---------- Business Partners are expected to introduce comparable ethical principles and uphold these standards themselves, while ensuring compliance of their affiliated companies. Affiliated companies, as defined in this CoC, include those in which the Business Partner directly or indirectly holds more than 50 % of the shares or voting rights, as well as all companies under the management or control of the Business Partner. Furthermore, Business Partners will communicate all principles and standards defined in this CoC to their subcontractors and suppliers throughout the supply chain and encourage them to act accordingly.

Source: *Policy documents 2025*

Primary info: The Group has taken several precautions to ensure compliance with due diligence requirements in the value chain. Frameworks, such as the Code of Conduct, govern cooperation with suppliers and other business partners (see Section G1-1). The core values described therein are based in part on international frameworks, such as the ILO conventions or the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, and include social and governance requirements, as well as environmental requirements and specifications. In serious cases or if the business partner in question refuses to accept the measures imposed, the Group reserves the right to terminate the ongoing business relationship.

Source: *Policy documents 2025*

Primary info: The Group has taken several precautions to ensure compliance with due diligence requirements in the value chain. Frameworks, such as the Code of Conduct, govern cooperation with suppliers and other business partners (see Section G1-1). The core values described therein are based in part on international frameworks, such as the ILO conventions or the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, and include social and governance requirements, as well as environmental requirements and specifications. In serious cases or if the business partner in question refuses to accept the measures imposed, the Group reserves the right to terminate the ongoing business relationship. ---------- Sustainability-specific supplier self-disclosure with influence on the supplier evaluation According to the VCRA evaluation, the Group's upstream value chain poses the greatest risks in terms of non-compliance with social and environmental standards. In order to gain further insights into the risk landscape in the upstream value chain, the Group evaluates sustainability-specific supplier self-disclosures, which must be substantiated with evidence. Environmental, social, and governance indicators are also taken into account. The results of the sustainability-specific supplier self-disclosure are included in the general supplier evaluation with a defined weighting.

Source: *Sustainability Report 2025*

IVA04 Programs for CO2 / GHG emissions reduction

Primary info: Electric battery-powered motorcycles The Bajaj Mobility Group conducts research into alternative drive technologies, such as electric battery-powered vehicles, and markets them under its core brands KTM, Husqvarna and GASGAS. Here, the research and development activities are broken down into High Volt (> 60 Volt) and Low Volt (< 60 Volt). During the 2025 financial year, accrued development costs for electric battery-powered vehicles were allocated to economic activity 3.3 Manufacture of low carbon technologies for transport pursuant to the EU Taxonomy Regulation and reported as taxonomy-eligible.

Source: *Annual Report 2025*

Primary info: In order to reduce climate and environmental impacts at its sites, the Bajaj Mobility Group is taking measures to increase energy efficiency and promote the use of renewable energies. The focus is on the sites in Mattighofen, Munderfing, and Schalchen, although measures will also be implemented at other sites. Renewable energy from photovoltaics During the 2025 financial year, the expansion of renewable energies was further advanced and a photovoltaic system was installed at the Mattighofen site. This is expected to be connected to the grid and to enter operation in 2026.Smart meters, energy management, CAFM The Group has a smart meter network at its Austrian production sites and at selected other locations. The smart meters record detailed energy and consumption data. These data are sent to an energy management software program with the aim of helping to achieve more efficient energy usage. This process is supported by Computer-Aided Facility Management (CAFM), which was introduced during the 2024 financial year. This introduction of CAFM enables more efficient facility management. When combined, these measures improve data availability and form the basis for efficiency and energy-saving measures, which should lead to a reduction in Scope 1 and 2 GHG emissions in future. Having been interrupted in 2025, the project is scheduled to resume in the 2026 financial year and should be completed in the medium-term. 01, 03, 05, 07, 08 Increases in efficiency Increases in efficiency are one of the key ways of reducing GHG emissions and the use of resources. The promotion of energy efficiency measures is intended to reduce energy requirements and associated costs. Energy efficiency at production sites At the Mattighofen and Munderfing sites, parking lot lighting was optimized on the basis of the shift models and the first compressor systems for compressed air were replaced by more energy-efficient models. Further systems are to be replaced during the 2026 financial year. In addition, awareness-raising measures are carried out among employees to train them to adopt energy-saving behavior. 01, 03, 05, 08 Engine cold testing By introducing cold tests into engine testing, fuel consumption, maintenance costs, noise emissions and cycle times compared to warm testing. With the new test methods, the engines are no longer powered by fuel. The engine is simply turned over using an asynchronous motor and then the gears are switched through during the starter test. Error detection is similar to that used in the warm methods, ensuring that product quality is maintained. Selected engine models are currently being tested using the cold test method. Expansion to other models is in the works and is set to take place in the short to medium-term.

Source: *Annual Report 2025*

Primary info: Investments in research and development (R&D) for alternative drive technologies: 2025 2024 Number of employees in R&D 595 1,173 Share of employees in R&D 15.7% 22.1% R&D investments (rounded, development costs incl. tools) in €m 64.5 175 of which investments in alternative drive technologies in €m 7.9 27.8 R&D expenditure as percentage of revenue1) 14.0% 13.1% 1) The R&D expenses reported as a percentage of revenue for the 2024 financial year have been corrected.

Source: *Sustainability Report 2025*

Primary info: Sustainability positioning The sustainability focus of the Bajaj Mobility Group is on climate protection and on the company's workforce. Various measures are intended to promote the sustainability development of the Group in these and other relevant areas. The Bajaj Mobility Group understands the relevance of decarbonizing transport (see Section E1). In order to support this goal for society as a whole, the company has started work on developing a decarbonization strategy for its own business activities, including the upstream and downstream value chains. This is to be finalized in the medium-term. The decarbonization strategy aims to focus on the Group's production sites and include GHG emissions from all three scopes of the Greenhouse Gas Protocol (GHG Protocol). Due to the complex, sometimes multi-level, globally fragmented upstream and downstream value chain, far-reaching impacts on business activities are expected, from a geographical perspective. The focus of the decarbonization strategy is on the motorcycle segment, which accounts for the largest share of GHG emissions. Motorcycle emissions reduction measures have already been implemented in the past, with for example, the development and market introduction of electric battery-powered vehicles. However, the Group's sees its next steps toward decarbonization and the associated social developments as a challenge, for which additional measures will be required in the future. Some of these are described in Section E1-3. In addition, the Group considers the further development of its personnel strategy to be a relevant building block. The health and safety of employees and their further development are our top priorities. The personnel strategy therefore has a major impact on the Group's workforce (see Section S1).

Source: *Sustainability Report 2025*

IVA07 Programs to reduce pollution

Primary info: E2 Pollution: The presence of waste management systems was taken into consideration in the assessment of the IROs associated with pollution. The hazardous substances used were analyzed and split into substances of concern and substances of very high concern. The focus of the analysis was on the Group's own business activities. Preventative measures aimed at preventing these substances from leaking were examined, taking into consideration the various technical areas and stakeholders. The analysis focused on the Group's production sites in Mattighofen and Munderfing. Furthermore, all production sites were reviewed as to their distance from particularly valuable environmental areas4 . Only one location was close to such an area. This site belongs to a business unit that was deconsolidated during the 2025 financial year. Protective measures have already been implemented here in the past. Local communities were consulted at the Munderfing site via focus interviews. No material IROs related to pollution have been identified.

Source: *Annual Report 2025*

IVA07_1 Programs to reduce hazardous waste generation

Primary info: E2 Pollution: The presence of waste management systems was taken into consideration in the assessment of the IROs associated with pollution. The hazardous substances used were analyzed and split into substances of concern and substances of very high concern. The focus of the analysis was on the Group's own business activities. Preventative measures aimed at preventing these substances from leaking were examined, taking into consideration the various technical areas and stakeholders. The analysis focused on the Group's production sites in Mattighofen and Munderfing. Furthermore, all production sites were reviewed as to their distance from particularly valuable environmental areas4 . Only one location was close to such an area. This site belongs to a business unit that was deconsolidated during the 2025 financial year. Protective measures have already been implemented here in the past. Local communities were consulted at the Munderfing site via focus interviews. No material IROs related to pollution have been identified.

Source: *Annual Report 2025*

IVA08 Quantitative target to reduce pollution

Primary info: For example, the volume of residual waste was reduced by around 38% in 2022 compared to the reference year of 2019. We therefore significantly exceeded our stated goal of a 10% reduction by 2024. Show more Key figures GRI 302-1 Energy and water consumption GRI 302-5 Reduction in energy demand for products 08/04/2026, 15:09 Environmentally conscious products | Bajaj Mobility AG

Source: *Webpage References 2025*

IVA14 Programs to reduce the use of natural resources

Primary info: Using alternative raw materials (for example recycled plastics) can promote the circular economy. Description Status IROs Resource conservation & circular economy The Bajaj Mobility Group endeavors to consider the impact of its products on the climate and environment at the design stage and throughout their life cycle. This means it creates more durable, easily repairable products that can, where possible, be broken down into reusable or recyclable parts and materials at the end of their useful life. Recycled plastics The project for the use of recycled plastics was continued in the 2025 financial year. The sampling of an existing series component made with various recycled materials and the subsequent endurance run on a motorcycle were successfully completed. After selecting two materials and ordering matching sample panels, they were subjected to various quality tests. Following the positive test results, the recycled plastics were able to be approved for use in series production.

Source: *Annual Report 2025*

IVA15 Quantitative target to reduce the use of natural resources

Primary info: E5-3 Targets related to resource use and circular economy To date, no targets have been set for the IROs relating to resource use and circular economy. The effectiveness of the policies and actions in relation to the material IROs is monitored individually by the responsible departments. However, there is not yet an overarching procedure for monitoring effectiveness.

Source: *Annual Report 2025*

IVA16 Programs to improve the environmental characteristics of products (other than energy consumption)

Primary info: Packaging regulation In order to systematize the packaging of items that are assigned to series production, the Bajaj Mobility Group has defined a packaging regulation. The regulation, published on KTM's purchasing website, serves as a general guide and also supports the promotion of more environmentally friendly packaging solutions and the use of recyclable materials. The regulation defines possible uses of reusable packaging and reusable load carriers, which can contribute to the conservation of resources and the reduction of waste, and is supplemented by a newly implemented packaging data sheet. In the packaging data sheet, the components of the packaging are to be broken down precisely in order to obtain more information about the delivered packaging and to increase transparency regarding the packaging. ---------- Hybrid construction/modular design Through R&D activities in alternative joining concepts, the customizability of vehicles and the separation of materials at the end of the product life cycle can be improved. During the 2025 financial year, for example, the work was carried out on improving selected subframes and tank systems. Results are expected in the medium term.

Source: *Annual Report 2025*

Primary info: The Bajaj Mobility Group endeavors to consider the impact of its products on the climate and environment at the design stage and throughout their life cycle. This means it creates more durable, easily repairable products that can, where possible, be broken down into reusable or recyclable parts and materials at the end of their useful life. Recycled plastics The project for the use of recycled plastics was continued in the 2025 financial year. The sampling of an existing series component made with various recycled materials and the subsequent endurance run on a motorcycle were successfully completed. After selecting two materials and ordering matching sample panels, they were subjected to various quality tests. Following the positive test results, the recycled plastics were able to be approved for use in series production.

Source: *Sustainability Report 2025*

IVA16_0 Programs to reduce the impact of product at the end of the life-cycle

Primary info: The Bajaj Mobility Group endeavors to consider the impact of its products on the climate and environment at the design stage and throughout their life cycle. This means it creates more durable, easily repairable products that can, where possible, be broken down into reusable or recyclable parts and materials at the end of their useful life. Recycled plastics The project for the use of recycled plastics was continued in the 2025 financial year. The sampling of an existing series component made with various recycled materials and the subsequent endurance run on a motorcycle were successfully completed. After selecting two materials and ordering matching sample panels, they were subjected to various quality tests. Following the positive test results, the recycled plastics were able to be approved for use in series production.

Source: *Sustainability Report 2025*

IVA17_0 Quantitative target to reduce the environmental impact of products at end of life

Primary info: Metrics and targets E5-3 Targets related to resource use and circular economy To date, no targets have been set for the IROs relating to resource use and circular economy. The effectiveness of the policies and actions in relation to the material IROs is monitored individually by the responsible departments. However, there is not yet an overarching procedure for monitoring effectiveness.

Source: *Annual Report 2025*

IVA20 Environmental responsibilities at highest level

Primary info: The Committee for Compliance, IR, and ESG also focuses on sustainability-related issues and reviews the developments made by Bajaj Mobility AG with respect to Compliance, IR, and ESG. The Supervisory Board of Bajaj Mobility AG has three committees: the Audit Committee, the Remuneration Committee and the Committee for Compliance, IR, and ESG. The responsibilities of the Audit Committee include the auditing and preparation for the approval of the management report. The non-financial statement forms part of the management report. This means that the Audit Committee is responsible for auditing the non-financial statement. Before the non-financial statement is disclosed, it will be presented to the Committee for Compliance, IR, and ESG; the Audit Committee, and, lastly, the entire Supervisory Board.

Source: *Annual Report 2025*

3. Facts and data

IVF01 Data on CO2 / GHG emissions

Primary info:	-34.9% of which GHG emissions of fully consolidated companies 7,751.1 11,518.1 -32.7% of which GHG emissions of associates with operational control 1.2 393.8 -99.7% -99.7% Percentage of Scope 1 GHG emissions from regulated emission trading schemes 0.12% 0.21% -43.7% Scope 2 GHG emissions Gross location-based Scope 2 GHG emissions 1,442.7 5,739.1 -74.9% of which GHG emissions of fully consolidated companies 1,439.6 3,885.3 -62.9% of which GHG emissions of associates with operational control 3.1 1,853.8 -99.8% Gross market-based Scope 2 GHG emissions 381.8 3,396.6 -88.8% of which GHG emissions of fully consolidated companies 378.7 1,542.8 -75.5% of which GHG emissions of associates with operational control 3.1 1,853.8 -99.8%
Source:	*Sustainability Report 2025*
Primary info:	-34.9% of which GHG emissions of fully consolidated companies 7,751.1 11,518.1 -32.7% of which GHG emissions of associates with operational control 1.2 393.8 -99.7% Percentage of Scope 1 GHG emissions from regulated emission trading schemes 0.12% 0.21% -43.7% Scope 2 GHG emissions Gross location-based Scope 2 GHG emissions 1,442.7 5,739.1 -74.9% of which GHG emissions of fully consolidated companies 1,439.6 3,885.3 -62.9% of which GHG emissions of associates with operational control 3.1 1,853.8 -99.8% Gross market-based Scope 2 GHG emissions 381.8 3,396.6 -88.8% of which GHG emissions of fully consolidated companies 378.7 1,542.8 -75.5% of which GHG emissions of associates with operational control 3.1 1,853.8 -99.8% Significant Scope 3 GHG emissions Total gross indirect (Scope 3) GHG emissions 832,107.6 1,764,381.9 -52.8% 1 Purchased goods and services 136,043.0 402,578.0 -66.2% 2 Capital goods 12,742.9 26,494.1 -51.9% 3 Fuel and energy-related activities (not included in Scope 1 or Scope 2) Not material Not material 4 Upstream transportation and distribution 36,096.0 82,519.6 -56.3% 5 Waste generated in operations Not material Not material
Source:	*Sustainability Report 2025*
Primary info:	-34.9% of which GHG emissions of fully consolidated companies 7,751.1 11,518.1 -32.7% of which GHG emissions of associates with operational control 1.2 393.8 -99.7% Percentage of Scope 1 GHG emissions from regulated emission trading schemes 0.12% 0.21% -43.7% Scope 2 GHG emissions Gross location-based Scope 2 GHG emissions 1,442.7 5,739.1 -74.9% of which GHG emissions of fully consolidated companies 1,439.6 3,885.3 -62.9% of which GHG emissions of associates with operational control 3.1 1,853.8 -99.8% Gross market-based Scope 2 GHG emissions 381.8 3,396.6 -88.8% of which GHG emissions of fully consolidated companies 378.7 1,542.8 -75.5% of which GHG emissions of associates with operational control 3.1 1,853.8 -99.8% Significant Scope 3 GHG emissions Total gross indirect (Scope 3) GHG emissions 832,107.6 1,764,381.9 -52.8% 1 Purchased goods and services 136,043.0 402,578.0 -66.2% 2 Capital goods 12,742.9 26,494.1 -51.9% 3 Fuel and energy-related activities (not included in Scope 1 or Scope 2) Not material Not material 4 Upstream transportation and distribution 36,096.0 82,519.6 -56.3% 5 Waste generated in operations Not material Not material 6 Business travel Not material Not material 7 Employee commuting Not material Not material 8 Upstream leased assets Not material Not material 9 Downstream transportation Not material Not material 10 Processing of sold products Not relevant Not relevant 11 Use of sold products 647,225.7 1,252,790.2 -48.3% 12 End-of-life treatment of sold products Not material Not material 13 Downstream leased assets Not relevant Not relevant
Source:	*Sustainability Report 2025*
Primary info:	E1-6 Gross GHG emissions, general disclosures The provisions of the GHG protocol formed the basis for calculating the Group's GHG emissions. Attention was paid to the use of emission factors that take into account the climate-impacting greenhouse gases CO2, CH4, N2O, HFC, PFC, SF6 and NF3, summarized as CO2e. Further information on the emission factors used can be found in direct connection with the scopes. The data used to calculate GHG emissions are based in part on the consumption reported in Sections E1-5 and E5-4. ---------- Scope 2 GHG emissions Gross location-based Scope 2 GHG emissions 1,442.7 5,739.1 -74.9% of which GHG emissions of fully consolidated companies 1,439.6 3,885.3 -62.9% of which GHG emissions of associates with operational control 3.1 1,853.8 -99.8% Gross market-based Scope 2 GHG emissions 381.8 3,396.6 -88.8% of which GHG emissions of fully consolidated companies 378.7 1,542.8 -75.5% of which GHG emissions of associates with operational control 3.1 1,853.8 -99.8% Significant Scope 3 GHG emissions Total gross indirect (Scope 3) GHG emissions 832,107.6 1,764,381.9 -52.8%
Source:	*Sustainability Report 2025*
Primary info:	ESRS E1-6 Gross Scope 1, 2, 3 and Total GHG emissions paragraph 44 Yes ESRS E1-6 Indicators number 1 and 2 Table #1 of Annex 1 Article 449a; Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book – Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity Delegated Regulation (EU) 2020/1818, Article 5 (1), 6 and 8 (1) ESRS E1-6 Gross GHG emissions intensity paragraphs 53 to 55
Source:	*Annual Report 2025*
Primary info:	Scope 1 GHG emissions Gross Scope 1 GHG emissions 7,752.3 11,911.9 -34.9% of which GHG emissions of fully consolidated companies 7,751.1 11,518.1 -32.7% of which GHG emissions of associates with operational control 1.2 393.8 -99.7% Percentage of Scope 1 GHG emissions from regulated emission trading schemes 0.12% 0.21% -43.7% Scope 2 GHG emissions Gross location-based Scope 2 GHG emissions 1,442.7 5,739.1 -74.9% of which GHG emissions of fully consolidated companies 1,439.6 3,885.3 -62.9% of which GHG emissions of associates with operational control 3.1 1,853.8 -99.8% Gross market-based Scope 2 GHG emissions 381.8 3,396.6 -88.8% of which GHG emissions of fully consolidated companies 378.7 1,542.8 -75.5% of which GHG emissions of associates with operational control 3.1 1,853.8 -99.8% Significant Scope 3 GHG emissions Total gross indirect (Scope 3) GHG emissions 832,107.6 1,764,381.9 -52.8% 1 Purchased goods and services 136,043.0 402,578.0 -66.2% 2 Capital goods 12,742.9 26,494.1 -51.9% 3 Fuel and energy-related activities (not included in Scope 1 or Scope 2) Not material Not material 4 Upstream transportation and distribution 36,096.0 82,519.6 -56.3% 5 Waste generated in operations Not material Not material 6 Business travel Not material Not material 7 Employee commuting Not material Not material 8 Upstream leased assets Not material Not material 9 Downstream transportation Not material Not material 10 Processing of sold products Not relevant Not relevant 11 Use of sold products 647,225.7 1,252,790.2 -48.3% 12 End-of-life treatment of sold products Not material Not material 13 Downstream leased assets Not relevant Not relevant
Source:	*Sustainability Report 2025*
Primary info:	Scope 2 GHG emissions Gross location-based Scope 2 GHG emissions 1,442.7 5,739.1 -74.9% of which GHG emissions of fully consolidated companies 1,439.6 3,885.3 -62.9% of which GHG emissions of associates with operational control 3.1 1,853.8 -99.8% Gross market-based Scope 2 GHG emissions 381.8 3,396.6 -88.8% of which GHG emissions of fully consolidated companies 378.7 1,542.8 -75.5% of which GHG emissions of associates with operational control 3.1 1,853.8 -99.8%
Source:	*Annual Report 2025*
Primary info:	Scope 2 GHG emissions Gross location-based Scope 2 GHG emissions 1,442.7 5,739.1 -74.9% of which GHG emissions of fully consolidated companies 1,439.6 3,885.3 -62.9% of which GHG emissions of associates with operational control 3.1 1,853.8 -99.8% Gross market-based Scope 2 GHG emissions 381.8 3,396.6 -88.8% of which GHG emissions of fully consolidated companies 378.7 1,542.8 -75.5% of which GHG emissions of associates with operational control 3.1 1,853.8 -99.8% Significant Scope 3 GHG emissions Total gross indirect (Scope 3) GHG emissions 832,107.6 1,764,381.9 -52.8%
Source:	*Sustainability Report 2025*
Primary info:	Significant Scope 3 GHG emissions Total gross indirect (Scope 3) GHG emissions 832,107.6 1,764,381.9 -52.8% 1 Purchased goods and services 136,043.0 402,578.0 -66.2% 2 Capital goods 12,742.9 26,494.1 -51.9% 3 Fuel and energy-related activities (not included in Scope 1 or Scope 2) Not material Not material 4 Upstream transportation and distribution 36,096.0 82,519.6 -56.3%
Source:	*Sustainability Report 2025*
Primary info:	Significant Scope 3 GHG emissions Total gross indirect (Scope 3) GHG emissions 832,107.6 1,764,381.9 -52.8% 1 Purchased goods and services 136,043.0 402,578.0 -66.2% 2 Capital goods 12,742.9 26,494.1 -51.9% 3 Fuel and energy-related activities (not included in Scope 1 or Scope 2) Not material Not material 4 Upstream transportation and distribution 36,096.0 82,519.6 -56.3% 5 Waste generated in operations Not material Not material 6 Business travel Not material Not material 7 Employee commuting Not material Not material 8 Upstream leased assets Not material Not material 9 Downstream transportation Not material Not material 10 Processing of sold products Not relevant Not relevant 11 Use of sold products 647,225.7 1,252,790.2 -48.3% 12 End-of-life treatment of sold products Not material Not material 13 Downstream leased assets Not relevant Not relevant

Source: *Sustainability Report 2025*

Primary info: Significant Scope 3 GHG emissions Total gross indirect (Scope 3) GHG emissions 832,107.6 1,764,381.9 -52.8% 1 Purchased goods and services 136,043.0 402,578.0 -66.2% 2 Capital goods 12,742.9 26,494.1 -51.9% 3 Fuel and energy-related activities (not included in Scope 1 or Scope 2) Not material Not material 4 Upstream transportation and distribution 36,096.0 82,519.6 -56.3%

Source: *Sustainability Report 2025*

Primary info: The provisions of the GHG protocol formed the basis for calculating the Group's GHG emissions. Attention was paid to the use of emission factors that take into account the climate-impacting greenhouse gases CO2, CH4, N2O, HFC, PFC, SF6 and NF3, summarized as CO2e. Further information on the emission factors used can be found in direct connection with the scopes. The data used to calculate GHG emissions are based in part on the consumption reported in Sections E1-5 and E5-4. GHG emissions of associates were taken into consideration in the balance sheet, with a distinction made between companies with and without operational control, taking into account the position of the companies in the upstream and downstream value chain. Investments (<20% equity holding) without operational control that are not part of the Group's value chain were not considered to be material for the GHG balance sheet and were therefore not taken into consideration. ---------- The calculation of the Scope 3 GHG emissions is based on the Bajaj Mobility Group's activity data and associated emissions in the upstream and downstream value chain. No specific emissions data (0%) from suppliers were used to calculate the Scope 3 GHG emissions. In the 2024 financial year, the materiality of sub-scopes was assessed using a 1% materiality threshold. In order to ensure comparability between years, the materiality assessment was adopted in the 2025 financial year and only those sub-scopes that were assessed as material in the previous year were calculated and reported. In addition, the relevance of the sub-scopes was taken into account for individual companies and, if necessary, this was identified as not given for sub-areas.

Source: *Annual Report 2025*

Primary info: Total GHG emissions Total GHG emissions (location-based) 841,302.5 1,782,032.8 -52.8% Total GHG emissions (market-based) 840,241.6 1,779,690.4 -52.8% 1) The data for the 2024 financial year have been adjusted. The reasons for this were the update to the data basis for Scope 3.1 (see E5-4) and an adjustment to the companies defined as relevant (see E1-5) (Scope 3.1 GHG emissions reported for financial year 2024: 285,666.53 t CO2e).

Source: *Annual Report 2025*

Primary info: Total GHG emissions Total GHG emissions (location-based) 841,302.5 1,782,032.8 -52.8% Total GHG emissions (market-based) 840,241.6 1,779,690.4 -52.8% 1) The data for the 2024 financial year have been adjusted. The reasons for this were the update to the data basis for Scope 3.1 (see E5-4) and an adjustment to the companies defined as relevant (see E1-5) (Scope 3.1 GHG emissions reported for financial year 2024: 285,666.53 t CO2e).

Source: *Sustainability Report 2025*

Unit	Year	Value	Source
Scope 1	2025	7752.3	Sustainability Report 2025
Scope 2 (market-based) [tCO2e]	2025	381.8	Sustainability Report 2025
Scope 2 (location-based) [tCO2e]	2025	1442.7	Annual Report 2025
Scope 3 Category 1 - Purchased goods and services [tCO2e]	2025	136043	Sustainability Report 2025
Scope 3 Category 2 - Capital goods [tCO2e]	2025	12742.9	Sustainability Report 2025
Scope 3 (as reported) [tCO2e]	2025	832107.6	Sustainability Report 2025
Scope 3 Category 4 - Upstream transportation and distribution [tCO2e]	2025	36096	Sustainability Report 2025
Scope 3 Category 11 - Use of sold products [tCO2e]	2025	647225.7	Sustainability Report 2025

IVF11 Sites located in biodiversity-sensitive areas

Primary info: E4 Biodiversity and ecosystems: The assessment of the impacts on biodiversity and ecosystems was conducted using multiple databases5 and aimed to identify Group sites in the vicinity of particularly valuable environmental areas. One site was identified as being in the vicinity of a particularly valuable environmental area. The site belongs to a company that has since been deconsolidated and had already implemented sufficient protective measures in the past against possible effects on the particularly valuable environmental area, such that no negative influences on the area are expected in the short, medium and long term. In addition, the Group looked at the impacts of raw material extraction on biodiversity in the upstream value chain.

Source: *Sustainability Report 2025*

5. Community and human rights

2. Action plans

VA04 Human rights due diligence

Primary info:

human rights (ESRS S1-17, 104) As in the previous year, there were no serious human rights cases in the 2025 financial year.

S2-4 Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions The Bajaj Mobility Group will continue to monitor, evaluate, and improve its efforts to meet its obligation of due diligence in relation to human rights. The Group relies on a risk-based approach. In a first step, the VCRA was used to determine country and industry-specific sustainability risks in the upstream and downstream value chains. In order to gain further insights into the risk landscape in the upstream value chain, the Group evaluates sustainability-specific supplier self-disclosures, which must be substantiated by suppliers with evidence. The supplier selfdisclosure process, which was suspended in the 2025 financial year due to the restructuring measures, is to be reimplemented and further developed in the 2026 financial year. The focus here is on companies that are more likely to have challenges or grievances due to their activity or geographical location. (IROs 21, 22) The Code of Conduct serves as a central document for the management of due diligence obligations and defines the culture and values that the Bajaj Mobility Group applies in order to align its economic activities, and sets guidelines for employees, board members, and business partners. It forms the basis for cooperation and, in doing so, protects human rights, including children's and labor rights, within the Group's value chain. (IROs 21, 22) Further information on how to deal with the impact on the workforce in the value chain can be found in Section G1-2, as the Group considers social and environmental impacts and risks in its value chain equally. The Group takes all reports received via the whistleblower system seriously and follows them up. So far, no reports of violations have been received that have led to legally relevant compliance cases. Furthermore, as was the case in the previous year, there were no reported cases of non-compliance with the Code of Conduct or violations of human rights in the 2025 financial year. Measures implemented in connection with reports received via the whistleblower system are coordinated by the Legal department with the involvement of the relevant specialist departments on a case-by-case basis. Depending on the specific situation, measures can also be taken exclusively by the Legal department. These are described in Sections G1-1 and G1-2. The Code of Conduct forms the framework for the economic activities of the Group and its business partners and helps to avoid the Group's activities having negative impacts on the workforce in the value chain.

Source: *Sustainability Report 2025*

Primary info: The Bajaj Mobility Group Code of Conduct forms the basis for a responsible and ethical corporate culture. It applies to all employees and board members, as well as business partners. The Code of Conduct includes detailed guidelines on compliance with human rights, diversity, environmental protection, fair working conditions, health and safety, forced and compulsory labor, child labor, human trafficking, and ethical business conduct. At the same time, it compels strict compliance of the Group and its business partners with the applicable national and international laws, regulations, and guidelines, as well as international standards such as the OECD guidelines, ILO conventions (in particular ILO C138 on the minimum age for admission to employment, ILO 182 on the prohibition and immediate action for the elimination of the worst forms of child labor, ILO 29 on forced or compulsory labor and ILO 105 on the abolition of forced labor).

Source: *Annual Report 2025*

Primary info: The Bajaj Mobility Group will continue to monitor, evaluate, and improve its efforts to meet its obligation of due diligence in relation to human rights. This includes the production of safe products. The measures were identified and developed on the basis of the Group's many years of experience in the field of mobility and by analyzing legal requirements. Ongoing R&D activities can improve the characteristics of motorcycles, thereby reducing negative impacts on consumers and end-users and achieving positive impacts. The manufacturer's warranty can provide relief in the event of significant negative impacts on consumers and end users. The internal task force (see table below) monitors the effectiveness of the measures taken in this respect.

Source: *Sustainability Report 2025*

6. Corporate governance

3. Facts and data

VIF01 Board composition

Primary info: [Srinivasan Ravikumar]: Srinivasan Ravikumar (1957) SB: Chairman... Independent according to C-Rule 53 ÖCGK: Yes; Initial appointment: 2022; End of current term of office: 2027... Srinivasan Ravikumar... Chief Business Development Officer and responsible for the Business Development & Assurance department [at Bajaj Auto Ltd.] [Dinesh Thapar]: Dinesh Thapar (1975) SB: Deputy Chairman... Independent according to C-Rule 53 ÖCGK: Yes; Initial appointment: 2025; End of current term of office: 2030... Alongside his role as CFO [at Bajaj Auto Limited], Dinesh Thapar is currently also a member of the Executive Board of affiliated companies. [Pradeep Shrivastava]: Pradeep Shrivastava (1960) SB: Member... Independent according to C-Rule 53 ÖCGK: Yes; Initial appointment: 2025; End of current term of office: 2030... Mr. Shrivastava has been a member of the Bajaj Auto Executive Board since April 2016. Pradeep Shrivastava has been a member of the company's Supervisory Board since November 2025. [Wulf Gordian Hauser]: Dr. Wulf Gordian Hauser LL.M. (1952) SB: Member... Independent according to C-Rule 53 ÖCGK: Yes; Initial appointment: 2025; End of current term of office: 2030... Since Iris Filzwieser left the Supervisory Board... the Supervisory Board has not included any independent capital representatives who are not shareholders with a stake of more than 10% or who represent their interests.

Source: *Annual Report*

Primary info: In the 2025 financial year, the Executive Board of Bajaj Mobility AG was composed as follows: Name (year of birth) Function Initial appointment: End of current term of office Gottfried Neumeister (1977) Chairman (CEO) Sept. 01, 2024 Dec. 31, 2028 Areas of responsibility: Strategy, project management, design, R&D, production/logistics, quality management, sales/marketing, customer service, motorsports, communications, human resources Petra Preining (1973) Member (CFO) Sept. 16, 2025 Dec. 31, 2028

Source: *Annual Report 2025*

Primary info: Since then, the Supervisory Board of Bajaj Mobility AG consisted of four men (0.0% women). The members of the Supervisory Board were born between 1952 and 1975. The diversity concept of the Bajaj Mobility Group (see Austrian Corporate Governance Report, 5th Description of the Diversity Concept) stipulates the following for the Supervisory Board: » The Supervisory Board must include at least one financial expert. This requirement is met by Dinesh Thapar. » Wherever possible, the Supervisory Board should include a total of two members with international experience or special expertise in one or more of the markets outside Austria that are of importance to the Bajaj Mobility Group. This requirement is met by Srinivasan Ravikumar, Dinesh Thapar and Pradeep Shrivastava. » Wherever possible, the Supervisory Board should include a total of one member who, by virtue of his/her prior experience, has a detailed knowledge of Bajaj Mobility AG. This requirement is met by Srinivasan Ravikumar and Wulf Gordian Hauser. » Wherever possible, the Supervisory Board should include one member who, by virtue of his/her experience and knowledge, can transfer ESG expertise within the Bajaj Mobility Group. This requirement is met by Dinesh Thapar and Pradeep Shrivastava. The members of the Supervisory Board can expand their sustainability-related expertise through various training opportunities that are not specific to the Supervisory Board and ongoing information on current developments. There are currently no defined training measures for Supervisory Board members. Bajaj Mobility AG uses the Austrian Code of Corporate Governance to define the independence of the members of the Supervisory Board. Consequently, all four members of the Supervisory Board are independent in accordance with C-Rule 53 (100%) and therefore do not have any business or personal relations with the company or its Executive Board that constitute a material conflict of interest. In addition, four members were independent according to C-Rule 54 (100%).

Source: *Annual Report 2025*

Unit	Year	Value	Source
Percentage of independent directors (NED) [Percent]	2025	100	Annual Report 2025

VIF02 Number of board committees

Primary info: During Supervisory Board meetings, open discussions take place between members of the Executive and Supervisory Boards.CORPORATE GOVERNANCE REPORT ACCORDING TO ACCG | 2025 A C C R - 8 3.1 SUPERVISORY BOARD COMMITTEES The Supervisory Board has set up three committees: » Audit Committee » Remuneration Committee » Committee for Compliance, Investor Relations (IR), and Sustainability (ESG) For reasons of efficiency, since the Supervisory Board is made up of no more than six members, the tasks of a Nomination Committee are performed by the full Supervisory Board.

Source: *Annual Report 2025*

Unit	Year	Value	Source
Number of board committees [Units]	2025	3	Annual Report 2025

VIF03 Term of office of directors

Primary info: Members of the Supervisory Board of an Austrian stock corporation are considered non-executive directors in Swiss legal terminology. The Supervisory Board is made up of at least three members who are separately elected by the Annual General Meeting, (shareholder representatives) and as many employee representatives as are required pursuant to Section 110(1) of the Austrian Labor Relations Act (currently no employee representatives). The shareholder representatives are elected by the Annual General Meeting for a term that shall not go beyond the end of the Annual General Meeting resolving on the discharge of the Executive Board for the fourth financial year following the election; in determining what constitutes the fourth financial year, the financial year in which the member is elected is excluded. The shareholder representatives are generally (and always at the request of a shareholder) elected by the Annual General Meeting individually and not “en-bloc”. Neither the Austrian Stock Corporation Act nor the company's Articles of Association provide for the whole Supervisory Board to be replaced. Members are therefore usually elected to the Supervisory Board (unless the number is changed by the Annual General Meeting or one member resigns) at the end of a term of office. During the 2025 financial year, the Supervisory Board of Bajaj Mobility AG initially consisted of six members before dropping to four members from November 2025:

Source: *Annual Report 2025*

VIF04 Disclosure of CEO remuneration in Annual Report

Primary info: 3.1 REMUNERATION OF THE MEMBERS OF THE EXECUTIVE BOARD

Source: *Annual Report 2025*

VIF05 Disclosure of executive board remuneration in Annual Report

Primary info:	Remuneration for the Executive Board of the Bajaj Mobility AG Group includes salaries, benefits in kind, bonuses, severance payments and contributions to the company pension fund, and amounted to EUR k 1,965 in the 2025 financial year (previous year: EUR k 2,607). Furthermore, there were no additional payments to members of the Executive Board from previous periods. There is no agreement on a company pension scheme for members of the Executive Board. No pension fund payments were made to the Executive Board in the 2025 financial year.
Source:	*Annual Report 2025*
Primary info:	Remuneration of the members of the Executive Board for the 2025 financial year
Source:	*Remuneration Report 2025*

VIF06 Audit and non-audit fees

Primary info:	20. EXPENSES FOR THE AUDITOR The expenses for the auditor MOORE CENTURION Wirtschaftsprüfungs- und Steuerberatungs GmbH (previous year: Deloitte Audit Wirtschaftsprüfungs GmbH) attributable to the reporting period are as follows:
Source:	*Remuneration Report 2025*

VIF09 Variable remuneration of top executives linked to sustainability performance

Primary info:	GOV-3 Integration of sustainability-related performance in incentive schemes The variable remuneration of the Executive Board incorporates only financial figures and therefore no specific sustainability-related targets and/or impacts. The remuneration of the Executive Board and Supervisory Board is based on the remuneration policy decided by the Annual General Meeting. The specific parameters for Executive Board remuneration are agreed between each member of the Executive Board and the company, represented by the Supervisory Board. The Remuneration Committee set up by the Supervisory Board deals with general questions relating to Executive Board remuneration. The Supervisory Board considers the established remuneration arrangements to be suitable for the Executive Board of Bajaj Mobility AG. Supervisory Board remuneration consists exclusively of attendance fees for Supervisory Board and committee meetings. In order to guarantee unbiased supervision of the management by the Supervisory Board, the members of the Supervisory Board are not granted any variable remuneration.
Source:	*Annual Report 2025*