

# Financial Report



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# Consolidated income statement

CHF million	Notes	2021		2020	
Revenue	(4)	1 700.4	100.0%	1 740.6	100.0%
Material expenses <sup>1</sup>		-766.4	45.1%	-827.9	47.6%
Employee expenses	(5)	-510.9	30.0%	-505.8	29.1%
Other expenses	(6)	-275.6	16.2%	-293.5	16.9%
Other income	(7)	32.3	1.9%	35.0	2.0%
<b>EBITDA</b>		<b>179.8</b>	<b>10.6%</b>	<b>148.5</b>	<b>8.5%</b>
Depreciation, amortization and impairment	(8)	-122.3	7.2%	-120.6	6.9%
<b>EBIT</b>		<b>57.5</b>	<b>3.4%</b>	<b>27.8</b>	<b>1.6%</b>
Financial income	(9)	3.8		3.4	
Financial expenses	(10)	-24.0		-36.8	
Share of profit of associated companies	(15)	3.1		3.5	
<b>Earnings before taxes</b>		<b>40.4</b>	<b>2.4%</b>	<b>-2.1</b>	<b>-0.1%</b>
Income taxes	(11)	-10.3		-8.6	
<b>Net result</b>		<b>30.1</b>	<b>1.8%</b>	<b>-10.7</b>	<b>-0.6%</b>
attributable to shareholders of Autoneum Holding Ltd		22.8		-25.3	
attributable to non-controlling interests		7.3		14.6	
Basic earnings per share in CHF	(12)	4.91		-5.45	
Diluted earnings per share in CHF	(12)	4.90		-5.45	

<sup>1</sup> Material expenses include CHF 2.2 million (2020: CHF -7.3 million) changes in inventories of finished goods and work in progress.

# Consolidated statement of comprehensive income

CHF million	2021	2020
Net result	30.1	-10.7
Currency translation adjustment <sup>1</sup>	8.8	-58.6
Inflation adjustment	1.8	1.3
<b>Total items that will be reclassified to income statement</b>	<b>10.6</b>	<b>-57.4</b>
Remeasurement of defined benefit pension plans	28.7	3.8
Changes in fair value of equity investments (FVOCI)	-10.7	-9.6
Income taxes	-3.2	-0.8
<b>Total items that will not be reclassified to income statement</b>	<b>14.9</b>	<b>-6.6</b>
<b>Other comprehensive income</b>	<b>25.5</b>	<b>-63.9</b>
<b>Total comprehensive income</b>	<b>55.6</b>	<b>-74.6</b>
attributable to shareholders of Autoneum Holding Ltd	46.5	-78.9
attributable to non-controlling interests	9.1	4.3

<sup>1</sup> The currency translation adjustment includes CHF 0.4 million (2020: CHF -1.0 million) from associated companies accounted for using the equity method.

The accompanying notes on pages 68-110 are part of the consolidated financial statements.

# Consolidated balance sheet

CHF million	Notes	31.12.2021	31.12.2020
<b>Assets</b>			
Tangible assets	(13)	750.0	810.5
Intangible assets	(14)	7.1	9.4
Investments in associated companies	(15)	22.4	20.5
Financial assets	(16)	31.1	42.9
Deferred income tax assets	(11)	23.3	22.4
Employee benefit assets	(24)	14.9	3.2
Other assets	(17)	93.2	93.0
<b>Non-current assets</b>		<b>942.1</b>	<b>1 002.0</b>
Inventories	(18)	148.3	154.0
Trade receivables	(19)	219.5	246.5
Current income tax receivables		7.1	7.8
Other assets	(17)	80.8	74.8
Financial assets	(16)	0.5	1.0
Cash and cash equivalents	(20)	103.7	322.0
<b>Current assets</b>		<b>559.9</b>	<b>806.1</b>
<b>Assets</b>		<b>1 502.0</b>	<b>1 808.1</b>
<b>Shareholders' equity and liabilities</b>			
Equity attributable to shareholders of Autoneum Holding Ltd		357.4	309.7
Equity attributable to non-controlling interests	(22)	93.8	103.9
<b>Shareholders' equity</b>		<b>451.2</b>	<b>413.6</b>
Borrowings	(23)	433.6	787.5
Deferred income tax liabilities	(11)	21.9	27.5
Employee benefit liabilities	(24)	22.9	37.2
Provisions	(25)	7.7	14.8
Other liabilities	(26)	7.7	7.2
<b>Non-current liabilities</b>		<b>493.9</b>	<b>874.1</b>
Borrowings	(23)	203.8	98.3
Current income tax liabilities		12.0	13.6
Provisions	(25)	10.5	19.5
Trade payables		160.5	203.7
Other liabilities	(26)	170.1	185.2
<b>Current liabilities</b>		<b>556.9</b>	<b>520.3</b>
<b>Liabilities</b>		<b>1 050.8</b>	<b>1 394.5</b>
<b>Shareholders' equity and liabilities</b>		<b>1 502.0</b>	<b>1 808.1</b>

The accompanying notes on pages 68–110 are part of the consolidated financial statements.

# Consolidated statement of changes in equity

CHF million	Attributable to the shareholders of Autoneum Holding Ltd						Attributable to non-controlling interests		Total
	Share capital	Treasury shares	Capital reserve	Fair value reserve	Retained earnings	Currency transl. adjustm.	Total	Total	
<b>At January 1, 2020</b>	<b>0.2</b>	<b>-3.6</b>	<b>217.5</b>	<b>18.0</b>	<b>215.1</b>	<b>-58.2</b>	<b>389.1</b>	<b>109.8</b>	<b>498.9</b>
Net result	-	-	-	-	-25.3	-	-25.3	14.6	-10.7
Other comprehensive income	-	-	-	-9.6	4.3	-48.3	-53.6	-10.3	-63.9
<b>Total comprehensive income</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-9.6</b>	<b>-21.0</b>	<b>-48.3</b>	<b>-78.9</b>	<b>4.3</b>	<b>-74.6</b>
Dividends paid <sup>1</sup>	-	-	-	-	-	-	-	-10.2	-10.2
Purchase of treasury shares <sup>2</sup>	-	-1.6	-	-	-	-	-1.6	-	-1.6
Share-based remuneration	-	1.7	-	-	-0.6	-	1.1	-	1.1
<b>Total transactions with owners</b>	<b>-</b>	<b>0.1</b>	<b>-</b>	<b>-</b>	<b>-0.6</b>	<b>-</b>	<b>-0.4</b>	<b>-10.2</b>	<b>-10.7</b>
<b>At December 31, 2020</b>	<b>0.2</b>	<b>-3.5</b>	<b>217.5</b>	<b>8.4</b>	<b>193.5</b>	<b>-106.6</b>	<b>309.7</b>	<b>103.9</b>	<b>413.6</b>
Net result	-	-	-	-	22.8	-	22.8	7.3	30.1
Other comprehensive income	-	-	-	-10.7	27.3	7.1	23.7	1.8	25.5
<b>Total comprehensive income</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-10.7</b>	<b>50.1</b>	<b>7.1</b>	<b>46.5</b>	<b>9.1</b>	<b>55.6</b>
Dividends paid <sup>1</sup>	-	-	-	-	-	-	-	-19.2	-19.2
Share-based remuneration	-	0.8	-	-	0.3	-	1.2	-	1.2
<b>Total transactions with owners</b>	<b>-</b>	<b>0.8</b>	<b>-</b>	<b>-</b>	<b>0.3</b>	<b>-</b>	<b>1.2</b>	<b>-19.2</b>	<b>-18.0</b>
<b>At December 31, 2021</b>	<b>0.2</b>	<b>-2.6</b>	<b>217.5</b>	<b>-2.2</b>	<b>244.0</b>	<b>-99.5</b>	<b>357.4</b>	<b>93.8</b>	<b>451.2</b>

<sup>1</sup> Autoneum Holding Ltd neither paid a dividend for the 2020 financial year in 2021 nor the 2019 financial year in 2020, as approved by the Annual General Meeting.

<sup>2</sup> Autoneum purchased 5 registered shares (2020: 21 000) and transferred 8 015 registered shares (2020: 12 980) in conjunction with share-based remuneration in the period under review.

The accompanying notes on pages 68–110 are part of the consolidated financial statements.

# Consolidated statement of cash flows

CHF million	Notes	2021	2020
Net result		30.1	-10.7
Dividend income	(9)	-1.0	-1.0
Interest income	(9)	-2.7	-2.0
Interest expenses	(10)	21.9	28.4
Income tax expenses	(11)	10.3	8.6
Depreciation, amortization and impairment	(8)	122.3	120.6
Share of profit of associated companies	(15)	-3.1	-3.5
Loss from disposal of tangible assets, net		0.7	0.8
Loss/(gain) from disposal of subsidiary or business	(6), (7)	0.2	-1.8
Other non-cash income and expenses		0.5	16.4
Change in net working capital		-42.8	8.8
Change in post-employment benefit assets and liabilities		2.7	-4.6
Change in non-current provisions		-4.6	1.0
Change in other non-current assets		2.4	21.8
Change in other non-current liabilities		1.7	4.1
Dividends received		2.6	1.5
Interest received		2.8	1.9
Interest paid		-22.0	-26.7
Income taxes paid		-21.6	-13.8
<b>Cash flows from operating activities</b>		<b>100.4</b>	<b>149.7</b>
Investments in tangible assets	(13)	-34.1	-41.9
Investments in intangible assets	(14)	-1.0	-0.7
Investments in financial assets		-0.9	-0.6
Proceeds from disposal of tangible assets		1.6	3.4
Proceeds from disposal of financial assets		0.2	0.3
Proceeds from disposal of subsidiary or business <sup>1</sup>		5.0	2.2
<b>Cash flows used in investing activities</b>		<b>-29.3</b>	<b>-37.2</b>
Dividends paid to non-controlling interests		-19.2	-10.2
Purchase of treasury shares	(21)	-	-1.6
Proceeds from borrowings	(23)	5.7	340.2
Repayment of borrowings	(23)	-275.1	-206.1
<b>Cash flows (used in)/from financing activities</b>		<b>-288.7</b>	<b>122.3</b>
Currency translation adjustment		-0.7	-11.6
<b>Change in cash and cash equivalents</b>		<b>-218.3</b>	<b>223.2</b>
Cash and cash equivalents at beginning of the year		322.0	98.7
<b>Cash and cash equivalents at end of the year</b>	(20)	<b>103.7</b>	<b>322.0</b>

<sup>1</sup> Deferred purchase price payments from transactions in previous periods.

The accompanying notes on pages 68–110 are part of the consolidated financial statements.

# Notes to the consolidated financial statements

## 1 SIGNIFICANT ACCOUNTING POLICIES

### 1.1 BASIS OF PREPARATION

Autoneum Holding Ltd (“the Company”) was incorporated on December 2, 2010 as a Swiss corporation domiciled in Winterthur. The Company has been listed on the SIX Swiss Exchange (AUTN, ISIN: CH0127480363) since May 13, 2011. Autoneum Holding Ltd together with its subsidiaries will henceforth be referred to as “Autoneum Group”, “Group” or “Autoneum”. A list of subsidiaries, associated companies and non-consolidated investments of Autoneum Group can be found in note 35 on page 110.

The consolidated financial statements have been prepared in accordance with International Financial Reporting Standards (IFRS). The consolidated financial statements are based on historical cost, with the exception of employee benefit assets and liabilities, which are measured at the fair value of the plan assets less the present value of the defined benefit obligation, and specific financial instruments, which are measured at fair value. The consolidated financial statements were authorized for issue by the Board of Directors on March 1, 2022 and are subject to approval by the Annual General Meeting of shareholders on March 23, 2022.

The consolidated financial statements are published exclusively in English. Due to rounding, numbers presented throughout this report may not add up precisely to the totals provided. All ratios and variances are calculated using the underlying amount rather than the presented rounded amount.

### 1.2 SIGNIFICANT ACCOUNTING JUDGMENTS, ESTIMATES AND ASSUMPTIONS

The preparation of the Group’s consolidated financial statements requires management to make judgments, estimates and assumptions that affect the application of the Group’s accounting policies and the reported amounts of revenues, expenses, assets and liabilities, the accompanying disclosures, and the disclosure of contingent liabilities. Uncertainty about these assumptions and estimates could result in outcomes that require a material adjustment to the carrying amount of assets or liabilities in future periods. Other disclosures relating to the Group’s exposure to risks and uncertainties include the risk management process (refer to note 2, page 79) and the sensitivity analyses of defined benefit plans (refer to note 24, page 101).

## JUDGMENTS

In the process of applying the Group’s accounting policies, management has made the following judgment in connection with the consolidation of entities in which the Group holds less than the majority of voting rights.

Assessing whether Autoneum has control over an entity includes all facts and circumstances that may indicate that the Group is able to direct the relevant activities and key decisions. Autoneum concludes that it has control over certain entities in which it holds 50% or more (refer to note 22, page 99), based on specific rights allocated. Facts and circumstances indicating that Autoneum controls an entity may change and lead to a reassessment of the management’s conclusion.

In rare circumstances, IFRS 16 requires management judgment in order to determine an appropriate lease term. The application of IFRS 16 is outlined in note 1.8 on page 72.

## ESTIMATES AND ASSUMPTIONS

Key assumptions and estimation uncertainties that have a significant risk of resulting in a material adjustment in the next financial year include the following:

Impairment losses on tangible assets are assessed based on estimated cash flows, which may vary from actual cash flows. Important assumptions to consider are useful lives, growth rates, achievable margins, utilization levels and the discount rates.

Preproduction costs that are capitalized in the balance sheet include mainly employee costs. Testing for impairment of the capitalized preproduction costs requires management to estimate both the total future consideration and total future costs of a project.

For defined benefit plans, actuarial valuations which are the basis for the employee benefit assets and liabilities in the balance sheet are carried out regularly. These calculations are based on statistical and actuarial assumptions. In particular, the present value of the defined benefit obligation is affected by assumptions such as discount rate, expected future salary growth and the life expectancy. Other assumptions for the valuation are derived from statistical data such as mortality tables and staff turnover rates. Actuaries are independent from Autoneum. Assumptions may differ significantly from actual results. These deviations can ultimately have an effect on the employee benefit assets or liabilities in future periods (refer to note 24, page 101).

In the course of the ordinary operating activities of Autoneum Group, obligations from guarantee and warranty, litigation and non-income tax risk, and environmental risk can arise. Provisions for these obligations are measured on the basis of estimated future cash outflow. The outcome of these business transactions may result in claims against Autoneum that may be below or above the related provisions. Provisions for litigation and non-income tax risk comprise complex cases that include material uncertainties. Environmental provisions are recognized for the expected costs for the cleanup and reconstruction of contaminated sites that are interdependent of many uncertainties, such as Autoneum's share of the cost or the applicable approach for determining these costs. The financial impact of these cases for future periods can only be estimated, because uncertainties relating to amount and date of cash outflow exist (refer to note 25, page 105).

Assumptions in relation to income taxes include interpretations of the tax regulations in place in the relevant countries. The adequacy of these interpretations is assessed by the tax authorities. This can result, at a later stage, in changes in the income tax expenses. To determine whether a deferred income tax asset on tax loss carryforwards may be recognized requires judgment in assessing whether there will be future taxable profits against which these tax loss carryforwards can be offset (refer to note 11, page 88).

## 1.3 CHANGES IN ACCOUNTING POLICIES

### ADOPTED CHANGES IN ACCOUNTING POLICIES

Except as described below, the accounting policies applied in these consolidated financial statements are the same as those applied in the consolidated financial statements as of December 31, 2020.

In 2020, the Group had initially adopted the IFRS 16 amendment "Covid-19-Related Rent Concessions", issued in May 2020. In the reporting period, the Group early adopted the IFRS 16 amendment "Covid 19-Related Rent Concessions beyond 30 June 2021", issued in April 2021, with immediate effect. The 2021 amendment allows a one-year extension to the practical expedient.

The early adoption of these amendments to IFRS 16 did not have any impact as no existing or new Covid-19 related rent concessions qualify for the application of the amended practical expedient. Consequently, Autoneum has not recognized income in profit or loss to reflect changes in lease payments that arise from rent concessions (2020: CHF 0.6 million income in profit or loss).



The Group has initially adopted the amendments to IFRS 9, IAS 39, IFRS 7, IFRS 4 and IFRS 16 “Interest Rate Benchmark Reform – Phase 2” as of January 1, 2021. Autoneum has reviewed the exposure to IBOR reference rates and is managing the transition to alternative benchmark rates. Apart from the long-term credit agreement (refer to note 23, page 100) no other major contracts were identified which are affected by the reform. However, the outstanding change will not have any significant impact on the Group’s consolidated financial statements. The contractual changes are accounted for under the IBOR reform practical expedient approach.

## FUTURE CHANGES IN ACCOUNTING POLICIES

The following new and revised standards and interpretations have been issued, but are not yet effective. They have not been applied early in these consolidated financial statements. However, a preliminary assessment has been conducted by the management and the expected impact of each standard and interpretation is presented in the following table.

	Effective date	Planned application by Autoneum
<b>New standards and interpretations</b>		
IFRS 17 Insurance Contracts <sup>1</sup>	January 1, 2023	January 1, 2023
<b>Revisions and amendments of standards and interpretations</b>		
Reference to the Conceptual Framework (Amendments to IFRS 3) <sup>1</sup>	January 1, 2022	January 1, 2022
Onerous Contracts – Cost of Fulfilling a Contract (Amendments to IAS 37) <sup>1</sup>	January 1, 2022	January 1, 2022
Annual Improvements to IFRS Standards 2018–2020 <sup>1</sup>	January 1, 2022	January 1, 2022
Property, Plant and Equipment: Proceeds before Intended Use (Amendments to IAS 16) <sup>1</sup>	January 1, 2022	January 1, 2022
Classification of liabilities as current or non-current (Amendments to IAS 1) <sup>2</sup>	January 1, 2023	January 1, 2023
Amendments to IFRS 17 <sup>1</sup>	January 1, 2023	January 1, 2023
Disclosure of Accounting Policies (Amendments to IAS 1 and IFRS Practice Statement 2) <sup>1</sup>	January 1, 2023	January 1, 2023
Definition of Accounting Estimate (Amendments to IAS 8) <sup>1</sup>	January 1, 2023	January 1, 2023
Deferred Tax Related to Assets and Liabilities Arising from a Single Transaction – Amendments to IAS 12 Income Taxes <sup>2</sup>	January 1, 2023	January 1, 2023

<sup>1</sup> No impact or no significant impact is expected on the consolidated financial statements.

<sup>2</sup> The impact on the consolidated financial statements of Autoneum cannot yet be determined with sufficient reliability.

## 1.4 SCOPE AND METHODS OF CONSOLIDATION

The consolidated financial statements of Autoneum Holding Ltd include the Company and its subsidiaries. Subsidiaries are entities controlled by the Group. The Group controls an entity when it is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power over the entity. The financial statements of subsidiaries are included in the consolidated financial statements from the date on which control commences until the date on which control is lost.

Acquisitions are accounted for using the acquisition method. Intercompany transactions are eliminated. If Autoneum does not have control over entities but significant influence, which is usually the case if Autoneum holds interests of between 20% and 50%, these investments are classified as associated companies and accounted for using the equity method. Interests of less than 20% where Autoneum does not have significant influence are classified as non-consolidated investments and are accounted for at fair value. The subsidiaries, associated companies and non-consolidated investments are listed in note 35 on page 110.

## 1.5 FOREIGN CURRENCY TRANSLATION

Items included in the financial statements of each Group company are measured using the currency of the primary economic environment in which the company operates (“functional currency”). The consolidated financial statements are prepared in Swiss francs, which is the functional currency and the reporting currency of Autoneum Holding Ltd.

Transactions in foreign currencies are translated into the functional currency by applying the exchange rates prevailing on the date of the transaction. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at year-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognized in the income statement. For consolidation purposes, items in the balance sheet of foreign subsidiaries are translated at year-end exchange rates, while income statement items are translated at average rates for the period. The resulting currency translation differences are recognized in other comprehensive income and, in the event of a disposal of a foreign operation, transferred to the income statement as part of the gain or loss from disposal.

## 1.6 HYPERINFLATION ACCOUNTING

The Argentinian economy exceeded 100 inflation points in 36 months and is considered to be hyperinflationary in accordance with the criteria in IAS 29 “Financial Reporting in Hyperinflationary Economies” effective as of July 1, 2018. The standard requires that the financial statements prepared in the currency of a hyperinflationary economy be stated in terms of the measuring unit current at the reporting date. The financial statements of the Argentinian subsidiary were restated accordingly before being translated and included in the consolidated financial statements of the Group. From January 1, 2017 onwards, inflation is assessed on the basis of the Argentinian consumer price index (CPI).

## 1.7 TANGIBLE ASSETS

Tangible assets are stated at historical cost less accumulated depreciation, which is recognized on a straight-line basis over the estimated useful life of the asset. Historical cost includes expenditures that are directly attributable to the acquisition of the assets. Useful life is determined according to the expected utilization of each asset. The relevant ranges are as follows:

Buildings	20–50 years
Machinery and plant equipment	5–15 years
Data-processing equipment	4–8 years
Vehicles and furniture	3–10 years

Components of certain assets with different useful lives are depreciated separately. Gains or losses arising from the disposal of tangible assets are recognized in the income statement. Costs of maintenance and repair are charged to the income statement as incurred. The residual values and useful lives of tangible assets are reviewed, and adjusted if appropriate, at each balance sheet date.

## 1.8 LEASES

The Group leases various buildings, vehicles, machineries and other assets. Lease terms are negotiated on an individual basis and contain a wide range of different terms and conditions.

Leases are recognized as right-of-use assets as part of tangible assets and corresponding lease liabilities at the commencement date. Each lease payment is allocated between the lease liability and finance cost. The finance cost is charged to profit or loss. The right-of-use asset is depreciated over the shorter of the asset's useful life and the lease term on a straight-line basis and charged to profit or loss. Assets and liabilities arising from a lease are initially measured on a present value basis, using the rate implicit in the lease if this rate could be readily determined. If not, the lessee's incremental borrowing rate is used, which reflects the refinancing costs of Autoneum.

At the commencement date, right-of-use assets are measured at cost comprising the following:

- the amount of the initial measurement of the lease liability,
- any lease payments made at or before the commencement date, less any lease incentive received,
- any initial direct costs incurred by the lessee, and
- restoration costs.

At the commencement date, lease liabilities are initially measured at the present value of the lease payments. Following lease payments are included in the net present value:

- fixed payments, less any lease incentives receivable,
- variable lease payments that depend on an index or a rate, initially measured using the index or rate as at the commencement date,
- amounts expected to be payable by the lessee under residual value guarantees,
- the exercise of a purchase option if the lessee is reasonably certain to exercise that option, and
- payments of penalties for terminating the lease, if the lease term reflects the lessee exercising an option to terminate the lease.

The Group recognizes short-term leases and leases for which the underlying asset is of low value as operating expenses in profit or loss. Short-term leases are leases with a lease term of twelve months or less. Low-value assets are those not exceeding an amount of CHF 5 000.

Extension and termination options are included in a number of lease agreements across the Group. In determining the lease term, the management considers all facts and circumstances that create an economic incentive to exercise an extension option, or not to exercise a termination option. Extension options are only included in the lease term if the Group is reasonably certain to extend the contract.

## 1.9 INTANGIBLE ASSETS

Intangible assets such as product licenses, patents and trademark rights as well as software acquired from third parties are included in the balance sheet at acquisition cost and are amortized on a straight-line basis over a period of up to eight years. The residual values and useful lives of intangible assets are reviewed, and adjusted if appropriate, at each balance sheet date. Autoneum has neither in the current reporting period nor in the prior period intangible assets that have an indefinite useful life recorded in the balance sheet. Autoneum has no goodwill capitalized in the balance sheet.

## 1.10 IMPAIRMENT OF ASSETS

Tangible assets, intangible assets and other assets (non-current) are tested for impairment if there are indications that, due to changed circumstances, their carrying value may no longer be fully recoverable. If such a situation arises, the recoverable amount is determined. This is the higher of its value in use and its fair value less cost to sell. Value in use is based on the estimated future cash flows, discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset. If the recoverable amount is below the carrying amount, a corresponding impairment loss is recognized in the income statement. Where the recoverable amount cannot be determined for an individual asset, it is determined for the cash-generating unit to which the asset belongs. To determine the value of an asset, estimates of the expected future cash flows from both usage and disposal are made.

## 1.11 CAPITALIZED PREPRODUCTION COSTS

In order to be able to deliver an OEM with serial parts over the production period, Autoneum designs and develops a serial part based on its existing product technologies that meets the OEM's specifications and prepares its manufacturing process allowing serial production over the production period, which is usually between five and eight years. The costs for this process qualify as costs to fulfill a contract and are capitalized as preproduction costs in the line item other assets. Those costs are capitalized when the costs are directly attributable to a project, which means between the nomination date and start of production, the costs enhance resources of the entity that will be used in satisfying performance obligations in the future, and the costs are expected to be recovered. The majority of costs that fulfill those requirements are employee costs that are allocated to specific projects, either based on actual hours entered by employees multiplied by an hourly cost rate, or where hourly records are not available, based on estimates made by controlling staff. The capitalized preproduction costs are amortized in the income statement in the line item material expenses over the period when revenue from the sale of the serial parts is recognized, which is usually between five and eight years.

Where the carrying amount of the capitalized preproduction costs exceeds the remaining amount of consideration that Autoneum will receive minus the remaining costs that Autoneum will incur to fulfill the contract, an impairment loss is recognized immediately.

## 1.12 FINANCIAL INSTRUMENTS

A financial instrument is any contract that gives rise to a financial asset of one entity and a financial liability or equity instrument of another entity.

### INITIAL RECOGNITION AND MEASUREMENT OF FINANCIAL ASSETS

The classification of financial assets at initial recognition depends on the financial asset's contractual cash flow characteristics and the Group's business model for managing them. Trade receivables are measured at the transaction price determined under IFRS 15 (refer to note 1.20 on page 78). The Group initially measures all other financial assets at its fair value plus, in the case of a financial asset not at fair value through profit or loss, transaction costs. In order for a financial asset to be classified and measured at amortized cost or fair value through OCI, it needs to give rise to cash flows that are solely payments of principal and interest (SPPI) on the principal amount outstanding. This assessment is referred to as the SPPI test and is performed at an instrument level. The Group's business model for managing financial assets refers to how it manages its financial assets in order to generate cash flows. The business model determines whether cash flows will result from collecting contractual cash flows, selling the financial assets, or both.

Purchases or sales of financial assets that require delivery of assets within a time frame established by regulation or convention in the marketplace (regular way trades) are recognized on the trade date, i.e., the date that the Group commits to purchasing or selling the asset.

### SUBSEQUENT MEASUREMENT OF FINANCIAL ASSETS

For subsequent measurement, Autoneum classifies its financial assets in three categories:

- Financial assets at amortized cost: The Group measures financial assets at amortized cost if the financial asset is held within a business model with the objective to hold financial assets in order to collect contractual cash flows, and the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding. Financial assets at amortized cost are subsequently measured using the effective interest method and are subject to impairment. Gains and losses are recognized in profit or loss when the asset is derecognized, modified or impaired.
- Financial assets designated at fair value through OCI with no recycling of cumulative gains and losses upon derecognition (equity instruments): Upon initial recognition, the Group can elect to classify irrevocably its equity investments as equity instruments designated at fair value through OCI when they meet the definition of equity under IAS 32 "Financial Instruments: Presentation" and are not held for trading. The classification is determined on an instrument-by-instrument basis. Gains and losses on these financial assets are never recycled to profit or loss. Dividends are recognized as financial income in the income statement when the right of payment has been established. Equity instruments designated at fair value through OCI are not subject to impairment assessment. The Group elected to classify irrevocably its listed investments in non-consolidated companies under this category.
- Financial assets at fair value through profit or loss: Financial assets at fair value through profit or loss include financial assets held for trading, financial assets designated upon initial recognition at fair value through profit or loss, or financial assets mandatorily required to be measured at fair value. Financial assets are classified as held for trading if they are acquired for the purpose of selling or repurchasing in the near term. Derivatives are also classified as held for trading. Financial assets with cash flows that are not solely payments of principal and interest are classified and measured at fair value through profit or loss, irrespective of the business model. Financial assets at fair value through profit or loss are carried in the statement of financial position at fair value with net changes in fair value recognized in the income statement.

## DERECOGNITION OF FINANCIAL ASSETS

A financial asset is primarily derecognized when the rights to receive cash flows from the asset have expired or the Group has transferred its rights to receive cash flows from the asset or has assumed an obligation to pay the received cash flows in full without material delay to a third party under a “pass-through arrangement”.

## IMPAIRMENT OF FINANCIAL ASSETS

The Group recognizes an allowance for expected credit losses (ECLs) for all debt instruments not held at fair value through profit or loss. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the Group expects to receive, discounted at an approximation of the original effective interest rate.

ECLs are recognized in two stages. For credit exposures for which there has not been a significant increase in credit risk since initial recognition, ECLs are provided for credit losses that result from default events that are possible within the next twelve months (a 12-month ECL). For those credit exposures for which there has been a significant increase in credit risk since initial recognition, a loss allowance is required for credit losses expected over the remaining life of the exposure, irrespective of the timing of the default (a lifetime ECL).

For trade receivables and contract assets, the Group applies a simplified approach in calculating ECLs. The Group calculates ECLs according to a provision matrix based on days the amounts are past due. Publicly available credit default probabilities for the individual customer based on their ratings are further used in the assessment.

As Autoneum has not encountered material credit losses in the past, the Group considers a financial asset in default when contractual payments are 180 days past due. However, in certain cases, the Group may also consider a financial asset to be in default when internal or external information indicates that the Group is unlikely to receive the outstanding contractual amounts in full before taking into account any credit enhancements held by the Group. A financial asset is written off when there is no reasonable expectation of recovering the contractual cash flows.

## INITIAL RECOGNITION AND MEASUREMENT OF FINANCIAL LIABILITIES

Financial liabilities are classified at initial recognition as financial liabilities at fair value through profit or loss, or as financial liabilities at amortized cost. All financial liabilities are recognized initially at fair value and, in the case of financial liabilities at amortized cost, net of directly attributable transaction costs. The Group’s financial liabilities include trade and other payables, loans and borrowings including bank overdrafts, and derivative financial instruments.

## SUBSEQUENT MEASUREMENT OF FINANCIAL LIABILITIES

The measurement of financial liabilities depends on their classification, as described below:

- Financial liabilities at fair value through profit or loss include financial liabilities held for trading and financial liabilities designated upon initial recognition as at fair value through profit or loss. Financial liabilities are classified as held for trading if they are incurred for the purpose of repurchasing in the near term. This category also includes derivative financial instruments entered into by the Group. Gains or losses on liabilities held for trading are recognized in the income statement.
- The category of financial liabilities at amortized cost is most relevant to the Group. After initial recognition, interest-bearing loans and borrowings are subsequently measured at amortized cost using the effective interest method. Gains and losses are recognized in profit or loss when the liabilities are derecognized as well as through the effective interest amortization process. Amortized cost is calculated by taking into account any discount or premium on acquisition and fees or costs that are an integral part of the effective interest. The effective interest amortization is included as finance expenses in the income statement. This category generally applies to interest-bearing loans and borrowings.

## DERECOGNITION OF FINANCIAL LIABILITIES

A financial liability is derecognized when the obligation under the liability is discharged or cancelled or expires. When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as the derecognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognized in the income statement.

## OFFSETTING OF FINANCIAL INSTRUMENTS

Financial assets and financial liabilities are offset and the net amount is reported in the consolidated statement of financial position if there is a currently enforceable legal right to offset the recognized amounts and there is an intention to settle on a net basis, to realize the assets and settle the liabilities simultaneously.

## DERIVATIVE FINANCIAL INSTRUMENTS

The Group uses derivative financial instruments, such as forward currency contracts, to hedge its foreign currency risks. Such derivative financial instruments are initially recognized at fair value on the date on which a derivative contract is entered into and are subsequently remeasured at fair value. Derivatives are carried as financial assets when the fair value is positive and as financial liabilities when the fair value is negative. Any gains or losses arising from changes in the fair value of derivatives are taken directly to profit or loss.

### 1.13 INVENTORIES

Raw materials, consumables and purchased parts are valued at the lower of average cost or net realizable value. Semi-finished goods and finished goods are valued at the lower of manufacturing cost or net realizable value. Valuation adjustments are made for obsolete materials and excess stock.

### 1.14 CASH AND CASH EQUIVALENTS

Cash and cash equivalents include bank accounts and time deposits with original maturities from the date of acquisition of up to three months.

### 1.15 EQUITY

Ordinary shares are classified as equity since the shares are non-redeemable and any dividends are discretionary.

When shares are repurchased, the amount of the consideration paid is recognized as a deduction from equity and presented as a separate component in equity. When treasury shares are sold or reissued subsequently, the amount received is recognized as an increase in equity and the resulting surplus or deficit on the transaction is recognized in retained earnings.

### 1.16 PROVISIONS

Provisions are recognized when the Group has a present legal or constructive obligation as a result of past events, it is probable that an outflow of resources will be required to settle the obligation, and the amount can be reliably estimated. Provisions are discounted if the impact is significant.

### 1.17 INCOME TAXES

Income taxes comprise both current and deferred income taxes. Normally, income taxes are recognized in the income statement, unless they are linked to a position that is recognized directly in equity or in other comprehensive income. In this case, the income taxes are also recognized directly in equity or in other comprehensive income.

Current income taxes are calculated and accrued on the basis of taxable income for the year. Deferred income taxes on temporary differences between carrying amounts of assets and liabilities for financial reporting purposes and amounts determined for local tax purposes are calculated using the liability



method. Deferred income taxes are measured at the tax rate expected to be applied to temporary differences when they reverse, using tax rates enacted or substantially enacted at the reporting date. Deferred income tax assets and liabilities are offset to the extent that an entity has a legally enforceable right to offset current income taxes, and the deferred income taxes relate to income taxes levied by the same taxation authority and relate to the same taxable entity.

Temporary differences resulting from investments in Group companies are not considered if Autoneum is able to control the timing of the reversal of the temporary differences and if it is probable that these temporary differences will not reverse in future.

The tax impact of losses and deductible temporary differences is capitalized to the extent it appears probable that such losses and deductible temporary differences will be offset in the future by taxable income.

### 1.18 EMPLOYEE BENEFITS

Employee pension plans are operated by certain subsidiaries, depending upon the level of coverage provided by the government pension facilities in the various countries in which they are present. Some are provided by independent pension funds. If there is no independent pension fund, the respective obligations are shown in the balance sheet under employee benefit liabilities. As a rule, pensions are funded by employees' and employers' contributions. Pension plans exist on the basis of both defined contribution and defined benefit.

Pension liabilities arising from defined benefit plans are calculated annually by independent actuaries using the projected unit credit method. The discount rate used for the calculation is based on interest rates of high-quality corporate bonds that are denominated in the currency in which the benefits will be paid, and that have terms to maturity approximating to the terms of the related pension obligation. Remeasurement gains or losses are recognized in other comprehensive income. Pension cost relating to services rendered in the reporting period is recognized in the income statement as current service cost. Pension cost relating to services rendered in previous periods as a result of new or amended pension benefits is recognized in the income statement as past service cost. The net interest expenses or income on the net defined benefit liability or asset for the period is determined by applying the discount rate used to measure the defined benefit obligation at the beginning of the period to the then net defined benefit liability or asset, taking into account any changes in the net defined benefit liability (asset) during the period as a result of contributions and benefit payments. The net interest expenses or income is recognized in financial expenses or income. The fair value of plan assets is deducted from the defined benefit obligations. Any asset resulting from this calculation is only capitalized up to an amount not exceeding benefits from future contribution reductions or refunds.

In the case of defined contribution plans, the contributions are recognized as expenses in the period in which they were incurred.

### 1.19 SHARE-BASED PAYMENTS

Share-based payments to members of the Board of Directors, the Executive Board and senior management are measured at fair value at the grant date, and recognized in the income statement over the vesting period. The fair value is assessed based on the current market price and taking into account a discount for dividends that will not be collected by the beneficiary because the transfer of the shares is deferred. For share-based payments that are settled with equity instruments, a corresponding increase in equity is recognized.



## 1.20 REVENUE RECOGNITION

Revenue is measured based on the consideration specified in a contract with a customer. The Group recognizes revenue when it transfers control over a good or service to a customer.

The main business of Autoneum is to develop and produce multifunctional and lightweight components and systems for noise and heat protection for its customers, i.e., Original Equipment Manufacturers (OEM). Autoneum and the OEM agree on a contract upon nomination. The contracts include that Autoneum sells serial parts to the OEM over a production period of five to eight years. The serial parts are manufactured using a tool, which is either manufactured by Autoneum or procured by a third-party supplier and which is sold to the OEM, usually before start of production. As a result, Autoneum agrees on two different kinds of performance obligations upon nomination: a performance obligation for each serial part that will be delivered to the OEM during the serial production period and a performance obligation for the procurement of the tools. Revenue is allocated to the performance obligations based on the selling price that is agreed with the OEM.

The majority of total revenue (more than 90%) is generated with the sale of the serial parts to the OEM and a minor part of total revenue (less than 10%) is generated with the sale of the tools to the OEM.

Upon nomination, the OEM and Autoneum agree on a sales price per serial part and agree that Autoneum will produce and deliver the serial parts to the OEM over its complete serial production period. The OEM and Autoneum agree on a contract that includes an expected quantity of serial products that will be delivered to the OEM, as the final quantity of required serial parts depends on the number of cars that the OEM will produce. Revenue from the sale of the serial parts is recognized at the point in time when control of the parts is transferred to the OEM, which is according to the delivery terms that are agreed with the OEM. Revenue is recognized based on the applicable sales price at the point in time the serial parts are transferred to the OEM. Control of the tools is transferred to the OEM at the point in time when the OEM accepts the tool.

Revenue recognized from contracts with customers is disclosed as revenue in the consolidated financial statements.

## 1.21 FINANCING COSTS

Borrowing costs that are directly attributable to the acquisition, construction or production of a qualified asset are capitalized as a part of the acquisition costs of the qualified asset. All other financing costs are recognized directly in the income statement.

## 1.22 GOVERNMENT GRANTS

Government grants are assistance by government in the form of transfers of resources in return for compliance with certain conditions. Government grants related to capital expenditure (investment premiums) are initially recognized as a liability and subsequently recognized over the useful life of the subsidized tangible asset. If a government grant is awarded for the purpose of giving immediate financial support to an entity rather than an incentive to undertake specific expenditures, the grant is recognized in profit or loss of the period in which it becomes receivable and is deducted on the related expenses.

## 1.23 DEFINITION OF NON-GAAP MEASURES

EBIT as a subtotal includes all income and expenses before addition/deduction of financial income, financial expenses, share of profit of associated companies and income taxes. EBITDA as a subtotal includes EBIT before deduction of depreciation and impairment of tangible assets as well as amortization and impairment of intangible assets.

## 2 RISK MANAGEMENT

Autoneum maintains an internal control system with the objective of ensuring effectiveness and efficiency of operations, reliability of financial reporting and compliance with applicable laws and regulations. The internal control system is an important part of the risk management system.

The process of risk management is governed by the regulation “Autoneum Risk Management System”, which was adopted by the Board of Directors. The regulation defines the main categories of risk, which serve as a basis of the risk management, and the bodies that deal within the Group with the various risks. In addition, the regulation defines the procedures for detecting, reporting and managing risk and the criteria for qualitative and quantitative risk assessment.

The regulation defines the following main risk categories: strategic risk, operational risk, financial risk, compliance risk, capital risk, litigation and other risk (e.g. political, legal, organizational, environmental and work safety risk).

Besides the financial and capital risk (refer to paragraphs 2.1 and 2.2 respectively), the following risks within the main risk categories are a focus of Autoneum:

- Strategic risk: This risk results on the one hand from different markets in which Autoneum operates (local aspects, legal regulations, degree of maturity of markets). On the other hand, it results from the share of the customers in Autoneum’s revenue, as well as from the technical and regulatory requirements on Autoneum products.
- Operational risk: This risk results from the technical development of orders until end of production, from the need for cost-efficient production and the possibility of interruptions in production.

Strategic risk resulting from developments in the relevant markets and of the products offered therein is assessed as part of the strategic planning and financial planning processes. Strategic risk and operational risk are regularly reviewed at meetings within the Business Groups and with the CEO and the CFO of the Group. These meetings also deal with other risks impacting actual performance against budget, in order to identify and implement corrective measures.

Risks resulting from divestments or other major projects are monitored at Group level within the framework of authorities and approvals for the respective project. Quarterly project review reports are prepared for the attention of the Board of Directors.

Specific risks are addressed by periodic reports in dedicated bodies. Such reports cover environmental and work safety risk at the various sites, treasury risk and risk from legal actions and compliance.

An aggregate review of all identified risks and of the instruments and measures to address them is performed on a semi-annual basis by the Risk Council, consisting of representatives of all Business Groups and Corporate functions. The review results are reported to the Board of Directors and the Group Executive Board.

### 2.1 FINANCIAL RISK

As a result of its worldwide activities Autoneum is exposed to various financial risks, such as credit risk, liquidity risk and market risk (foreign exchange risk, interest rate risk and price risk).

Autoneum’s financial risk management aims to minimize the potential adverse impact of the development of the financial markets on the Group’s financial performance and to secure its financial stability. This may include the use of derivative financial instruments to hedge certain risk exposures. Financial risks are identified primarily locally and evaluated and managed centrally by Group Treasury in close cooperation with the Group’s legal units.

## CREDIT RISK

Credit risk arises from cash and cash equivalents, derivative financial instruments and deposits with banks and financial institutions, as well as from exposures to customers, including outstanding receivables, contract assets and committed transactions. Credit risk may result in a financial loss if one party in a transaction is unable or unwilling to meet its obligations. It is Autoneum's objective to limit the impact of a default. The maximum risk of these positions corresponds to the book values of financial instruments that are classified as financial assets at amortized cost (refer to note 29 on page 107).

Credit risk of financial counterparties is monitored centrally by Group Treasury. Significant relationships with banks and financial institutions are basically only entered into with counterparties which would receive a BBB rating or higher in the categories of the largest rating agencies like e.g. Fitch. At the date of reporting, management does not expect significant losses from non-performance by financial institutions where funds are invested or financial transactions are outstanding.

Autoneum maintains business relationships with all significant automotive manufacturers and has a geographically broad, diversified customer portfolio. No customer accounted for more than 15.5% (2020: 11.6%) of Autoneum's revenue. The Group monitors the creditworthiness of its key customers by using independent ratings (if available) and by taking into account their financial position, past experience and other factors. The related credit risk is considered as low at the date of reporting. In accordance with IFRS 9, the Group calculates the Expected Credit Loss according to a provision matrix based on days the amounts are past due. For trade receivables which are not overdue by more than 180 days, expected credit losses are determined by using publicly available credit default probabilities for the individual customer based on their ratings. If at this stage information indicating a higher collection risk for individual customers is available, individual allowances are recognized for the respective balances. The risk of an impairment loss increases significantly for open trade receivable balances that are overdue for more than 180 days. Unless the open balance is negligible, an individual assessment is performed to estimate expected credit losses. Individual assessments incorporate forward-looking information such as macro-economic forecasts.

The average expected loss rates for trade receivables per aging category as well as for contract assets are as follows:

### AVERAGE EXPECTED LOSS RATE FOR TRADE RECEIVABLES PER AGING CATEGORY AS OF DECEMBER 31, 2021

CHF million	Not due	No more than 180 days overdue	181 days to one year overdue	More than 1 year overdue	Total
Expected loss rate (in %)	0.3%	2.0%	51.7%	88.9%	1.9%
Trade receivables (gross)	204.2	15.0	2.1	2.4	223.7
Allowance for impairment	-0.6	-0.3	-1.1	-2.1	-4.2
<b>Trade receivables</b>	<b>203.6</b>	<b>14.7</b>	<b>1.0</b>	<b>0.3</b>	<b>219.5</b>

### AVERAGE EXPECTED LOSS RATE FOR TRADE RECEIVABLES PER AGING CATEGORY AS OF DECEMBER 31, 2020

CHF million	Not due	No more than 180 days overdue	181 days to one year overdue	More than 1 year overdue	Total
Expected loss rate (in %)	0.5%	2.2%	51.4%	84.6%	1.8%
Trade receivables (gross)	228.5	17.7	2.7	1.9	250.8
Allowance for impairment	-1.1	-0.4	-1.4	-1.6	-4.5
<b>Trade receivables</b>	<b>227.4</b>	<b>17.3</b>	<b>1.3</b>	<b>0.3</b>	<b>246.5</b>

## AVERAGE EXPECTED LOSS RATE FOR CONTRACT ASSETS AS OF DECEMBER 31

CHF million	Not due 2021	Not due 2020
Expected loss rate (in %)	7.6%	10.3%
Contract assets (gross)	43.1	39.3
Allowance for impairment	-3.3	-4.1
<b>Contract assets</b>	<b>39.8</b>	<b>35.3</b>

## LIQUIDITY RISK

The objective of liquidity risk management is to ensure that sufficient financial resources are available at any point in time in order to be able to completely fulfill all payment obligations of the Group when due. As part of an integral budgeting and forecasting process, Group Treasury centrally monitors the planned liquidity position of the Group. Group Treasury compares the planned liquidity requirements with the available funds to detect shortages at an early stage. The liquidity risk management of Autoneum includes the maintenance of sufficient liquidity reserves and the availability of funding through an adequate amount of committed credit lines.

Beside several smaller bilateral credit facilities with banks, Autoneum maintains a credit agreement for the medium- and long-term financing with a group of banks in the amount of CHF 350.0 million, which expires on December 31, 2022. Furthermore, a bond in the amount of CHF 75.0 million with maturity as of July 4, 2023 and a bond in the amount of CHF 100.0 million with maturity as of December 8, 2025 have been issued, both of which are listed at the SIX Swiss Exchange (refer to note 23, page 100).

The following tables show the contractual maturities of Autoneum's financial liabilities (including interest).

Financial liabilities at December 31, 2021	Carrying amount	Contractual undiscounted cash flows			
		Less than 1 year	1 to 5 years	More than 5 years	Total cash flow
CHF million					
Bonds	174.8	2.0	178.6	-	180.5
Bank debts	164.4	164.7	0.6	-	165.3
Lease liabilities	282.3	37.4	113.6	226.4	377.4
Other borrowings	15.9	5.3	11.2	-	16.5
Trade payables	160.5	160.5	-	-	160.5
Accrued expenses	92.7	92.7	-	-	92.7
Other payables	13.4	13.4	-	-	13.4
<b>Total</b>	<b>904.0</b>	<b>476.0</b>	<b>303.9</b>	<b>226.4</b>	<b>1 006.4</b>

Financial liabilities at December 31, 2020	Carrying amount	Contractual undiscounted cash flows			
		Less than 1 year	1 to 5 years	More than 5 years	Total cash flow
CHF million					
Bonds	174.7	2.0	180.9	-	182.8
Bank debts	363.2	60.4	304.5	-	365.0
Lease liabilities	292.1	36.0	113.0	240.2	389.3
Other borrowings <sup>1</sup>	55.8	6.9	52.9	-	59.8
Trade payables	203.7	203.7	-	-	203.7
Accrued expenses	83.3	83.3	-	-	83.3
Other payables	13.2	13.2	-	-	13.2
<b>Total</b>	<b>1 186.1</b>	<b>405.6</b>	<b>651.3</b>	<b>240.2</b>	<b>1 297.2</b>

<sup>1</sup> In 2019, two shareholders of Autoneum Holding Ltd provided subordinated shareholder loans. The loans were fully repaid in 2021 (refer to note 30, page 108).

## FOREIGN EXCHANGE RISK

Due to the global nature of its activities, the Group is exposed to foreign exchange risk. Foreign exchange risk arises from investments in foreign subsidiaries (translation risk) as well as from transactions and financial assets or financial liabilities that are denominated in a currency other than the functional currency of a legal unit (transaction risk). In order to hedge transaction risk that cannot be eliminated through offsetting transactions in the same foreign currency (natural hedging), subsidiaries may use forward contracts, which are usually traded with banks via Group Treasury. The transaction risk from foreign currencies is monitored continuously.

The subsidiaries' cash holdings with banks are denominated mostly in the functional currency of the subsidiary. The majority of the business transacted in Autoneum's subsidiaries is also in their functional currency. At the reporting date, the Group held financial instruments which were denominated in currencies other than the functional currency of the respective Group company as follows:

CHF million	Assets	Liabilities	Assets	Liabilities
	31.12.2021	31.12.2021	31.12.2020	31.12.2020
EUR	73.1	57.1	100.2	73.2
USD	25.9	47.8	31.3	48.7
Other	19.8	2.0	20.9	7.1
<b>Total</b>	<b>118.9</b>	<b>106.9</b>	<b>152.3</b>	<b>129.0</b>

The Group is exposed to foreign exchange risk mostly against the euro and the US dollar. The currency-related sensitivity of the Group against these two currencies is shown in the following table:

CHF million	Reasonable shift	Impact on net result	Impact on equity
<b>December 31, 2021</b>			
EUR/CHF	+/- 10%	+/- 3.8	+/- 13.7
USD/CHF	+/- 10%	-/+ 5.2	+/- 48.2
<b>December 31, 2020</b>			
EUR/CHF	+/- 5%	+/- 2.3	+/- 8.6
USD/CHF	+/- 10%	-/+ 5.0	+/- 45.9

The potential impact on net result is mainly due to foreign exchange gains and losses on financial instruments as well as the translation of the profit or loss of foreign subsidiaries into Swiss francs for consolidation purposes. The impact on equity additionally includes currency translation adjustments arising from the translation of the net investment in foreign subsidiaries.

## INTEREST RATE RISK

The interest rate risk of the Group relates to interest-bearing assets and liabilities. Floating interest rate positions are subject to cash flow interest risk. Fixed-interest positions are subject to fair value interest risk if measured at fair value. In general, Autoneum aims to maintain, in consideration of seasonal fluctuations, a balanced relation between fixed and floating interest-bearing financial liabilities as disclosed in note 23 on page 100. The two bonds issued at fixed interest rates are not subject to any interest rate risk, whereas the long-term credit agreement with floating interest rates is subject to a cash flow interest risk. The Group analyzes the interest rate risk on a net basis. No hedging of the interest rate risk was performed in the reporting period or in the prior period. Based on the interest-bearing assets and liabilities that existed at December 31, 2021 a 100 basis point higher level of the respective underlying refinancing base rates (e.g. LIBOR, SARON) would lead to a CHF 0.9 million (2020: CHF 1.2 million) lower net result as well

as equity of the Group on an annual basis. A 100 basis point lower level of those rates would lead to a CHF 0.5 million (2020: CHF 0.5 million) higher net result as well as equity of the Group on an annual basis.

## PRICE RISK

Holding financial assets that are measured at fair value exposes Autoneum to a risk of price fluctuation. Autoneum holds a significant investment in Nihon Tokushu Toryo Co. Ltd., whose shares are listed on the Tokyo Stock Exchange. Autoneum is exposed to a price risk according to the fluctuations in the share price. This investment is classified as a financial asset at fair value through other comprehensive income and changes in the share price do not impact profit or loss. The amount of financial assets at fair value through profit or loss that Autoneum held is not significant (refer to note 16, page 94 and note 29, page 107).

## 2.2 CAPITAL RISK

The Group's objectives when managing capital are to safeguard the Group's ability to continue as a going concern in order to provide returns for the shareholders and benefits for other stakeholders, and to maintain an optimally leveraged capital structure in order to reduce the cost of capital. Autoneum aims to reach a stable investment grade rating as perceived by bank partners and debt investors.

Autoneum Group therefore targets a healthy balance sheet with an adequate portion of equity. In the mid-term, Autoneum aims for an equity ratio above 35%. As of December 31, 2021 the equity ratio equaled 30.0% (December 31, 2020: 22.9%). For the next few years, the dividend policy will depend on a number of factors, such as net result and the financial situation of the Group, the demand for capital and liquidity, the general business environment as well as legal and contractual restrictions. Subject to the foregoing, the Group intends to distribute at least 30% of its net result attributable to shareholders of Autoneum Holding Ltd. Dividends, if any, are expected to be declared and paid in Swiss francs.

## 3 CHANGE IN SCOPE OF CONSOLIDATION AND SIGNIFICANT TRANSACTIONS

In 2021 Autoneum (Changsha) Management Co., Ltd. was liquidated. There was no change in scope of consolidation in 2020.

## 4 SEGMENT INFORMATION

Segment information is based on Autoneum Group's internal organization and management structure as well as on the internal financial reporting to the Group Executive Board and the Board of Directors. The chief operating decision maker is the CEO.

Autoneum is the leading global automobile supplier in acoustic and thermal management for vehicles. Autoneum develops and produces multifunctional and lightweight components and systems for noise and heat protection and thereby enhances vehicle comfort.

The reporting is based on the following four reportable segments (Business Groups/BG): BG Europe, BG North America, BG Asia and BG SAMEA (South America, Middle East and Africa). "Corporate and elimination" include Autoneum Holding Ltd and the corporate center with its respective legal entities, an operation that produces parts for Autoneum's manufacturing lines, investments in associates and inter-segment elimination. Transactions between the Business Groups are made on the same basis as with independent third parties.

## SEGMENT INFORMATION 2021

CHF million	BG Europe	BG North America	BG Asia	BG SAMEA	Total segments	Corporate and elimination	Total Group
Third-party revenue	635.7	686.9	278.2	93.7	1 694.5	5.9	1 700.4
Inter-segment revenue	1.2	0.1	2.8	1.0	5.2	-5.2	-
Revenue	636.9	687.0	281.0	94.7	1 699.6	0.8	1 700.4
EBITDA	73.6	10.2	62.1	20.5	166.4	13.4	179.8
in % of revenue	11.6%	1.5%	22.1%	21.7%	9.8%	n/a	10.6%
Depreciation, amortization and impairment	-41.4	-47.7	-22.7	-4.8	-116.6	-5.6	-122.3
EBIT	32.2	-37.5	39.3	15.7	49.7	7.8	57.5
in % of revenue	5.1%	-5.5%	14.0%	16.6%	2.9%	n/a	3.4%
Assets at December 31 <sup>1</sup>	446.6	628.9	279.4	56.5	1 411.4	90.6	1 502.0
Liabilities at December 31	332.2	463.0	156.3	42.3	993.7	57.0	1 050.8
Addition in tangible and intangible assets	24.5	11.3	13.1	4.6	53.4	1.0	54.4
Employees at December 31 <sup>2</sup>	4 100	4 300	2 136	926	11 462	378	11 840

<sup>1</sup> Assets in "Corporate and elimination" include investments in associated companies in the amount of CHF 22.4 million, refer to note 15, page 94.

<sup>2</sup> Full-time equivalents including temporary employees (excluding apprentices).

## SEGMENT INFORMATION 2020

CHF million	BG Europe	BG North America	BG Asia	BG SAMEA	Total segments	Corporate and elimination	Total Group
Third-party revenue	640.4	753.5	252.1	87.5	1 733.6	7.0	1 740.6
Inter-segment revenue	1.4	-	2.0	0.9	4.3	-4.3	-
Revenue	641.8	753.5	254.1	88.4	1 737.9	2.7	1 740.6
EBITDA	62.1	7.1	41.0	15.9	126.1	22.3	148.5
in % of revenue	9.7%	0.9%	16.1%	18.0%	7.3%	n/a	8.5%
Depreciation, amortization and impairment	-40.6	-50.7	-18.8	-5.0	-115.1	-5.5	-120.6
EBIT	21.5	-43.6	22.2	10.9	11.0	16.9	27.8
in % of revenue	3.3%	-5.8%	8.7%	12.3%	0.6%	n/a	1.6%
Assets at December 31 <sup>1</sup>	522.0	669.3	277.4	68.8	1 537.5	270.6	1 808.1
Liabilities at December 31	417.5	510.1	171.8	45.9	1 145.4	249.0	1 394.5
Addition in tangible and intangible assets	19.5	23.8	8.0	2.4	53.8	0.6	54.4
Employees at December 31 <sup>2</sup>	4 372	4 895	2 192	910	12 369	405	12 774

<sup>1</sup> Assets in "Corporate and elimination" include investments in associated companies in the amount of CHF 20.5 million, refer to note 15, page 94.

<sup>2</sup> Full-time equivalents including temporary employees (excluding apprentices).

## REVENUE AND NON-CURRENT ASSETS BY COUNTRY

CHF million	Revenue <sup>1</sup> 2021	Revenue <sup>1</sup> 2020	Non-current assets <sup>2</sup> 31.12.2021	Non-current assets <sup>2</sup> 31.12.2020
USA	508.0	546.2	272.1	292.2
China	252.7	231.9	111.0	114.2
Germany	148.0	134.4	18.3	21.4
France	109.8	104.0	23.9	26.7
Mexico	106.1	116.8	77.2	82.8
Great Britain	102.1	96.2	23.0	26.3
Spain	77.7	87.8	26.4	31.9
Canada	74.4	92.3	8.7	10.4
Switzerland <sup>3</sup>	2.3	2.1	77.8	81.3
Remaining countries	319.3	328.9	141.1	153.2
<b>Total</b>	<b>1 700.4</b>	<b>1 740.6</b>	<b>779.6</b>	<b>840.5</b>

<sup>1</sup> Revenue is disclosed by location of customers.

<sup>2</sup> Non-current assets consist of tangible assets, intangible assets and investments in associated companies.

<sup>3</sup> Domicile of Autoneum Holding Ltd.

The following customers accounted for more than 10% of annual revenue in 2021 or 2020:

## REVENUE WITH MAJOR CUSTOMERS

CHF million	2021	2020
BMW	263.7	200.3
Toyota	194.8	175.6
Ford	165.1	202.3
Honda	161.7	186.4

Information on revenue by product group is not available. The major customers generate revenue in all geographic segments.

When Autoneum is nominated by an OEM the contract includes that Autoneum will manufacture a tool which is sold to the OEM before the start of production and that Autoneum will produce and deliver serial parts to the OEM over the production period, which is usually between five and eight years. As the OEM's production volumes are continuously adapted to the market demand, the number of serial parts that Autoneum will deliver to the OEM can only be estimated. Autoneum expects that the contracts for which Autoneum was nominated as of December 31, 2021 will generate revenue of CHF 10.2 billion (December 31, 2020: CHF 9.6 billion) in future years.

## 5 EMPLOYEE EXPENSES

CHF million	2021	2020
Wages and salaries	-358.0	-367.8
Social security expenses	-97.5	-90.3
Pension expenses for defined benefit plans	-6.2	-1.8
Pension expenses for defined contribution plans	-5.6	-5.6
Other personnel expenses	-43.7	-40.2
<b>Total</b>	<b>-510.9</b>	<b>-505.8</b>

The Group has benefited from different payroll reliefs due to Covid-19 in 2021 and 2020, including relief plans relating to short-time work, wage subsidy programs and reductions in social security expenses.



Autoneum started a long-term incentive plan (LTI) for the management in 2012. Part of Autoneum's net result is allocated to beneficiaries defined in advance by granting them shares of Autoneum Holding Ltd. The shares become property of the beneficiaries after a vesting period of 35 months, if the beneficiaries are then still employed by an Autoneum company. Immediate vesting occurs in case of death or retirement of the beneficiary. In case of employment termination, shares not yet vested lapse without compensation. Exceptions are possible at the discretion of the Nomination and Compensation Committee. Vesting occurs every year in April. Employee expenses resulting from share-based compensation in the course of the LTI are recognized over the vesting period. No shares were granted in 2021 and 2020. For the remaining LTI expenses of CHF 0.1 million (2020: CHF 0.3 million) were recognized in wages and salaries.

Members of the Board of Directors receive part of their remuneration in Autoneum shares. 5 414 shares (2020: 11 605 shares) valued at CHF 178.02 (2020: CHF 60.53) were granted in 2021, and expenses of CHF 1.0 million (2020: CHF 0.7 million) were recognized in wages and salaries.

Members of the Group Executive Board receive part of their remuneration in Autoneum shares. 6273 shares (2020: 637 shares) valued at a weighted average share price of CHF 182.74 (2020: CHF 113.15) were granted in 2021, and expenses of CHF 1.1 million (2020: CHF 0.1 million) were recognized in wages and salaries.

At the beginning of the 2020 financial year, the Board of Directors approved the one-off and extraordinary participation in a turnaround incentive plan (TIP), with a vesting period ending at the end of February 2023. According to the plan provisions, shares were granted exclusively in the 2020 financial year. The members of the Group's senior management including the Group Executive Board were granted an individual, maximum number of Autoneum shares on a one-off basis in the 2020 financial year. The shares become property of the beneficiaries after a vesting period of 35 months, if the beneficiaries are then still employed by an Autoneum company and if the targets set for the turnaround are achieved at the end of the term of the TIP. The targets set are based on the profitability (EBIT) and free cash flow of the Group for the financial years 2020 to 2022, both criteria weighted 50% each. Minimum and maximum limits are defined for the weighted targets. The achievement of the minimum limit is a condition for the transfer of shares. The maximum limit corresponds to the maximum number of shares originally granted. Between the two limits, the actual number of shares transferred increases linearly. The entitlement to the other shares lapses without compensation.

The actual number of shares transferred is calculated after the end of the vesting period at the end of February 2023 taking into account the turnaround targets. Employee expenses resulting from share-based compensation in the course of the TIP are recognized over the vesting period. 8 701 shares valued at CHF 60.80 were granted in 2020, and expenses of CHF 0.2 million were recognized in wages and salaries in 2021 (2020: CHF 0.1 million).

## 6 OTHER EXPENSES

CHF million	2021	2020
Repairs and maintenance	-62.9	-65.1
Energy	-58.2	-57.0
Marketing and distribution expenses	-43.7	-46.4
Operating material	-19.8	-21.3
Insurance and other charges	-17.4	-16.8
IT and office expenses	-15.1	-15.7
Lease expenses	-10.3	-11.8
Audit and consulting expenses	-10.2	-14.8
Loss from disposal of subsidiary or business	-0.2	-
Miscellaneous expenses	-37.8	-44.7
<b>Total</b>	<b>-275.6</b>	<b>-293.5</b>

## 7 OTHER INCOME

CHF million	2021	2020
Rental income	1.1	1.6
Gain from disposal of subsidiary or business <sup>1</sup>	-	1.8
Miscellaneous income	31.2	31.6
<b>Total</b>	<b>32.3</b>	<b>35.0</b>

<sup>1</sup> Earn-out received from transactions in previous periods.

Miscellaneous income contains mainly income generated with by-products arising during the manufacturing process and income from release of unused provisions.

## 8 DEPRECIATION, AMORTIZATION AND IMPAIRMENT

CHF million	2021	2020
Depreciation of tangible assets	-118.8	-117.4
Impairment of tangible assets	-	-0.3
Amortization of intangible assets	-3.4	-2.9
<b>Total</b>	<b>-122.3</b>	<b>-120.6</b>

## 9 FINANCIAL INCOME

CHF million	2021	2020
Interest income	2.7	2.0
Dividend income	1.0	1.0
Other financial income	0.1	0.3
<b>Total</b>	<b>3.8</b>	<b>3.4</b>

## 10 FINANCIAL EXPENSES

CHF million	2021	2020
Interest expenses	-21.9	-28.4
Net loss on net monetary position from hyperinflationary accounting	-1.8	-0.8
Net foreign exchange losses	-0.3	-7.6
<b>Total</b>	<b>-24.0</b>	<b>-36.8</b>

Interest expenses include CHF 11.8 million (2020: CHF 12.5 million) interest expenses for lease liabilities, CHF 0.9 million (2020: CHF 0.7 million) amortization of transactions costs and CHF 0.8 million (2020: CHF 1.0 million) interest expenses for defined benefit plans.

## 11 INCOME TAXES

CHF million	2021	2020
Current income taxes	-21.4	-11.0
Deferred income taxes	11.1	2.4
<b>Total</b>	<b>-10.3</b>	<b>-8.6</b>

### Reconciliation between expected and actual income tax result:

CHF million	2021	2020
Earnings before taxes	40.4	-2.1
Average applicable income tax rate	24.5%	23.9%
<b>Expected income tax result</b>	<b>-9.9</b>	<b>0.5</b>
Non-taxable income and non-deductible expenses	-1.7	-1.6
Current income taxes from prior periods	0.3	0.6
Current year losses for which no deferred income tax assets were recognized	-7.1	-13.0
Utilization of previously unrecognized tax loss carryforwards	4.1	4.8
Recognition of previously unrecognized or derecognition of deductible temporary differences	5.5	1.3
Non-recoverable withholding taxes	-3.9	-2.1
Income taxes at other income tax rates or taxable base	1.3	-1.2
Impact of changes in income tax rates	1.0	1.2
Other effects	-0.1	1.0
<b>Income tax expenses</b>	<b>-10.3</b>	<b>-8.6</b>

The change in the average applicable income tax rate is mainly due to the different geographic composition of earnings before taxes.

Deferred income tax assets and liabilities pertain to the following balance sheet line items:

CHF million	Deferred income tax assets 31.12.2021	Deferred income tax liabilities 31.12.2021	Deferred income tax assets 31.12.2020	Deferred income tax liabilities 31.12.2020
Tangible assets	2.2	28.5	1.5	27.2
Intangible assets	1.3	-	1.2	-
Non-current financial assets	-	1.9	-	4.0
Employee benefit assets	-	2.0	-	0.6
Other non-current assets	0.4	11.2	0.2	11.6
Inventories	0.5	0.3	0.6	1.5
Other current assets	1.7	1.1	1.3	1.4
Employee benefit liabilities	1.0	0.9	2.9	-
Provisions	0.4	0.3	0.4	0.3
Other liabilities	12.6	6.6	7.6	0.7
Tax loss carryforwards and tax credits	33.5	-	26.4	-
Inflation adjustment	0.6	-	0.2	-
<b>Subtotal</b>	<b>54.2</b>	<b>52.8</b>	<b>42.2</b>	<b>47.2</b>
Offsetting	-30.9	-30.9	-19.7	-19.7
<b>Total</b>	<b>23.3</b>	<b>21.9</b>	<b>22.4</b>	<b>27.5</b>

The change from a net deferred income tax liability of CHF 5.1 million as per prior year-end to a net deferred income tax asset of CHF 1.4 million as of December 31, 2021 relates to the deferred income tax income recognized in the consolidated income statement of CHF 11.1 million (2020: CHF 2.4 million), to the deferred

income tax expense recognized in other comprehensive income of CHF 3.2 million (2020: CHF 0.8 million), a positive inflation adjustment of CHF 0.4 million (2020: CHF 0.3 million) and to a negative currency translation adjustment of CHF 1.9 million (2020: positive currency translation adjustment of CHF 0.5 million).

No deferred income tax assets are recognized from deductible temporary differences in the amount of CHF 127.4 million (December 31, 2020: CHF 136.6 million). At the reporting date, tax loss carryforwards of CHF 84.3 million (December 31, 2020: CHF 55.8 million) are recognized for Group companies that incurred losses in 2021 or 2020 (2020 or 2019) supported by taxable temporary differences and expected future profitability.

The table below discloses tax loss carryforwards by their year of expiry:

CHF million	Recognized <sup>1</sup> 31.12.2021	Non-rec- ognized <sup>2</sup> 31.12.2021	Recognized <sup>1</sup> 31.12.2020	Non-rec- ognized <sup>2</sup> 31.12.2020
Less than 3 years	0.7	3.7	–	12.8
In 3 to 7 years	14.1	16.1	10.5	12.5
Thereafter	108.8	367.6	86.2	371.3
<b>Total</b>	<b>123.7</b>	<b>387.4</b>	<b>96.8</b>	<b>396.5</b>

<sup>1</sup> Tax loss carryforwards for which deferred income tax assets are recognized.

<sup>2</sup> Tax loss carryforwards for which no deferred income tax assets are recognized.

The tax loss carryforwards for which no deferred income tax assets were recognized originate from countries with a deferred income tax rate between 9% and 34% in both the reporting year and the prior year.

The table below discloses tax credits by their year of expiry:

CHF million	Recognized <sup>1</sup> 31.12.2021	Non-rec- ognized <sup>2</sup> 31.12.2021	Recognized <sup>1</sup> 31.12.2020	Non-rec- ognized <sup>2</sup> 31.12.2020
Less than 3 years	–	1.4	–	1.3
In 3 to 7 years	–	16.4	–	15.9
Thereafter	2.9	12.1	2.1	10.0
<b>Total</b>	<b>2.9</b>	<b>29.9</b>	<b>2.1</b>	<b>27.2</b>

<sup>1</sup> Tax credits for which deferred income tax assets are recognized.

<sup>2</sup> Tax credits for which no deferred income tax assets are recognized.

## 12 EARNINGS PER SHARE

		2021	2020
Net result attributable to shareholders of AUTN	CHF million	22.8	–25.3
Average number of shares outstanding	Number of shares	4 644 321	4 640 846
Average number of shares outstanding diluted	Number of shares	4 657 211	4 648 297
Basic earnings per share	CHF	4.91	–5.45
Diluted earnings per share	CHF	4.90	–5.45

The average number of shares outstanding is calculated based on the number of shares issued less the weighted average number of treasury shares held. The shares vested but not yet transferred in the course of the management's long-term incentive plan (LTI), the turnaround incentive plan (TIP), and the performance-related bonus lead to a diluted average number of shares outstanding but have no dilution effect to net result attributable to shareholders of Autoneum.

## 13 TANGIBLE ASSETS

## TANGIBLE ASSETS 2021

CHF million	Land and buildings	Machinery and plant equipment	Data-processing equipment	Vehicles and furniture	Tangible assets under construction	Total
Cost at January 1, 2021	565.1	1 296.3	33.2	46.0	38.8	1 979.4
Addition	14.7	5.9	0.7	3.5	28.5	53.3
Disposal	-3.8	-21.7	-1.1	-3.0	-0.2	-29.8
Modification	-3.1	-	-	0.1	-	-2.9
Reclassification	2.1	35.0	-	1.1	-38.1	-
Inflation adjustment	-	3.1	0.1	-	-	3.1
Currency translation adjustment	3.3	8.0	0.3	-0.2	0.3	11.8
<b>Cost at December 31, 2021</b>	<b>578.3</b>	<b>1 326.7</b>	<b>33.1</b>	<b>47.5</b>	<b>29.3</b>	<b>2 014.9</b>
Accumulated depreciation and impairment at January 1, 2021	-211.3	-903.9	-24.1	-29.7	-	-1 168.9
Depreciation	-34.8	-73.0	-4.1	-7.0	-	-118.8
Disposal	3.6	19.8	1.1	2.9	-	27.5
Reclassification	0.4	-2.0	1.8	-0.1	-	-
Inflation adjustment	-	-2.3	-	-	-	-2.4
Currency translation adjustment	0.1	-2.2	-0.2	0.1	-	-2.3
<b>Accumulated depreciation and impairment at December 31, 2021</b>	<b>-242.0</b>	<b>-963.6</b>	<b>-25.5</b>	<b>-33.8</b>	<b>-</b>	<b>-1 264.9</b>
Net book value at January 1, 2021	353.8	392.4	9.1	16.4	38.8	810.5
<b>Net book value at December 31, 2021</b>	<b>336.3</b>	<b>363.0</b>	<b>7.6</b>	<b>13.7</b>	<b>29.4</b>	<b>750.0</b>

## TANGIBLE ASSETS 2021 EXCLUDING RIGHT-OF-USE ASSETS

CHF million	Land and buildings	Machinery and plant equipment	Data-processing equipment	Vehicles and furniture	Tangible assets under construction	Total
Cost at January 1, 2021	257.8	1 284.9	32.4	30.8	38.8	1 644.7
Addition	0.1	4.6	0.7	0.3	28.5	34.1
Disposal	-0.3	-20.1	-1.0	-0.4	-0.2	-21.9
Reclassification	2.1	35.0	-	1.1	-38.1	-
Inflation adjustment	-	3.1	0.1	-	-	3.1
Currency translation adjustment	0.7	7.9	0.3	0.3	0.3	9.5
<b>Cost at December 31, 2021</b>	<b>260.4</b>	<b>1 315.3</b>	<b>32.3</b>	<b>32.2</b>	<b>29.3</b>	<b>1 669.6</b>
Accumulated depreciation and impairment at January 1, 2021	-163.2	-899.3	-23.7	-23.0	-	-1 109.2
Depreciation	-8.5	-70.3	-3.8	-3.0	-	-85.6
Disposal	0.1	18.2	1.0	0.3	-	19.7
Reclassification	0.4	-2.0	1.8	-0.2	-	-
Inflation adjustment	-	-2.3	-	-	-	-2.4
Currency translation adjustment	-0.9	-2.1	-0.2	0.1	-	-3.1
<b>Accumulated depreciation and impairment at December 31, 2021</b>	<b>-172.1</b>	<b>-957.8</b>	<b>-24.9</b>	<b>-25.7</b>	<b>-</b>	<b>-1 180.5</b>
Net book value at January 1, 2021	94.6	385.6	8.7	7.8	38.8	535.5
<b>Net book value at December 31, 2021</b>	<b>88.3</b>	<b>357.5</b>	<b>7.4</b>	<b>6.5</b>	<b>29.3</b>	<b>489.1</b>

## RIGHT-OF-USE ASSETS 2021

CHF million	Land and buildings	Machinery and plant equipment	Data-processing equipment	Vehicles and furniture	Tangible assets under construction	Total
Cost at January 1, 2021	307.3	11.5	0.8	15.2	-	334.7
Addition	14.6	1.3	-	3.2	-	19.1
Disposal	-3.5	-1.6	-0.1	-2.6	-	-7.8
Modification	-3.1	-	-	0.1	-	-2.9
Currency translation adjustment	2.6	0.2	-	-0.5	-	2.2
<b>Cost at December 31, 2021</b>	<b>317.9</b>	<b>11.3</b>	<b>0.8</b>	<b>15.3</b>	<b>-</b>	<b>345.3</b>
Accumulated depreciation and impairment at January 1, 2021	-48.1	-4.6	-0.4	-6.6	-	-59.8
Depreciation	-26.3	-2.7	-0.3	-4.1	-	-33.3
Disposal	3.5	1.6	0.1	2.6	-	7.8
Currency translation adjustment	1.0	-0.2	-	-	-	0.8
<b>Accumulated depreciation and impairment at December 31, 2021</b>	<b>-69.9</b>	<b>-5.9</b>	<b>-0.5</b>	<b>-8.1</b>	<b>-</b>	<b>-84.4</b>
Net book value at January 1, 2021	259.2	6.8	0.4	8.6	-	275.0
<b>Net book value at December 31, 2021</b>	<b>248.0</b>	<b>5.5</b>	<b>0.3</b>	<b>7.2</b>	<b>-</b>	<b>260.9</b>

## TANGIBLE ASSETS 2020

CHF million	Land and buildings	Machinery and plant equipment	Data-processing equipment	Vehicles and furniture	Tangible assets under construction	Total
Cost at January 1, 2020	550.2	1 355.0	34.9	44.7	96.1	2 081.0
Addition	4.1	10.8	0.9	3.9	33.9	53.7
Disposal	-3.8	-19.4	-1.7	-2.5	-1.7	-29.1
Modification	0.3	-0.1	-	-	-	0.2
Reclassification	43.2	36.1	1.6	2.5	-83.4	-
Inflation adjustment	-	1.8	0.1	-	-0.1	1.8
Currency translation adjustment	-29.0	-87.8	-2.6	-2.7	-6.1	-128.2
<b>Cost at December 31, 2020</b>	<b>565.1</b>	<b>1 296.3</b>	<b>33.2</b>	<b>46.0</b>	<b>38.8</b>	<b>1 979.4</b>
Accumulated depreciation and impairment at January 1, 2020	-186.2	-903.5	-23.2	-25.6	-	-1 138.5
Depreciation	-33.4	-72.1	-4.4	-7.6	-	-117.4
Impairment	-	-	-	-0.3	-	-0.3
Disposal	3.7	17.6	1.6	2.1	-	25.0
Reclassification	-3.2	3.2	-	-	-	-
Inflation adjustment	-	-1.2	-	-	-	-1.2
Currency translation adjustment	7.8	52.2	1.8	1.7	-	63.5
<b>Accumulated depreciation and impairment at December 31, 2020</b>	<b>-211.3</b>	<b>-903.9</b>	<b>-24.1</b>	<b>-29.7</b>	<b>-</b>	<b>-1 168.9</b>
Net book value at January 1, 2020	364.0	451.6	11.7	19.1	96.1	942.5
<b>Net book value at December 31, 2020</b>	<b>353.8</b>	<b>392.4</b>	<b>9.1</b>	<b>16.4</b>	<b>38.8</b>	<b>810.5</b>

**TANGIBLE ASSETS 2020 EXCLUDING RIGHT-OF-USE ASSETS**

CHF million	Land and buildings	Machinery and plant equipment	Data-processing equipment	Vehicles and furniture	Tangible assets under construction	Total
Cost at January 1, 2020	269.2	1 299.5	34.3	31.5	96.1	1 730.6
Addition	0.3	6.8	0.7	0.2	33.9	41.9
Disposal	-1.5	-18.8	-1.7	-1.2	-1.7	-24.9
Reclassification	2.4	76.9	1.6	2.5	-83.4	-
Inflation adjustment	-	1.8	0.1	-	-0.1	1.8
Currency translation adjustment	-12.5	-81.4	-2.6	-2.2	-6.1	-104.7
<b>Cost at December 31, 2020</b>	<b>257.8</b>	<b>1 284.9</b>	<b>32.4</b>	<b>30.8</b>	<b>38.8</b>	<b>1 644.7</b>
Accumulated depreciation and impairment at January 1, 2020	-162.1	-898.0	-23.0	-21.7	-	-1 104.8
Depreciation	-8.4	-68.4	-4.2	-3.4	-	-84.3
Impairment	-	-	-	-0.3	-	-0.3
Disposal	1.4	16.9	1.6	0.9	-	20.8
Inflation adjustment	-	-1.2	-	-	-	-1.2
Currency translation adjustment	6.0	51.5	1.8	1.5	-	60.7
<b>Accumulated depreciation and impairment at December 31, 2020</b>	<b>-163.2</b>	<b>-899.3</b>	<b>-23.7</b>	<b>-23.0</b>	<b>-</b>	<b>-1 109.2</b>
Net book value at January 1, 2020	107.1	401.6	11.3	9.8	96.1	625.8
<b>Net book value at December 31, 2020</b>	<b>94.6</b>	<b>385.6</b>	<b>8.7</b>	<b>7.8</b>	<b>38.8</b>	<b>535.5</b>

**RIGHT-OF-USE ASSETS 2020**

CHF million	Land and buildings	Machinery and plant equipment	Data-processing equipment	Vehicles and furniture	Tangible assets under construction	Total
Cost at January 1, 2020	281.0	55.5	0.6	13.2	-	350.4
Addition	3.9	4.1	0.2	3.7	-	11.9
Disposal	-2.3	-0.7	-	-1.2	-	-4.2
Modification	0.3	-0.1	-	-	-	0.2
Reclassification	40.8	-40.8	-	-	-	-
Currency translation adjustment	-16.5	-6.4	-0.1	-0.5	-	-23.5
<b>Cost at December 31, 2020</b>	<b>307.3</b>	<b>11.5</b>	<b>0.8</b>	<b>15.2</b>	<b>-</b>	<b>334.7</b>
Accumulated depreciation and impairment at January 1, 2020	-24.1	-5.5	-0.2	-3.9	-	-33.7
Depreciation	-25.0	-3.7	-0.2	-4.2	-	-33.1
Disposal	2.3	0.7	-	1.2	-	4.2
Reclassification	-3.2	3.2	-	-	-	-
Currency translation adjustment	1.9	0.7	-	0.2	-	2.8
<b>Accumulated depreciation and impairment at December 31, 2020</b>	<b>-48.1</b>	<b>-4.6</b>	<b>-0.4</b>	<b>-6.6</b>	<b>-</b>	<b>-59.8</b>
Net book value at January 1, 2020	257.0	50.0	0.4	9.3	-	316.7
<b>Net book value at December 31, 2020</b>	<b>259.2</b>	<b>6.8</b>	<b>0.4</b>	<b>8.6</b>	<b>-</b>	<b>275.0</b>

Tangible assets of CHF 0.4 million (December 31, 2020: CHF 1.2 million) are pledged as security for financial liabilities.

Lease accounting has impacted profit or loss and the consolidated statement of cash flows as follows:

CHF million	2021	2020
Lease expenses relating to short-term leases and low-value assets	-10.3	-11.8
Depreciation charge for right-of-use assets	-33.3	-33.1
Interest expenses on lease liabilities	-11.8	-12.5
<b>Total recognized in profit or loss</b>	<b>-55.5</b>	<b>-57.4</b>
Lease expenses paid relating to short-term leases and low-value assets	-10.3	-11.8
Interest paid on lease liabilities	-11.8	-12.5
<b>Total recognized in cash flows from operating activities</b>	<b>-22.2</b>	<b>-24.3</b>
Repayment of lease liabilities	-28.1	-28.9
<b>Total recognized in cash flows (used in)/from financing activities</b>	<b>-28.1</b>	<b>-28.9</b>
<b>Total cash flows used for leases</b>	<b>-50.3</b>	<b>-53.2</b>

## IMPAIRMENT

Tangible assets are tested for impairment if there are indications that, due to changed circumstances, their carrying amount may no longer be recoverable. Neither in 2021 nor in 2020, material impairments have been identified as a result of this test and the carrying amount of the cash-generating units are recoverable.

## 14 INTANGIBLE ASSETS

CHF million	2021	2020
Cost at January 1	25.2	25.4
Addition	1.0	0.7
Disposal	-	-0.1
Currency translation adjustment	0.1	-0.7
<b>Cost at December 31</b>	<b>26.4</b>	<b>25.2</b>
Accumulated amortization at January 1	-15.8	-13.4
Amortization	-3.4	-2.9
Disposal	-	0.1
Currency translation adjustment	-	0.4
<b>Accumulated amortization at December 31</b>	<b>-19.2</b>	<b>-15.8</b>
Net book value at January 1	9.4	12.0
<b>Net book value at December 31</b>	<b>7.1</b>	<b>9.4</b>

Intangible assets comprise mainly investments in a new ERP system and do not include any internally generated intangible asset.



## 15 INVESTMENTS IN ASSOCIATED COMPANIES

Investments in associated companies comprise the 30% share in SRN Sound Proof Co., Ltd., Chonburi, Thailand, the 25% share in Wuhan Nittoku Autoneum Sound-Proof Co. Ltd., Wuhan, China, the 25% share in Wuhan Nittoku Autoneum Auto Parts Co. Ltd., Wuhan, China, and the 25% share in ATN Auto Acoustics Inc., Kamioguchi, Japan. The investments in associated companies are measured using the equity method. The net book value of investments in associated companies changed as follows:

CHF million	2021	2020
Net book value at January 1	20.5	18.5
Addition	-	1.4
Share of profit of associated companies	3.1	3.5
Dividends received	-1.6	-1.8
Currency translation adjustment	0.4	-1.0
<b>Net book value at December 31</b>	<b>22.4</b>	<b>20.5</b>

The 2020 dividend payment of Wuhan Nittoku Autoneum Sound-Proof Co. Ltd. based in Wuhan, China, was fully used for a capital increase into Wuhan Nittoku Autoneum Auto Parts Co. Ltd. based in Wuhan, China. These two transactions are shown net as non-cash transactions in the 2020 consolidated statement of cash flows.

## 16 FINANCIAL ASSETS

CHF million	31.12.2021	31.12.2020
Investments in non-consolidated companies	23.1	33.8
Loans	0.5	2.4
Other financial assets	7.4	6.7
<b>Total non-current portion</b>	<b>31.1</b>	<b>42.9</b>
Loans	0.5	0.9
Time deposits with original maturities between 3 and 12 months	-	0.1
<b>Total current portion</b>	<b>0.5</b>	<b>1.0</b>

The decrease in investments in non-consolidated companies results from a change in the market value of the investment in Nihon Tokushu Toryo Co. Ltd. of CHF 10.7 million which is recognized in other comprehensive income.

## 17 OTHER ASSETS

CHF million	31.12.2021	31.12.2020
Capitalized preproduction costs	65.0	67.4
Contract assets	26.3	24.8
Other receivables	1.9	0.9
<b>Total non-current portion</b>	<b>93.2</b>	<b>93.0</b>
Accrued income	28.3	23.3
Non-income tax receivables	23.7	26.6
Contract assets	13.5	10.5
Deferred expenses	4.5	5.3
Advance payments to suppliers	2.1	3.1
Fair value of derivative financial instruments	1.4	1.7
Other receivables	7.3	4.2
<b>Total current portion</b>	<b>80.8</b>	<b>74.8</b>

Contract assets result mainly when tools are sold to the OEM and Autoneum is not reimbursed at the same point in time, but with a predefined part of the price of the serial products that are sold to the OEM over the production period. The contract assets are transferred to receivables when the right for payment becomes unconditional. This usually occurs when the Group issues an invoice to the customer, which is expected within the next year for the current portion and within the next two to eight years for the non-current portion.

The following table shows the movements in capitalized pre-production costs during the year:

CHF million	2021	2020
Net book value at January 1	67.4	83.5
Capitalization of preproduction costs	14.1	12.8
Amortization of preproduction costs	-17.2	-25.5
Currency translation adjustment	0.8	-3.4
<b>Net book value at December 31</b>	<b>65.0</b>	<b>67.4</b>

Autoneum spent CHF 45.4 million (2020: CHF 42.8 million) on research and development in the period under review, whereof CHF 14.1 million (2020: CHF 12.8 million) were capitalized. The remaining portion was recognized as an expense in the period when incurred.

## 18 INVENTORIES

CHF million	31.12.2021	31.12.2020
Raw materials and consumables	32.7	25.8
Purchased parts	1.4	1.6
Finished goods	27.0	26.3
Work in progress	92.0	106.9
Allowance	-4.8	-6.6
<b>Total</b>	<b>148.3</b>	<b>154.0</b>

## 19 TRADE RECEIVABLES

CHF million	31.12.2021	31.12.2020
Trade receivables (gross)	223.6	251.0
Allowance for impairment	-4.1	-4.5
<b>Total</b>	<b>219.5</b>	<b>246.5</b>

The following table summarizes the movement in the allowance for impairment:

CHF million	2021	2020
Allowance at January 1	-4.5	-2.5
Addition	-1.2	-2.7
Utilization	0.7	0.1
Release	1.0	0.5
Currency translation adjustment	-	0.2
<b>Allowance at December 31</b>	<b>-4.1</b>	<b>-4.5</b>

Trade receivables comprise receivables due from customers with the below-mentioned credit rating. The rating systematic can be seen as being congruent to the rating categories applied by the largest worldwide known rating agencies like e.g. Fitch:

CHF million	31.12.2021	31.12.2020
A- or higher	94.5	90.1
BBB- to BBB+	55.8	56.4
BB+ or lower	55.5	89.4
Not rated	13.8	10.6
<b>Total</b>	<b>219.5</b>	<b>246.5</b>

At December 31, 2021 no trade receivables are pledged as security for financial liabilities (December 31, 2020: nil). No trade receivables (December 31, 2020: CHF 0.1 million) were sold to third parties based on factoring agreements and no material risks remain with Autoneum.

## 20 CASH AND CASH EQUIVALENTS

CHF million	31.12.2021	31.12.2020
Cash at banks	102.4	232.0
Time deposits with original maturities up to 3 months	1.3	90.0
<b>Total</b>	<b>103.7</b>	<b>322.0</b>

## 21 SHAREHOLDERS' EQUITY

Since the founding of Autoneum Holding Ltd on December 2, 2010 the number of registered shares has remained unchanged at 4 672 363, each with a nominal value of CHF 0.05 per share. The share capital amounts to CHF 233 618 and is composed as follows:

		31.12.2021	31.12.2020
Shares outstanding	Number of shares	4 646 570	4 638 560
Treasury shares	Number of shares	25 793	33 803
<b>Total shares issued</b>	<b>Number of shares</b>	<b>4 672 363</b>	<b>4 672 363</b>
Nominal value per share	CHF	0.05	0.05
<b>Share capital</b>	<b>CHF</b>	<b>233 618</b>	<b>233 618</b>

## SHARE CAPITAL

The holders of shares are entitled to receive dividends and are entitled to one vote per share at general meetings of the Company.

## CONDITIONAL SHARE CAPITAL

For issuing convertible bonds, warranty bonds, and for granting shareholder options, the share capital can be increased by a maximum of 700 000 fully paid-up registered shares with a par value of CHF 0.05 up to a maximum value of CHF 35 000. Furthermore, for the issuance of shares to employees of subsidiaries, the share capital can be increased by a maximum of 250 000 fully paid-up registered shares with a par value of CHF 0.05 up to a maximum value of CHF 12 500.

## TREASURY SHARES

The following transactions with treasury shares were performed during the financial year:

	2021 in shares	2021 in CHF million	2020 in shares	2020 in CHF million
Treasury shares at January 1	33 803	3.5	25 783	3.6
Purchase of treasury shares	5	-	21 000	1.6
Transfer of treasury shares	-8 015	-0.8	-12 980	-1.7
<b>Treasury shares at December 31</b>	<b>25 793</b>	<b>2.6</b>	<b>33 803</b>	<b>3.5</b>

## CAPITAL RESERVE

The capital reserve originates from the contribution of the Autoneum companies to the Group in the course of the separation in 2011.

## FAIR VALUE RESERVE

The fair value reserve contains changes in the fair value of listed non-consolidated investments. The reserve will be reclassified to retained earnings at disposal.

## RETAINED EARNINGS

Retained earnings include accumulated earnings since the Group was established in December 2010.

## CURRENCY TRANSLATION ADJUSTMENT

The currency translation adjustment comprises all foreign exchange differences arising from the translation of the financial statements of foreign entities included in the consolidated financial statements.

**CHANGES RESULTING FROM OTHER COMPREHENSIVE INCOME**

The table below discloses changes resulting from other comprehensive income to each component of equity:

**OTHER COMPREHENSIVE INCOME 2021**

CHF million	Fair value reserve	Retained earnings	Currency transl. adjustm.	Total	Attributable to non-controlling interests	Total equity
Currency translation adjustment	-	-	7.1	7.1	1.7	8.8
Inflation adjustment	-	1.8	-	1.8	-	1.8
<b>Total items that will be reclassified to income statement</b>	<b>-</b>	<b>1.8</b>	<b>7.1</b>	<b>8.9</b>	<b>1.7</b>	<b>10.6</b>
Remeasurement of defined benefit pension plans	-	28.7	-	28.7	-	28.7
Change in fair value of equity investments (FVOCI)	-10.7	-	-	-10.7	-	-10.7
Income taxes	-	-3.2	-	-3.2	-	-3.2
<b>Total items that will not be reclassified to income statement</b>	<b>-10.7</b>	<b>25.5</b>	<b>-</b>	<b>14.8</b>	<b>-</b>	<b>14.9</b>
<b>Total</b>	<b>-10.7</b>	<b>27.3</b>	<b>7.1</b>	<b>23.7</b>	<b>1.8</b>	<b>25.5</b>

**OTHER COMPREHENSIVE INCOME 2020**

CHF million	Fair value reserve	Retained earnings	Currency transl. adjustm.	Total	Attributable to non-controlling interests	Total equity
Currency translation adjustment	-	-	-48.3	-48.3	-10.3	-58.6
Inflation adjustment	-	1.3	-	1.3	-	1.3
<b>Total items that will be reclassified to income statement</b>	<b>-</b>	<b>1.3</b>	<b>-48.3</b>	<b>-47.1</b>	<b>-10.3</b>	<b>-57.4</b>
Remeasurement of defined benefit pension plans	-	3.8	-	3.8	-	3.8
Change in fair value of equity investments (FVOCI)	-9.6	-	-	-9.6	-	-9.6
Income taxes	-	-0.8	-	-0.8	-	-0.8
<b>Total items that will not be reclassified to income statement</b>	<b>-9.6</b>	<b>3.0</b>	<b>-</b>	<b>-6.6</b>	<b>-</b>	<b>-6.6</b>
<b>Total</b>	<b>-9.6</b>	<b>4.3</b>	<b>-48.3</b>	<b>-53.7</b>	<b>-10.3</b>	<b>-63.9</b>

## 22 NON-CONTROLLING INTERESTS

The non-controlling interests derive from entities that are controlled by the Group (subsidiaries), but Autoneum has not all of the entities' capital rights. Those subsidiaries are listed in note 35 on page 110. Due to disclosure restrictions in shareholder agreements, information on significant non-controlling interests is only disclosed on an aggregated level. The table below sets out aggregated financial information of the subsidiaries with non-controlling interests:

CHF million	31.12.2021	31.12.2020
Non-current assets	218.8	236.3
Current assets	199.7	211.5
Non-current liabilities	-87.1	-93.8
Current liabilities	-138.4	-140.3
<b>Net assets</b>	<b>193.0</b>	<b>213.6</b>
Attributable to non-controlling interests	93.8	103.9
	<b>2021</b>	<b>2020</b>
Revenue	508.2	528.2
Net profit	17.7	32.5
Other comprehensive income	3.4	-20.6
<b>Total comprehensive income</b>	<b>21.1</b>	<b>12.0</b>
Attributable to non-controlling interests	9.1	4.3
Cash flows from operating activities	34.9	67.3
Cash flows used in investing activities	-9.2	-15.5
Cash flows (used in)/from financing activities	-46.8	0.4
<b>Change in cash and cash equivalents</b>	<b>-21.0</b>	<b>52.3</b>

**23 BORROWINGS**

CHF million	Bonds	Bank debts	Lease liabilities	Other borrowings	Total
Borrowings at January 1, 2021	174.7	363.2	292.1	55.8	885.8
Proceeds	-	5.7	-	-	5.7
Repayment	-	-206.8	-28.1	-40.2	-275.1
<b>Cash flows</b>	<b>-</b>	<b>-201.2</b>	<b>-28.1</b>	<b>-40.2</b>	<b>-269.5</b>
Addition	-	-	19.1	-	19.1
Increase in present value	0.1	0.8	-	-	0.9
Modification	-	-	-3.1	-	-3.1
Currency translation adjustment	-	1.5	2.4	0.3	4.3
<b>Non-cash changes</b>	<b>0.1</b>	<b>2.3</b>	<b>18.4</b>	<b>0.3</b>	<b>21.1</b>
<b>Borrowings at December 31, 2021</b>	<b>174.8</b>	<b>164.4</b>	<b>282.3</b>	<b>15.9</b>	<b>637.4</b>
Thereof non-current	174.8	0.6	247.4	10.9	433.6
Thereof current	-	163.8	35.0	5.0	203.8

CHF million	Bonds	Bank debts	Lease liabilities	Other borrowings	Total
Borrowings at January 1, 2020	174.6	210.6	324.6	48.5	758.3
Proceeds	-	330.9	-	9.4	340.2
Repayment	-	-175.9	-28.9	-1.3	-206.1
<b>Cash flows</b>	<b>-</b>	<b>154.9</b>	<b>-28.9</b>	<b>8.1</b>	<b>134.1</b>
Addition	-	-	11.9	-	11.9
Increase in present value	0.1	0.6	-	-	0.7
Modification	-	-	-0.1	-	-0.1
Currency translation adjustment	-	-2.9	-15.4	-0.8	-19.1
<b>Non-cash changes</b>	<b>0.1</b>	<b>-2.3</b>	<b>-3.7</b>	<b>-0.8</b>	<b>-6.7</b>
<b>Borrowings at December 31, 2020</b>	<b>174.7</b>	<b>363.2</b>	<b>292.1</b>	<b>55.8</b>	<b>885.8</b>
Thereof non-current	174.7	304.5	257.5	50.8	787.5
Thereof current	-	58.7	34.6	5.0	98.3

On July 4, 2016 Autoneum Holding Ltd issued a fixed-rate bond with a nominal value of CHF 75.0 million, which is listed on the SIX Swiss Exchange (AUH16, ISIN: CH0326213904). The bond carries a coupon rate of 1.125% and has a term of seven years with a final maturity on July 4, 2023. On December 31, 2021 the market value of the bond was CHF 75.3 million (December 31, 2020: CHF 74.4 million).

On December 8, 2017 Autoneum Holding Ltd issued a fixed-rate bond with a nominal value of CHF 100.0 million, which is listed on the SIX Swiss Exchange (AUT17, ISIN: CH0373476032). The bond carries a coupon rate of 1.125% and has a term of eight years with a final maturity on December 8, 2025. On December 31, 2021 the market value of the bond was CHF 99.7 million (December 31, 2020: CHF 91.5 million).

Autoneum maintains a long-term credit agreement with a banking syndicate in the amount of CHF 350.0 million, whereof CHF 131.4 million was drawn at year-end (December 31, 2020: CHF 305.0 million). The line of credit may partly be used as a guarantee facility. On December 7, 2017 the long-term credit agreement was amended and the final maturity date extended from December 31, 2019 to December 31, 2022. On May 7, 2019 the existing long-term credit agreement was increased from CHF 150.0 million to CHF 350.0 million with an unchanged final maturity date. On June 29, 2020 the existing long-term credit agreement was amended, among other things, with regards to the financial covenants. The final maturity date remained unchanged at December 31, 2022. The interest rate is based on the SARON rate plus an applicable margin, which is determined based on the ratio of net debt to EBITDA. An adjusted ratio of net debt to EBITDA represents the customary financial covenant of that agreement. Compliance with financial covenants is checked on a regular basis and reported to the banking syndicate. In the fiscal years 2021 and 2020, the financial covenants were met at all times.

In addition to the aforementioned bonds and the long-term credit agreement, local credit limits and borrowings with individual customary market conditions exist in several countries.

In 2019, two shareholders of Autoneum Holding Ltd provided subordinated shareholder loans. In 2020, it was agreed to extend the term of the subordinated shareholder loans in alignment with the credit agreement with the bank syndicate. In the reporting period, the subordinated shareholder loans were repaid. Further information is disclosed in note 30 on page 108.

The borrowings are denominated in the following currencies:

CHF million	31.12.2021	31.12.2020
CHF	338.5	574.6
USD	175.0	128.8
EUR	54.2	55.0
CNY	41.2	43.4
Other	28.5	83.9
<b>Total</b>	<b>637.4</b>	<b>885.8</b>

## 24 EMPLOYEE BENEFITS

CHF million	31.12.2021	31.12.2020
Post-employment benefit liabilities	17.5	32.4
Other long-term employee benefits	5.5	4.8
<b>Employee benefit liabilities</b>	<b>22.9</b>	<b>37.2</b>

In the reporting period, total expenses for pensions in the amount of CHF 12.6 million have been recognized as employee expenses and interest expenses (2020: CHF 8.5 million).

Some employees participate in defined contribution plans whose insurance benefit results solely from the paid contributions and the return on investment on the plan asset. The other employees participate in defined benefit plans that are based upon direct benefits of the Autoneum Group.

## DEFINED CONTRIBUTION PLANS

The expenses for defined contribution plans totaled CHF 5.6 million in the current reporting period (2020: CHF 5.6 million).



## DEFINED BENEFIT PLANS

Autoneum maintains defined benefit pension plans in Switzerland, the USA, Canada, Great Britain, France and the Netherlands. The most significant pension plans are those in Switzerland and the USA. Those plans sum up to 76.3% (December 31, 2020: 76.7%) of the Group's defined benefit obligation and 78.0% (December 31, 2020: 79.1%) of the Group's plan assets.

The status of the defined benefit plans at year-end was as follows:

CHF million	2021	2020
<b>Switzerland</b>		
Fair value of plan assets at December 31	146.7	141.3
Present value of defined benefit obligation at December 31	-137.7	-147.6
<b>Surplus/(deficit) at December 31</b>	<b>9.0</b>	<b>-6.3</b>
<b>USA</b>		
Fair value of plan assets at December 31	34.5	31.8
Present value of defined benefit obligation at December 31	-41.5	-42.7
<b>Deficit at December 31</b>	<b>-7.0</b>	<b>-10.8</b>
<b>Other countries</b>		
Fair value of plan assets at December 31	51.0	45.9
Present value of defined benefit obligation at December 31	-55.7	-57.9
<b>Deficit at December 31</b>	<b>-4.6</b>	<b>-12.1</b>
<b>Total deficit at December 31</b>	<b>-2.6</b>	<b>-29.2</b>
Recognized in the balance sheet		
as employee benefit assets	14.9	3.2
as employee benefit liabilities	17.5	32.4

## SWISS PENSION PLANS

Pension plans are governed by the Swiss Federal Law on Occupational Retirement, Survivors' and Disability Pension Plans (BVG). The Group's pension plans are administered by separate legal foundations, which are funded by regular employee and company contributions. Plan participants are insured against the financial consequences of old age, disability and death. The most senior governing body of the pension plan is the Board of Trustees. The Board of Trustees is responsible for the investment of the plan assets. All investment decisions made by the Board of Trustees need to conform to the guidelines set out in a long-term investment strategy. This strategy is based on legal requirements, expected future contributions and expected future obligations and is reassessed at least once a year. All governing and administration bodies have an obligation to act in the interests of the plan participants. The final benefit is contribution-based with certain minimum guarantees. Due to these minimum guarantees, the Swiss plans are treated as defined benefit plans for the purposes of these IFRS financial statements, although they have many characteristics of defined contribution plans. Retirement benefits are based on the accumulated savings capital, which can either be drawn as a lifelong pension or as a lump-sum payment. The pension is calculated by multiplying the balance of the savings capital with the applicable conversion rate. The plan is exposed to actuarial risks, such as longevity risk (underlying mortality table BVG 2020), interest rate risk and market (investment) risk. In case of underfunding, the Board of Trustees is required to take the necessary measures to ensure that full funding can be expected to be restored within a reasonable period. The measures may include increasing employee and company contributions, lowering the interest rate on retirement account balances or reducing prospective benefits.

## US PENSION PLANS

Autoneum maintains five defined benefit pension plans in the USA. Four of those plans are funded and one plan is unfunded. The defined benefit plans in the USA have been closed to new members. New employees in the USA join defined contribution plans. In addition, Autoneum participates in one multi-employer defined benefit plan subject to a collective bargaining agreement. If a participating employer stops contributing to the plan, the unfunded obligation of the plan may be borne by the remaining participating employers. If Autoneum stops participating in the plan, Autoneum may be required to pay a withdrawal liability, based on the underfunded status of the plan. As sufficient information is not available to use defined benefit accounting, Autoneum accounts for this multi-employer defined benefit plan as if it were a defined contribution plan. Although this plan is in an underfunded status, Autoneum currently has no obligation. The defined benefit plans are subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), which defines minimum standards such as the statutory minimum funded status.

## PENSION PLANS IN OTHER COUNTRIES

Autoneum maintains defined benefit plans in Canada, Great Britain, France and in the Netherlands. The pension plan in Canada is closed to new members. The plan is funded, and the majority of the contributions are paid by the employer. The pension plan in Great Britain is funded and has been closed to new members. New employees join a defined contribution plan. The plan in France is unfunded and settled by the employer while the plan in the Netherlands is funded and has been closed to new members.

The movement in the defined benefit obligation for all pension plans over the year was as follows:

CHF million	2021	2020
Defined benefit obligation at January 1	248.2	253.5
Current service cost	6.2	6.7
Past service cost from plan curtailments	-	-4.8
Interest expenses	2.5	3.0
Remeasurement gains and losses	-9.6	10.3
Employee contributions	2.7	3.1
Benefits paid	-18.0	-15.9
Currency translation adjustment	2.8	-7.6
<b>Defined benefit obligation at December 31</b>	<b>234.8</b>	<b>248.2</b>

In 2020, a material change in the plan participants led to a plan curtailment under IAS 19.105 for the Swiss plans. The resulting past service cost was recognized in profit and loss as an income of CHF 4.8 million.

The movement in the fair value of plan assets for all pension plans over the year was as follows:

CHF million	2021	2020
Fair value of plan assets at January 1	219.0	214.3
Interest income	1.7	1.9
Return on plan assets excluding interest income	19.1	14.1
Employer contributions	4.8	7.6
Employee contributions	2.7	3.1
Benefits paid	-17.7	-15.9
Currency translation adjustment	2.6	-6.1
<b>Fair value of plan assets at December 31</b>	<b>232.3</b>	<b>219.0</b>

The major categories of plan assets were as follows:

CHF million	31.12.2021	31.12.2020
Equity	121.4	109.7
Debt	53.9	57.8
Real estate	39.2	39.0
Cash	12.7	8.7
Other	4.9	3.8
<b>Total</b>	<b>232.3</b>	<b>219.0</b>

All equity and debt instruments are listed on a stock exchange.

The amounts recognized in profit or loss were as follows:

CHF million	2021	2020
Current service cost	-6.2	-6.7
Past service cost from plan curtailments	-	4.8
Net interest expenses	-0.8	-1.0
<b>Pension expenses for defined benefit plans</b>	<b>-7.0</b>	<b>-2.9</b>
Recognized in the income statement:		
as employee expenses	-6.2	-1.8
as interest expenses	-0.8	-1.0

The amounts recognized in profit or loss result from plans in the following regions:

CHF million	2021	2020
Expenses from defined benefit plans in Switzerland	-5.0	-0.6
Expenses from defined benefit plans in the USA	-1.0	-1.2
Expenses from defined benefit plans in other countries	-1.1	-1.1
<b>Total</b>	<b>-7.0</b>	<b>-2.9</b>

The expected employer contributions for the Group's defined benefit pension plans for 2022 amount to CHF 4.6 million. The expected benefit payments for 2022 are CHF 5.4 million.

The effect from remeasurement of the defined benefit pension plans recognized in other comprehensive income is as follows:

CHF million	2021	2020
Remeasurement gains and losses		
from changes in demographic assumptions	6.0	-2.3
from changes in financial assumptions	6.6	-3.0
from experience adjustment	-3.0	-5.0
Return on plan assets excluding interest income	19.1	14.1
<b>Total</b>	<b>28.7</b>	<b>3.8</b>

The table below discloses the main actuarial assumptions at year-end:

Weighted average of all pension plans		31.12.2021	31.12.2020
Discount rate	in %	1.2	1.0
Expected future salary growth	in %	0.7	0.7
Expected future pension growth	in %	0.1	0.1
Life expectancy for females at age of 65	in years	23.9	24.1
Life expectancy for males at age of 65	in years	21.9	22.0

At December 31, 2021 the weighted average duration of the defined benefit obligation was 15.6 years (December 31, 2020: 16.6 years).

The table below shows the results of the sensitivity analysis. It was analyzed how expected changes in the discount rate, in future salary and pension growth, and in the life expectancy would impact the defined benefit obligation. Changes in these parameters would have the following effect on the defined benefit obligation:

CHF million		31.12.2021	31.12.2020
Increase in discount rate by 0.25 percentage point		-8.9	-9.8
Decrease in discount rate by 0.25 percentage point		9.5	10.5
Increase in future salary growth by 0.5 percentage point		2.4	2.9
Decrease in future salary growth by 0.5 percentage point		-2.4	-2.9
Increase in future pension increase by 0.25 percentage point		3.4	3.8
Decrease in future pension increase by 0.25 percentage point		-3.3	-3.6
Increase in life expectancy by one year		6.9	7.5
Decrease in life expectancy by one year		-6.2	-6.7

## 25 PROVISIONS

CHF million	Guarantee and warranty	Litigation and tax risk	Environmental	Other	Total
Provisions at January 1, 2021	3.5	7.7	7.0	16.1	34.3
Addition	-	1.1	0.1	3.8	5.1
Utilization	-0.6	-1.9	-0.1	-6.3	-8.9
Release	-2.1	-1.3	-2.9	-5.5	-11.7
Currency translation adjustment	-	-0.1	-0.2	-0.2	-0.5
<b>Provisions at December 31, 2021</b>	<b>0.8</b>	<b>5.5</b>	<b>3.9</b>	<b>8.0</b>	<b>18.2</b>
Thereof non-current	0.4	0.9	3.9	2.5	7.7
Thereof current	0.4	4.6	-	5.5	10.5

Guarantee and warranty provisions are related to the production and supply of goods or services and are based on experience.

Litigation and non-income tax risk provisions comprise provisions for expected costs resulting from investigations and proceedings of government agencies, provisions for court cases, such as claims brought by workers for health- or accident-related incidents, and provisions for non-income tax risk. The majority of litigation and non-income tax risk provisions are expected to be used within the next year.

Environmental provisions contain the estimated costs for the clean-up of contaminated sites due to past industrial operations. The majority of provisions are from Group companies within Business Group Europe. In the reporting period, the Group released unused environmental provisions due to disposal of a contaminated site and a confirmed insurance coverage. Non-current environmental provisions are expected to be used mainly over the next five to ten years.

Other provisions are made for contracts where the unavoidable costs to fulfill the obligation are greater than the expected economic benefits, as well as for other constructive or legal liabilities of Group companies. The net decrease of other provisions is mainly caused by successful negotiations. The majority of other non-current provisions are expected to be used in two to three years.

## 26 OTHER LIABILITIES

CHF million	31.12.2021	31.12.2020
Advance payments from customers	6.0	5.6
Deferred income	0.7	0.3
Other payables	1.0	1.2
<b>Total non-current portion</b>	<b>7.7</b>	<b>7.2</b>
Accrued expenses	92.7	83.3
Advance payments from customers	42.6	59.6
Non-income tax payables	11.0	15.4
Accrued holidays and overtime	9.1	11.3
Deferred income	1.9	2.1
Fair value of derivative financial instruments	0.4	1.6
Other payables	12.5	12.0
<b>Total current portion</b>	<b>170.1</b>	<b>185.2</b>

Advance payments from customers qualify as contract liabilities and stem primarily from the sale of tools to the OEM which could already be invoiced, but the final acceptance from the OEM is still missing and consequently revenue is not yet recognized. The current portion of advance payments from customers is usually recognized as revenue within the next twelve months. No material amount of revenue was recognized in 2021 or in 2020 from performance obligations that were satisfied in previous periods.

## 27 OTHER COMMITMENTS

At year-end, open commitments for investments in tangible and intangible assets amounted to CHF 5.6 million (December 31, 2020: CHF 5.0 million).

## 28 CONTINGENT LIABILITIES

There are no single matters pending that Autoneum expects to be material in relation to the Group's business, financial position or results of operations.

## 29 FINANCIAL INSTRUMENTS

The following tables summarize all financial instruments classified by categories according to IFRS 9:

CHF million	31.12.2021	31.12.2020
Fair value of derivative financial instruments <sup>1</sup>	1.4	1.7
<b>Total financial assets at fair value through profit or loss</b>	<b>1.4</b>	<b>1.7</b>
Cash at banks	102.4	232.0
Time deposits with original maturities up to 3 months	1.3	90.0
Time deposits with original maturities between 3 and 12 months	-	0.1
Trade receivables	219.5	246.5
Other receivables	9.3	5.2
Accrued income	28.3	23.3
Loans	1.1	3.3
Other financial assets	7.4	6.7
<b>Total financial assets at amortized cost</b>	<b>369.3</b>	<b>607.1</b>
Investments in non-consolidated companies <sup>2</sup>	23.1	33.8
<b>Total financial assets at fair value through other comprehensive income</b>	<b>23.1</b>	<b>33.8</b>
<b>Total</b>	<b>393.8</b>	<b>642.6</b>

CHF million	31.12.2021	31.12.2020
Borrowings	637.4	885.8
Trade payables	160.5	203.7
Accrued expenses	92.7	83.3
Other payables	13.4	13.2
<b>Total financial liabilities at amortized cost</b>	<b>904.0</b>	<b>1 186.1</b>
Fair value of derivative financial instruments <sup>1</sup>	0.4	1.6
<b>Total financial liabilities at fair value through profit or loss</b>	<b>0.4</b>	<b>1.6</b>
<b>Total</b>	<b>904.4</b>	<b>1 187.6</b>

<sup>1</sup> Measured at fair values that are calculated based on observable market data (level 2).

<sup>2</sup> Measured at fair values that are based on quoted prices in active markets (level 1).

Borrowings comprise two bonds with a total net book value of CHF 174.8 million (December 31, 2020: CHF 174.7 million) and a total fair value of CHF 175.0 million (December 31, 2020: CHF 165.9 million) based on quoted prices in active markets. The fair value of the discounted contractual future cash flows is equal to the carrying amount of the variable interest bank borrowings. Refer to note 23 on page 100 for further information. The book values of other financial instruments measured at amortized cost correspond to their fair values.

### 30 RELATED PARTIES

Related parties are members of the Board of Directors and the Executive Board or close members of that person's family, pension funds, associated companies as well as companies controlled by significant shareholders. At December 31, 2021 Artemis Beteiligungen I Ltd, Hergiswil, Switzerland, and Michael Pieper, Hergiswil, Switzerland, held 22.47% of the shares of the Company (at December 31, 2020 Artemis Beteiligungen I Ltd, Centinox Holding AG and Michael Pieper held 21.30% of the shares of the Company). At December 31, 2020 PCS Holding Ltd, Warth-Weiningen, Switzerland, and Peter Spuhler, Weiningen, Switzerland, held 16.17% of the shares of the Company. Peter Spuhler, Weiningen, did not stand for reelection as a member of the Board of Directors in 2021.

In 2019, Artemis Beteiligungen I Ltd and PCS Holding Ltd granted a subordinated loan of CHF 20.0 million each and with an interest rate of 4.0%. As the agreed financial ratio has been reached in two consecutive financial quarters, the two subordinated shareholder loans of CHF 20.0 million each were repaid in 2021.

The pension fund of an Autoneum Group entity granted a loan to the Company. The loan bears an interest rate of 0.35% (December 31, 2020: 1.5%) and is due within six days upon cancellation of the agreement by either the lender or the borrower.

The total remuneration to the Board of Directors and to the Group Executive Board was as follows:

CHF million	2021	2020
Short-term benefits	4.7	4.0
Share-based payments	2.2	0.8
Post-employment benefits	0.1	0.1
<b>Total</b>	<b>7.0</b>	<b>5.0</b>

The compensation of the Board of Directors and of the Group Executive Board is disclosed in the Remuneration Report on pages 127–131.

Year-end balances with related parties were as follows:

CHF million	31.12.2021	31.12.2020
Current borrowings due to pension funds	5.0	5.0
Bonus accruals for Group Executive Board	1.9	–
Non-current borrowings due to shareholders	–	40.0
<b>Total</b>	<b>6.9</b>	<b>45.0</b>

### 31 NET DEBT

CHF million	31.12.2021	31.12.2020
Cash and cash equivalents	–103.7	–322.0
Bonds	174.8	174.7
Bank debts	164.4	363.2
Other borrowings	15.9	55.8
<b>Net debt excl. lease liabilities</b>	<b>251.4</b>	<b>271.7</b>
Lease liabilities	282.3	292.1
<b>Net debt</b>	<b>533.7</b>	<b>563.7</b>

## 32 EXCHANGE RATES FOR CURRENCY TRANSLATION

CHF	ISO code	Units	Average rate 2021	Average rate 2020	Year-end rate 2021	Year-end rate 2020
Argentine peso	ARS	100	0.97	1.35	0.89	1.05
Brazilian real	BRL	1	0.17	0.19	0.16	0.17
Canadian dollar	CAD	1	0.73	0.70	0.72	0.69
Chinese yuan	CNY	100	14.14	13.59	14.35	13.55
Czech koruna	CZK	100	4.20	4.06	4.16	4.14
Euro	EUR	1	1.08	1.07	1.04	1.09
Pound sterling	GBP	1	1.25	1.21	1.23	1.20
Indian rupee	INR	100	1.23	1.27	1.23	1.21
Mexican peso	MXN	100	4.48	4.42	4.46	4.45
Polish zloty	PLN	100	23.61	24.09	22.55	23.83
United States dollar	USD	1	0.91	0.94	0.91	0.88

## 33 EVENTS AFTER BALANCE SHEET DATE

There were no events between December 31, 2021 and March 1, 2022 which would necessitate adjustments to the book value of the Group's assets or liabilities, or which require additional disclosure in the consolidated financial statements.

## 34 PROPOSAL OF THE BOARD OF DIRECTORS

For the financial year 2021 the Board of Directors proposes to the Annual General Meeting on March 23, 2022 a dividend of CHF 1.50 per share entitled to dividends. In 2021, no dividend was distributed to the shareholders of Autoneum Holding Ltd.



## 35 SUBSIDIARIES, ASSOCIATED COMPANIES AND NON-CONSOLIDATED INVESTMENTS

			Nominal capital in millions	Subsidiaries	Associated companies	Non-cons. investments	Voting & capital rights	Research & technology	Application developm.	Production & supply	Service & financing
<b>Switzerland</b>	Autoneum Holding Ltd, Winterthur	CHF	0.2	•			100%				•
	Autoneum International Ltd, Winterthur	CHF	7.0	•			100%				•
	Autoneum Management Ltd, Winterthur	CHF	1.3	•			100%	•			•
	Autoneum Switzerland Ltd, Sevelen	CHF	0.3	•			100%		•	•	
<b>Argentina</b>	Autoneum Argentina S.A., Córdoba	ARS	22.5	•			100%				•
<b>Belgium</b>	Autoneum Belgium NV, Genk	EUR	8.0	•			100%				•
<b>Brazil</b>	Autoneum Brasil Têxteis Acústicos Ltda., São Paulo	BRL	201.6	•			100%		•	•	
<b>Canada</b>	Autoneum Canada Ltd., Tillsonburg	CAD	-	•			100%				•
<b>China</b>	Autoneum (Chongqing) Sound-Proof Parts Co., Ltd., Chongqing	CNY	49.3	•			100%				•
	Autoneum (Shenyang) Sound-Proof Parts Co., Ltd., Shenyang	CNY	49.2	•			100%				•
	Autoneum (Shanghai) Management Co., Ltd., Shanghai	CNY	13.2	•			100%		•	•	
	Autoneum (Yantai) Co., Ltd., Yantai	CNY	34.5	•			100%				•
	Autoneum (Pinghu) Co., Ltd., Pinghu	CNY	144.9	•			100%				•
	Autoneum (Tianjin) Co., Ltd., Tianjin	CNY	17.0	•			100%				•
	Autoneum Nittoku (Guangzhou) Sound-Proof Co., Ltd., Guangzhou	CNY	75.8	•				51%			•
	Tianjin Autoneum Nittoku Sound-Proof Co., Ltd., Tianjin	CNY	47.2	•				51%			•
	Wuhan Nittoku Autoneum Sound-Proof Co., Ltd., Wuhan	CNY	89.6	•				25%			•
Wuhan Nittoku Autoneum Auto Parts Co., Ltd., Wuhan	CNY	81.0	•				25%			•	
<b>Czech Republic</b>	Autoneum CZ s.r.o., Choceň	CZK	206.2	•			100%				•
<b>France</b>	Autoneum Holding France SAS, Lyon	EUR	39.8	•			100%				•
	Autoneum France SAS, Aubergenville	EUR	8.0	•			100%		•	•	
<b>Germany</b>	Autoneum Germany GmbH, Rossdorf	EUR	11.2	•			100%				•
<b>Great Britain</b>	Autoneum Great Britain Ltd., Stoke-on-Trent	GBP	57.0	•			100%				•
<b>Hungary</b>	Autoneum Hungary Ltd., Komárom	EUR	-	•			100%				•
<b>India</b>	Autoneum India Pvt. Ltd., New Delhi	INR	571.4	•			100%				•
	Autoneum Nittoku Sound Proof Products India Pvt. Ltd., Chennai	INR	220.0	•				51%			•
<b>Indonesia</b>	PT Tuffindo Nittoku Autoneum, Jakarta	IDR	162 666.0		•		9%				•
<b>Italy</b>	Porfima Uno S.r.l., Torino	EUR	-	•			100%				•
<b>Japan</b>	Nihon Tokushu Toryo Co. Ltd., Tokyo	JPY	4 753.0		•		13%	•	•	•	•
	ATN Auto Acoustics Inc., Kamioguchi	JPY	100.0	•			25%		•		
<b>Korea</b>	Autoneum Korea Ltd., Incheon	KRW	264.0	•			100%				•
<b>Mexico</b>	Autoneum Mexico, S. de R.L. de C.V., Hermosillo	MXN	-	•			100%				•
	Autoneum Mexico Operations, S.A. de C.V., San Luis Potosí	MXN	803.9	•			100%				•
	Autoneum Mexico Servicios, S.A. de C.V., San Luis Potosí	MXN	3.1	•			100%				•
	UGN de Mexico, S. de R.L. de C.V., Silao	MXN	0.1	•			50%				•
Servicios de Acoustical Solutions, S. de R.L. de C.V., Silao	MXN	0.1	•			50%				•	
<b>Poland</b>	Autoneum Poland Sp.z.o.o., Katowice	PLN	20.8	•			100%		•	•	
<b>Portugal</b>	Autoneum Portugal Lda., Setúbal	EUR	0.6	•			87%				•
<b>Russia</b>	Autoneum Rus LLC, Ryazan	RUB	0.8	•			100%				•
<b>South Africa</b>	Autoneum Feltex (Pty) Ltd., Durban	ZAR	-	•			51%				•
<b>Spain</b>	Autoneum Spain S.A.U., Terrassa	EUR	5.8	•			100%				•
<b>Thailand</b>	SRN Sound Proof Co., Ltd., Chonburi	THB	100.0	•			30%				•
	Summit & Autoneum (Thailand) Co., Ltd., Chonburi	THB	16.0	•			51% <sup>1</sup>				•
<b>Turkey</b>	Autoneum Erkurt Otomotiv A.S., Bursa	TRY	2.5	•			51%				•
<b>USA</b>	Autoneum America Corporation, Novi	USD	-	•			100%				•
	Autoneum North America, Inc., Novi	USD	-	•			100%		•	•	
	UGN Inc., Tinley Park	USD	-	•			50%		•	•	

<sup>1</sup> Autoneum has 49% of the capital rights.



# Statutory Auditor's Report

To the General Meeting of Autoneum Holding Ltd, Winterthur

## Report on the Audit of the Consolidated Financial Statements

### Opinion

We have audited the consolidated financial statements of Autoneum Holding Ltd and its subsidiaries (the Group), which comprise the consolidated balance sheet as at December 31, 2021 and the consolidated income statement, consolidated statement of comprehensive income, consolidated statement of changes in equity and consolidated statement of cash flows for the year then ended, and notes to the consolidated financial statements, including a summary of significant accounting policies.

In our opinion the consolidated financial statements (pages 64 to 110) give a true and fair view of the consolidated financial position of the Group as at December 31, 2021, and its consolidated financial performance and its consolidated cash flows for the year then ended in accordance with International Financial Reporting Standards (IFRS) and comply with Swiss law.

### Basis for Opinion

We conducted our audit in accordance with Swiss law, International Standards on Auditing (ISAs) and Swiss Auditing Standards. Our responsibilities under those provisions and standards are further described in the Auditor's Responsibilities for the Audit of the Consolidated Financial Statements section of our report. We are independent of the Group in accordance with the provisions of Swiss law and the requirements of the Swiss audit profession, as well as the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Key Audit Matters



Revenue Recognition



## Revenue Recognition

### Key Audit Matter

Total consolidated revenue of the financial year 2021 amounted to CHF 1 700.4 million (2020: CHF 1 740.6 million).

Revenue is a key performance indicator and therefore in the focus of internal and external stakeholders. The Group recognizes revenue when it transfers control over a good or service to its customers.

The majority of the Group's revenue relates to the sale of serial parts to Original Equipment Manufacturers (OEM) over a production period of usually five to eight years. Revenue from the sale of the serial parts is recognized at the point in time when control of the parts is transferred to the OEM in accordance with the agreed delivery terms.

There is a risk that revenue may be recognized in the wrong accounting period.

### Our response

Our audit procedures included, amongst others, inquiring of management regarding significant new contracts and their assessment of existing contracts.

We gained an understanding of the internal controls and processes with respect to revenue recognition and performed testing of key controls. This included walkthroughs and where appropriate testing operating effectiveness of internal controls.

We took a sample of transactions before and after the year-end and agreed the details of these transactions to underlying documentation such as the contractual terms, to assess that revenue has been recognized in the appropriate period and in the appropriate amount.

Furthermore, we assessed the Group's disclosures relating to revenue recognition.

### For further information on revenue recognition refer to the following:

- Significant accounting policies, Note 1.20 Revenue Recognition

## Other Information in the Annual Report

The Board of Directors is responsible for the other information in the annual report. The other information comprises all information included in the annual report, but does not include the consolidated financial statements, the stand-alone financial statements of the company, the remuneration report and our auditor's reports thereon.

Our opinion on the consolidated financial statements does not cover the other information in the annual report and we do not express any form of assurance conclusion thereon.

In connection with our audit of the consolidated financial statements, our responsibility is to read the other information in the annual report and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

## Responsibility of the Board of Directors for the Consolidated Financial Statements

The Board of Directors is responsible for the preparation of the consolidated financial statements that give a true and fair view in accordance with IFRS and the provisions of Swiss law, and for such internal control as the Board of Directors determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, the Board of Directors is responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board of Directors either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

## Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Swiss law, ISAs and Swiss Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As part of an audit in accordance with Swiss law, ISAs and Swiss Auditing Standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made.
- Conclude on the appropriateness of the Board of Directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the Group audit. We remain solely responsible for our audit opinion.

We communicate with the Board of Directors or its relevant committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the Board of Directors or its relevant committee with a statement that we have complied with relevant ethical requirements regarding independence, and communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

From the matters communicated with the Board of Directors or its relevant committee, we determine those matters that were of most significance in the audit of the consolidated financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report, unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

### Report on Other Legal and Regulatory Requirements

In accordance with article 728a para. 1 item 3 CO and the Swiss Auditing Standard 890, we confirm that an internal control system exists, which has been designed for the preparation of consolidated financial statements according to the instructions of the Board of Directors.

We recommend that the consolidated financial statements submitted to you be approved.

KPMG AG



Reto Benz  
Licensed Audit Expert  
Auditor in Charge



Kathrin Schünke  
Licensed Audit Expert

Zurich, March 1, 2022

# Income statement of Autoneum Holding Ltd

CHF million	Notes	2021	2020
<b>Income</b>			
Dividend income		56.7	68.3
Financial income	(2)	13.5	7.3
License income		3.5	3.5
<b>Total income</b>		<b>73.8</b>	<b>79.1</b>
<b>Expenses</b>			
Valuation adjustments on investments and loans	(3)	-2.6	-2.8
Financial expenses	(4)	-7.9	-46.4
Administration expenses		-8.2	-5.4
Taxes		-0.2	-0.3
<b>Total expenses</b>		<b>-18.9</b>	<b>-54.9</b>
<b>Net profit</b>		<b>54.9</b>	<b>24.3</b>

# Balance sheet of Autoneum Holding Ltd

CHF million	Notes	31.12.2021	31.12.2020
<b>Assets</b>			
Cash and cash equivalents		0.3	189.9
Loans and financial receivables	(6)	122.8	69.8
Accrued income and deferred expenses	(7)	6.3	7.8
<b>Current assets</b>		<b>129.4</b>	<b>267.6</b>
Loans and financial receivables	(6)	295.0	398.5
Investments	(8)	467.4	422.5
<b>Non-current assets</b>		<b>762.4</b>	<b>820.9</b>
<b>Total assets</b>		<b>891.8</b>	<b>1 088.5</b>
<b>Liabilities and shareholders' equity</b>			
Borrowings	(9)	156.8	63.3
Other liabilities	(10)	0.1	4.2
Deferred income and accrued expenses	(11)	7.3	4.1
<b>Current liabilities</b>		<b>164.2</b>	<b>71.6</b>
Borrowings	(9)	175.0	520.0
<b>Non-current liabilities</b>		<b>175.0</b>	<b>520.0</b>
<b>Liabilities</b>		<b>339.2</b>	<b>591.6</b>
Share capital	(12)	0.2	0.2
Legal capital reserves	(12)	350.0	350.0
Retained earnings			
Balance brought forward		150.2	125.9
Net profit		54.9	24.3
Treasury shares	(12)	-2.6	-3.5
<b>Shareholders' equity</b>		<b>552.6</b>	<b>496.9</b>
<b>Total liabilities and shareholders' equity</b>		<b>891.8</b>	<b>1 088.5</b>

# Notes to the financial statements of Autoneum Holding Ltd

## 1 PRINCIPLES

### GENERAL

Autoneum Holding Ltd was incorporated on December 2, 2010 as a Swiss corporation domiciled in Winterthur. The Company does not have any employees.

The financial statements were prepared according to the provisions of the Swiss Law on Accounting and Financial Reporting (32<sup>nd</sup> title of the Swiss Code of Obligations). Where not prescribed by law, the significant accounting and valuation principles applied are described below.

### LOANS AND FINANCIAL RECEIVABLES

Loans granted in foreign currencies are translated at the rate at the balance sheet date, whereby unrealized losses are recorded but unrealized gains are not recognized. In the case where the currency effect of loans is hedged, both unrealized losses and gains are recognized.

### TREASURY SHARES

Treasury shares are recognized at acquisition cost and deducted from shareholders' equity at the time of acquisition. In case of a sale, the gain or loss is recognized in the income statement as financial income or financial expenses.

### BONDS AND BANK DEBTS

Borrowings are recognized in the balance sheet at nominal value. The issue costs for the bonds and for finance agreements are recognized as accrued income and deferred expenses due from third parties and amortized on a straight-line basis over the maturity period.

### INVESTMENTS

Investments are valued using the single-item approach.

## 2 FINANCIAL INCOME

CHF million	2021	2020
Interest income	8.5	5.3
Net foreign exchange gains	4.4	-
Other financial income	0.6	2.0
<b>Total</b>	<b>13.5</b>	<b>7.3</b>

### 3 VALUATION ADJUSTMENTS ON INVESTMENTS AND LOANS

CHF million	2021	2020
Increase of valuation adjustments on investments	-5.4	-
Increase of valuation adjustments on loans due from third parties	-	-2.8
Reversal of valuation adjustments on loans due from third parties	2.8	-
<b>Total</b>	<b>-2.6</b>	<b>-2.8</b>

### 4 FINANCIAL EXPENSES

CHF million	2021	2020
Interest expenses	-7.0	-12.2
Net foreign exchange losses	-	-32.8
Other financial expenses	-0.9	-1.3
<b>Total</b>	<b>-7.9</b>	<b>-46.4</b>

### 5 EXTRAORDINARY EXPENSES

There are no extraordinary expenses in 2021 and 2020.

### 6 LOANS AND FINANCIAL RECEIVABLES

CHF million	31.12.2021	31.12.2020
Loans due from subsidiaries	107.6	52.8
Loans due from third parties	0.5	0.9
Cash pool receivables due from subsidiaries	14.6	16.2
<b>Total current portion</b>	<b>122.8</b>	<b>69.8</b>
Loans due from subsidiaries	295.0	396.5
Loans due from third parties	-	1.9
<b>Total non-current portion</b>	<b>295.0</b>	<b>398.5</b>

### 7 ACCRUED INCOME AND DEFERRED EXPENSES

CHF million	31.12.2021	31.12.2020
Accrued income and deferred expenses due from subsidiaries	3.9	4.2
Accrued income and deferred expenses due from third parties	2.4	3.6
<b>Total</b>	<b>6.3</b>	<b>7.8</b>



## 8 INVESTMENTS

The subsidiaries, associated companies and non-consolidated investments are listed in note 16 on page 121. They are owned directly or indirectly by Autoneum Holding Ltd.

## 9 BORROWINGS

CHF million	31.12.2021	31.12.2020
Cash pool liabilities due to subsidiaries	20.4	37.3
Bank debts	131.4	21.0
Loans due to related parties	5.0	5.0
<b>Total current portion</b>	<b>156.8</b>	<b>63.3</b>
Bonds	175.0	175.0
Bank debts	-	305.0
Subordinated shareholder loans	-	40.0
<b>Total non-current portion</b>	<b>175.0</b>	<b>520.0</b>

Loans due to related parties comprise a loan of CHF 5.0 million that was granted by the pension fund of an Autoneum Group entity to the Company. The loan bears an interest rate of 0.35% (December 31, 2020: 1.5%) and is due within six days upon cancellation of the agreement by either the lender or the borrower.

In 2019, the two main shareholders of Autoneum Holding Ltd have granted a subordinated loan of CHF 20.0 million each and with an interest of 4.0%. As the agreed financial ratio has been reached in two consecutive financial quarters, the two subordinated shareholder loans of CHF 20.0 million each were repaid in 2021.

On July 4, 2016 Autoneum Holding Ltd issued a fixed-rate bond with a nominal value of CHF 75.0 million, which is listed on the SIX Swiss Exchange (AUH16, ISIN: CH0326213904). The bond carries a coupon rate of 1.125% and has a term of seven years with a final maturity on July 4, 2023.

On December 8, 2017 Autoneum Holding Ltd issued a fixed-rate bond with a nominal value of CHF 100.0 million, which is listed on the SIX Swiss Exchange (AUT17, ISIN: CH0373476032). The bond carries a coupon rate of 1.125% and has a term of eight years with a final maturity on December 8, 2025.

Autoneum maintains a long-term credit agreement with a banking syndicate in the amount of CHF 350.0 million, whereof CHF 131.4 million was drawn at year-end (December 31, 2020: CHF 305.0 million). The line of credit may partly be used as a guarantee facility. On December 7, 2017 the long-term credit agreement was amended and the final maturity date extended from December 31, 2019 to December 31, 2022. On May 7, 2019 the existing long-term credit agreement was increased from CHF 150.0 million to CHF 350.0 million with an unchanged final maturity date. On June 29, 2020 the existing long-term credit agreement was amended, among other things, with regards to the financial covenants. The final maturity date remained unchanged at December 31, 2022. The interest rate is based on the SARON rate plus an applicable margin, which is determined based on the ratio of net debt to EBITDA. An adjusted ratio of net debt to EBITDA represents the customary financial covenant of that agreement. Compliance with financial covenants is checked on a regular basis and reported to the banking syndicate. In the fiscal years 2021 and 2020, the financial covenants were met at all times.

## 10 OTHER LIABILITIES

CHF million	31.12.2021	31.12.2020
Other liabilities due to subsidiaries	0.1	3.7
Other liabilities due to third parties	-	0.5
<b>Total</b>	<b>0.1</b>	<b>4.2</b>

## 11 DEFERRED INCOME AND ACCRUED EXPENSES

CHF million	31.12.2021	31.12.2020
Deferred income and accrued expenses due from subsidiaries	5.3	-
Deferred income and accrued expenses due from third parties	2.0	4.1
<b>Total</b>	<b>7.3</b>	<b>4.1</b>

## 12 SHAREHOLDERS' EQUITY

### SHARE CAPITAL

The share capital amounts to CHF 233 618.15. It is divided into 4 672 363 fully paid-up registered shares with a par value of CHF 0.05 each.

### CONDITIONAL SHARE CAPITAL

For issuing convertible bonds, warranty bonds and for granting shareholder options, the share capital can be increased by a maximum of 700 000 fully paid-up registered shares with a par value of CHF 0.05 up to a maximum value of CHF 35 000. Furthermore, for the issuance of shares to employees of subsidiaries, the share capital can be increased by a maximum of 250 000 fully paid-up registered shares with a par value of CHF 0.05 up to a maximum value of CHF 12 500.

### LEGAL CAPITAL RESERVES

These reserves include an amount of CHF 0.1 million (December 31, 2020: CHF 0.1 million) whose distribution as dividends is not subject to income taxes in Switzerland and can be effected free of Swiss withholding tax. The remaining part of the legal capital reserve does not benefit from the Swiss capital contribution principle.

### TREASURY SHARES

The following transactions with treasury shares were performed during the financial year:

	2021 in shares	2021 in CHF million	2020 in shares	2020 in CHF million
Treasury shares at January 1	33 803	3.5	25 783	3.6
Purchase of treasury shares	5	-	21 000	1.6
Sale of treasury shares	-3 375	-0.3	-3 110	-0.4
Transfer of treasury shares	-4 640	-0.5	-9 870	-1.3
<b>Treasury shares at December 31</b>	<b>25 793</b>	<b>2.6</b>	<b>33 803</b>	<b>3.5</b>

### 13 GUARANTEES AND COLLATERAL PROVIDED

Autoneum Holding Ltd has guaranteed CHF 32.8 million (December 31, 2020: CHF 33.1 million) to financial institutions for granting credit facilities to direct and indirect subsidiaries and CHF 19.3 million (December 31, 2020: CHF 3.8 million) to other third parties for securing transactions they entered into with direct and indirect subsidiaries and other third parties. No financing commitment was given in favor of a subsidiary in either 2021 or 2020.

### 14 SHARES ALLOCATED TO THE BOARD OF DIRECTORS

Part of the remuneration of the Board of Directors is paid in shares of Autoneum Holding Ltd. In 2021, 5 414 shares (2020: 11 605 shares) with a total value of CHF 963 800 (2020: CHF 702 451) were allocated and 4 640 shares (2020: 9 871 shares) were transferred to the members of the Board of Directors. The remaining shares were withheld by the Company to account for the beneficiaries' part of social security contributions and withholding taxes.

### 15 SHARES HELD BY THE MEMBERS OF THE BOARD OF DIRECTORS OR GROUP EXECUTIVE BOARD

The following shares were held by members of the Board of Directors or the Group Executive Board, including parties related to them (Art. 663c Swiss Code of Obligations):

Number of shares	31.12.2021	31.12.2020
Hans-Peter Schwald, Chairman	48 101	46 154
Rainer Schmückle, Vice Chairman	4 553	4 152
Liane Hirner	639	n/a
Norbert Indlekofer	1 725	1 416
Michael Pieper	1 050 092	995 014
This E. Schneider	17 192	16 837
Peter Spuhler	n/a	755 523
Oliver Streuli	203	n/a
Ferdinand Stutz	5 561	5 264
<b>Total Board of Directors</b>	<b>1 128 066</b>	<b>1 824 360</b>
Matthias Holzammer, CEO	7 278	6 839
Bernhard Wiehl	214	149
Alexandra Bandler	784	703
Greg Sibley	-	-
Andreas Kolf	1 137	1 015
Fausto Bigi	315	-
<b>Total Group Executive Board</b>	<b>9 728</b>	<b>8 706</b>

## 16 SUBSIDIARIES, ASSOCIATED COMPANIES AND INVESTMENTS

			Nominal capital in millions	Directly owned	Indirectly owned	Voting and capital rights <sup>1</sup>	Research & technology	Application development	Production & supply	Service & financing
<b>Switzerland</b>	Autoneum International Ltd, Winterthur	CHF	7.0	•	100%					•
	Autoneum Management Ltd, Winterthur	CHF	1.3	•	100%					•
	Autoneum Switzerland Ltd, Sevelen	CHF	0.3	•	100%			•	•	
<b>Argentina</b>	Autoneum Argentina S.A., Córdoba	ARS	22.5	•	100%					•
<b>Belgium</b>	Autoneum Belgium NV, Genk	EUR	8.0	•	100%					•
<b>Brazil</b>	Autoneum Brasil Têxteis Acústicos Ltda., São Paulo	BRL	201.6	•	100%			•	•	
<b>Canada</b>	Autoneum Canada Ltd., Tillsonburg	CAD	-	•	100%					•
<b>China</b>	Autoneum (Chongqing) Sound-Proof Parts Co., Ltd., Chongqing	CNY	49.3	•	100%					•
	Autoneum (Shenyang) Sound-Proof Parts Co., Ltd., Shenyang	CNY	49.2	•	100%					•
	Autoneum (Shanghai) Management Co., Ltd., Shanghai	CNY	13.2	•	100%			•	•	
	Autoneum (Yantai) Co., Ltd., Yantai	CNY	34.5	•	100%					•
	Autoneum (Pinghu) Co., Ltd., Pinghu	CNY	144.9	•	100%					•
	Autoneum (Tianjin) Co., Ltd., Tianjin	CNY	17.0	•	100%					•
	Autoneum Nittoku (Guangzhou) Sound-Proof Co. Ltd., Guangzhou	CNY	75.8	•	51%					•
	Tianjin Autoneum Nittoku Sound-Proof Co., Ltd., Tianjin	CNY	47.2	•	51%					•
	Wuhan Nittoku Autoneum Sound-Proof Co., Ltd., Wuhan	CNY	89.6	•	25%					•
Wuhan Nittoku Autoneum Auto Parts Co., Ltd., Wuhan	CNY	81.0	•	25%					•	
<b>Czech Republic</b>	Autoneum CZ s.r.o., Choceň	CZK	206.2	•	100%					•
<b>France</b>	Autoneum Holding France SAS, Lyon	EUR	39.8	•	100%					•
	Autoneum France SAS, Aubergenville	EUR	8.0	•	100%			•	•	
<b>Germany</b>	Autoneum Germany GmbH, Rossdorf	EUR	11.2	•	100%					•
<b>Great Britain</b>	Autoneum Great Britain Ltd., Stoke-on-Trent	GBP	57.0	•	100%					•
<b>Hungary</b>	Autoneum Hungary Ltd., Komárom	EUR	-	•	100%					•
<b>India</b>	Autoneum India Pvt. Ltd., New Delhi	INR	571.4	•	100%					•
	Autoneum Nittoku Sound Proof Products India Pvt. Ltd., Chennai	INR	220.0	•	51%					•
<b>Indonesia</b>	PT Tuffindo Nittoku Autoneum, Jakarta	IDR	162 666.0	•	9%					•
<b>Italy</b>	Porfima Uno S.r.l., Torino	EUR	-	•	100%					•
<b>Japan</b>	Nihon Tokushu Toryo Co. Ltd., Tokyo	JPY	4 753.0	•	13%		•	•	•	•
	ATN Auto Acoustics Inc., Kamioguchi	JPY	100.0	•	25%			•		
<b>Korea</b>	Autoneum Korea Ltd., Incheon	KRW	264.0	•	100%					•
<b>Mexico</b>	Autoneum Mexico, S. de R.L. de C.V., Hermosillo	MXN	-	•	100%					•
	Autoneum Mexico Operations, S.A. de C.V., San Luis Potosí	MXN	803.9	•	100%					•
	Autoneum Mexico Servicios, S.A. de C.V., San Luis Potosí	MXN	3.1	•	100%					•
	UGN de Mexico, S. de R.L. de C.V., Silao	MXN	0.1	•	50%					•
	Servicios de Acoustical Solutions, S. de R.L. de C.V., Silao	MXN	0.1	•	50%					•
<b>Poland</b>	Autoneum Poland Sp.z.o.o., Katowice	PLN	20.8	•	100%			•	•	
<b>Portugal</b>	Autoneum Portugal Lda., Setúbal	EUR	0.6	•	87%					•
<b>Russia</b>	Autoneum Rus LLC, Ryazan	RUB	0.8	•	100%					•
<b>South Africa</b>	Autoneum Feltex (Pty) Ltd., Durban	ZAR	-	•	51%					•
<b>Spain</b>	Autoneum Spain S.A.U., Terrassa	EUR	5.8	•	100%					•
<b>Thailand</b>	SRN Sound Proof Co., Ltd., Chonburi	THB	100.0	•	30%					•
	Summit & Autoneum (Thailand) Co., Ltd., Chonburi	THB	16.0	•	51% <sup>2</sup>					•
<b>Turkey</b>	Autoneum Erkurt Otomotive AS, Bursa	TRY	2.5	•	51%					•
<b>USA</b>	Autoneum America Corporation, Novi	USD	-	•	100%					•
	Autoneum North America Inc., Novi	USD	-	•	100%			•	•	
	UGN Inc., Tinley Park	USD	-	•	50%			•	•	

<sup>1</sup> Unless otherwise noted, voting and capital rights have not changed compared to the previous year.<sup>2</sup> Autoneum has 49% of the capital rights.

## 17 SIGNIFICANT SHAREHOLDERS

At December 31, 2021 Autoneum knew that the following shareholders had more than 3% of the Company voting rights (in accordance with Art. 663c of the Swiss Code of Obligations):

	31.12.2021	31.12.2020
Artemis Beteiligungen I Ltd, Hergiswil, Switzerland; Centinox Holding Ltd <sup>1</sup> , Hergiswil, Switzerland; and Michael Pieper, Hergiswil, Switzerland <sup>2</sup>	22.47%	21.30%
PCS Holding Ltd, Frauenfeld, Switzerland; and Peter Spuhler, Warth-Weiningen, Switzerland <sup>2</sup>	16.17%	16.17%
Martin and Rosmarie Ebner via BZ Bank Limited, Wilen, Switzerland	n/a	3.10%

<sup>1</sup> Centinox Holding Ltd held shares only as of 31.12.2020.

<sup>2</sup> Voting rights according to the Company's records at December 31.

Details of the disclosures can be found at:

[www.ser-ag.com/en/resources/notifications-market-participants/significant-shareholders.html#/](http://www.ser-ag.com/en/resources/notifications-market-participants/significant-shareholders.html#/)

## 18 EVENTS AFTER BALANCE SHEET DATE

There were no events between December 31, 2021 and March 1, 2022 that would necessitate adjustments to the book value of the Company's assets or liabilities, or that require additional disclosure in the financial statements.

# Dividend proposal for the appropriation of available earnings

CHF	2021
Balance brought forward	150 184 469
Net profit	54 899 114
<b>At the disposal of the Annual General Meeting</b>	<b>205 083 583</b>
<b>Proposal</b>	
Distribution of a dividend <sup>1</sup>	7 008 545
Carried forward to new account	198 075 039
<b>Total</b>	<b>205 083 583</b>

<sup>1</sup> Shares held by Autoneum Holding Ltd at the time of dividend distribution are not entitled to dividends. The amount distributed will be reduced accordingly at the time of distribution.

The Board of Directors proposes that a dividend of CHF 1.50 be paid per registered share entitled to dividends.



# Statutory Auditor's Report

To the General Meeting of Autoneum Holding Ltd, Winterthur

## Report on the Audit of the Financial Statements

### Opinion

We have audited the financial statements of Autoneum Holding Ltd, which comprise the balance sheet as at December 31, 2021, and the income statement for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion the financial statements (pages 115 to 122) for the year ended December 31, 2021 comply with Swiss law and the company's articles of incorporation.

### Basis for Opinion

We conducted our audit in accordance with Swiss law and Swiss Auditing Standards. Our responsibilities under those provisions and standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the entity in accordance with the provisions of Swiss law and the requirements of the Swiss audit profession and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Report on Key Audit Matters based on the circular 1/2015 of the Federal Audit Oversight Authority



#### Investments and loans due from subsidiaries

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial statements of the current period. These matters were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters



## Investments and loans due from subsidiaries

### Key Audit Matter

The financial statements of Autoneum Holding Ltd as at December 31, 2021, include investments in the amount of CHF 467.4 million, current loans due from subsidiaries in the amount of CHF 107.6 million and non-current loans due from subsidiaries in the amount of CHF 295.0 million.

The company annually reviews investments and loans due from subsidiaries for impairment on an individual basis.

The impairment assessment of investments and loans due from subsidiaries requires significant management judgment, in particular in relation to the forecast earnings and growth rates as well as discount rates, and is therefore a key area that our audit was concentrated on.

### Our response

Our audit procedures included, amongst others, evaluating the methodical and mathematical accuracy of the model used for the impairment tests as well as the appropriateness of management's assumptions.

This comprised:

- Agreeing forecasts used in the impairment tests to current expectations of management.
- Challenging the robustness of key assumptions on a sample basis, based on our understanding of the commercial prospects of the respective entities.

### For further information on investments and loans due from subsidiaries refer to the following:

- Note 3, Valuation adjustments on investments and loans
- Note 6, Loans and financial receivables
- Note 8, Investments

### Responsibility of the Board of Directors for the Financial Statements

The Board of Directors is responsible for the preparation of the financial statements in accordance with the provisions of Swiss law and the company's articles of incorporation, and for such internal control as the Board of Directors determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board of Directors is responsible for assessing the entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board of Directors either intends to liquidate the entity or to cease operations, or has no realistic alternative but to do so.

### Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Swiss law and Swiss Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Swiss law and Swiss Auditing Standards, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:



- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made.
- Conclude on the appropriateness of the Board of Directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.

We communicate with the Board of Directors or its relevant committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the Board of Directors or its relevant committee with a statement that we have complied with relevant ethical requirements regarding independence, and communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

From the matters communicated with the Board of Directors or its relevant committee, we determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report, unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

## Report on Other Legal and Regulatory Requirements

In accordance with article 728a para. 1 item 3 CO and the Swiss Auditing Standard 890, we confirm that an internal control system exists, which has been designed for the preparation of financial statements according to the instructions of the Board of Directors.

We further confirm that the proposed appropriation of available earnings complies with Swiss law and the company's articles of incorporation. We recommend that the financial statements submitted to you be approved.

KPMG AG

  
Reto Benz  
Licensed Audit Expert  
Auditor in Charge

  
Kathrin Schünke  
Licensed Audit Expert

Zurich, March 1, 2022

# Remuneration Report / Vergütungsbericht

## 1 EINLEITUNG

### INHALT UND GRUNDLAGEN DES VERGÜTUNGSBERICHTS

Dieser Vergütungsbericht erläutert die Zuständigkeit und Festsetzung der Vergütung an die Mitglieder des Verwaltungsrats und der Konzernleitung sowie das Vergütungssystem von Autoneum und dessen Anwendung in der Berichtsperiode. Die Offenlegungen erfolgen in Übereinstimmung mit den geltenden Bestimmungen der Verordnung gegen übermässige Vergütungen bei börsenkotierten Aktiengesellschaften («VegüV»), der Richtlinie betreffend Informationen zur Corporate Governance der SIX Swiss Exchange und dem Swiss Code of Best Practice for Corporate Governance von economiesuisse. Die unter Ziffer 4 aufgeführten Vergütungstabellen wurden von der Revisionsstelle geprüft. Darüber hinaus wird dieser Vergütungsbericht den Aktionärinnen und Aktionären an der Generalversammlung vom 23. März 2022 konsultativ zur Abstimmung unterbreitet, damit diese ihre Meinung über die Vergütungspolitik und das Vergütungssystem zum Ausdruck bringen können.

### REGELUNGEN ZUR VERGÜTUNG IN DEN STATUTEN

Die Statuten der Autoneum Holding AG enthalten Bestimmungen über die für die Mitglieder des Verwaltungsrats und der Konzernleitung geltenden Vergütungsgrundsätze:

- Beschlussfassung und Befugnisse der Generalversammlung (§12/13);
- Genehmigung von Vergütungen an die Mitglieder des Verwaltungsrats und der Konzernleitung sowie Zusatzbetrag für neue Mitglieder der Konzernleitung, die nach der Vergütungsgenehmigung durch den Verwaltungsrat berufen werden (§14);
- Mandats- und Arbeitsverträge der Mitglieder des Verwaltungsrats und der Konzernleitung (§19);
- Anzahl zulässiger Mandate (§20);
- Wahl und Aufgaben des Vergütungsausschusses (§23);
- Grundsätze zu den fixen und variablen erfolgsabhängigen Vergütungen sowie zur Zuteilung von Aktien an die Mitglieder des Verwaltungsrats und der Konzernleitung (§24);
- Darlehen, Kredite und Renten an die Mitglieder der Konzernleitung (§25).

Der vollständige Wortlaut der Statuten ist online verfügbar unter [www.autoneum.com/wp-content/uploads/2017/08/Statuten.pdf](http://www.autoneum.com/wp-content/uploads/2017/08/Statuten.pdf).

Die vom Verwaltungsrat beantragten maximalen Gesamtbeträge der Vergütungen an die Mitglieder des Verwaltungsrats und der Konzernleitung werden den Aktionären anlässlich der Generalversammlung jährlich gesondert und prospektiv für das kommende Geschäftsjahr zur Genehmigung vorgelegt (§14 der Statuten).

## 2 ZUSTÄNDIGKEIT UND FESTSETZUNGSVERFAHREN

Die Grundzüge der Vergütungspolitik, das Vergütungssystem sowie die aktienbasierten Vergütungspläne werden vom Vergütungsausschuss erarbeitet, jährlich überprüft und vom Verwaltungsrat verabschiedet. Es wurden keine externen Berater zur Ausgestaltung der Vergütungspolitik oder der Vergütungsprogramme beigezogen.

Der Verwaltungsrat legt jährlich die Vergütung der Mitglieder des Verwaltungsrats und der Konzernleitung fest, befindet über den fixen Anteil der Vergütung und legt, basierend auf den Vorschlägen des Vergütungsausschusses und im Rahmen der von den Aktionären genehmigten Grenzen, die Ziele, Parameter und weitere Einzelheiten für die Bonus- und Aktienzuteilungspläne fest. Die Mitglieder des Verwaltungsrats, über deren Entschädigung entschieden wird, nehmen ebenfalls an der entsprechenden Sitzung teil. Die Festsetzung der Höhe der Vergütung an die Mitglieder des Verwaltungsrats und der Konzernleitung liegt im Ermessen des Verwaltungsrats. Dabei berücksichtigt er Funktion und Verantwortung, bei der Konzernleitung auch Erfahrung, und bezieht öffentlich zugängliche oder aus eigener Erfahrung bekannte Informationen mit ein.

### 3 VERGÜTUNGSSYSTEM

#### VERGÜTUNG AN DIE MITGLIEDER DES VERWALTUNGSRATS

Die Mitglieder des Verwaltungsrats erhalten für ihre gesamte Verwaltungsrats­tätigkeit ein fixes jährliches Honorar sowie einen jährlichen Pauschalbetrag für Repräsentationsspesen. Sie erhalten keine variable Vergütung.

Die Mitglieder des Verwaltungsrats können wählen, ob sie einen Teil oder die gesamte Vergütung in bar oder in Form von Autoneum-Aktien beziehen möchten. Der Baranteil wird im Dezember des laufenden Geschäftsjahrs ausbezahlt. Die Aktien werden im jeweiligen Geschäftsjahr zugeteilt und sind für drei Jahre gesperrt. Der für die Umwandlung der Vergütung in Aktien anzuwendende Kurs basiert auf dem durchschnittlichen Schlusskurs der Aktie während der zehn Börsentage nach der Dividendenzahlung oder nach der Generalversammlung, falls keine Dividendenzahlung erfolgt, wobei ein Abschlag für die dreijährige Sperrfrist vorgenommen wird.

#### VERGÜTUNG AN DIE MITGLIEDER DER KONZERNLEITUNG

Die Vergütungsstruktur für das obere Management des Konzerns besteht aus mehreren Komponenten und berücksichtigt im Rahmen einer marktgerechten Vergütung die individuelle Leistung und den Unternehmenserfolg im Geschäftsjahr sowie die langfristige und nachhaltige Wertschöpfung. Die Vergütung an das obere Management des Konzerns inklusive Mitglieder der Konzernleitung besteht entsprechend aus einem Basissalär (fixe Vergütung), einem variablen, erfolgsabhängigen Bonus gemäss Bonusplan («Executive Bonus Plan») und der Beteiligung am Aktienzuteilungsplan («Long Term Incentive Plan», LTI). Um eine konsequente Ausrichtung auf die langfristigen Aktionärsinteressen sicherzustellen, wird ein Teil der variablen Vergütung in Form von gesperrten Aktien ausbezahlt. Durch die dreijährige Sperrfrist der zuge­teilter Aktien ist diese Vergütung an die langfristige Entwicklung des Unternehmenswertes von Autoneum geknüpft.

Zu Beginn des Geschäftsjahrs 2020 hat der Verwaltungsrat die einmalige und ausserordentliche Beteiligung an einem «Turnaround Incentive Plan» (TIP) beschlossen, dessen Vestingperiode Ende Februar 2023 endet. Entsprechend den Planbestimmungen erfolgte eine Aktienzuteilung ausschliesslich im Geschäftsjahr 2020.

#### BASISSALÄR

Das Basissalär der Mitglieder der Konzernleitung besteht aus einer fixen jährlichen Vergütung. Der Verwaltungsrat kann einen Anteil des Basissalärs definieren, der in Autoneum-Aktien entrichtet wird. Die Anzahl Aktien wird anhand des durchschnittlichen Schlusskurses während der ersten zehn Börsentage des betreffenden Jahres berechnet. Die Aktien werden im Dezember des laufenden Geschäftsjahrs zugeteilt und sind für drei Jahre gesperrt.

#### BONUS

Die Mitglieder der Konzernleitung können eine variable, erfolgsabhängige Vergütung von bis zu 80% ihres Basissalärs in Form eines Bonus erzielen, abhängig vom Erreichen oder Übertreffen von definierten Mindestprofitabilitäts- und Liquiditätszielen auf Stufe Konzern oder Business Groups sowie von der Erreichung jährlich festgelegter, individueller Ziele. Die Zielvorgaben für den CEO und den CFO beziehen sich auf die Konzernergebnismarge (Gewichtung 52.5%), den Konzern-RONA (22.5%) sowie auf individuelle Ziele (25%). Für die Leiter der Business Groups beziehen sich die Ziele auf die Konzernergebnismarge (17.5%), den Konzern-RONA (7.5%), EBIT-Marge der Business Group (35%), den Free Cashflow der Business Group (15%) und auf individuelle Ziele (25%). Für die gewichteten Ziele sind untere und obere Limiten definiert. Das Erreichen des unteren Limits ist Voraussetzung für die erfolgsabhängige Vergütung, das Erreichen des oberen Limits legt deren Maximum fest. Zwischen den beiden Limiten steigt die erfolgsabhängige Vergütung linear an. Ein Bonus wird ungeachtet der anderen Ziele nur ausgerichtet, wenn ein positives Konzernergebnis vorliegt. Mindestens 40% des Bonus werden in Autoneum-Aktien entrichtet. Jedes Mitglied der Konzernleitung kann bis zu 100% des Bonus in Aktien beziehen. Dabei besteht die Wahl zwischen Aktien mit einer Sperrfrist von drei Jahren und einem Anrecht auf Aktien, die nach einem

Aufschub von drei Jahren übertragen werden. Der errechnete Bonus wird mit 1.4 multipliziert und dann in Aktien umgewandelt, wofür der durchschnittliche Schlusskurs der ersten zehn Börsentage im Januar des Folgejahrs herangezogen wird.

Der Verwaltungsrat hat mit Wirkung für das Geschäftsjahr 2022 den Executive Bonus Plan um Kriterien aus den Nachhaltigkeitsbereichen Umwelt, Soziales und Unternehmensführung («Environmental, Social, Governance», ESG) ergänzt. Diese Kriterien werden mit 10% gewichtet, gleichzeitig wird die Gewichtung der individuellen Ziele auf Ebene CEO, CFO und Business Group neu mit 15% angesetzt (bisher 25%). Die Gewichtungen der übrigen Zielvorgaben bleiben unverändert. Mit dieser Anpassung sollen die Bedeutung des Themas Nachhaltigkeit sowie soziale und ökologische Belange für den Erfolg des Unternehmens noch stärker in den Fokus gerückt werden.

### **AKTIENZUTEILUNGSPLAN (LTI)**

Der LTI sieht vor, dass der Verwaltungsrat einen Teil des Konzerngewinns im Voraus definierten Berechtigten zuteilen kann. Berechtigte sind Mitglieder des oberen Managements des Konzerns inklusive der Konzernleitung. Eine Zuteilung erfolgt nur, wenn das Konzernresultat positiv ist und einen definierten Schwellenwert übersteigt. Der für den LTI zu verwendende Gesamtbetrag des Konzerngewinns wird in Autoneum-Aktien umgewandelt, die den Berechtigten zu festen Prozentsätzen entsprechend den internen Funktionsstufen zugeteilt werden. Die Aktien werden nach einer Vestingperiode von 35 Monaten auf die Berechtigten übertragen, falls diese Personen zu diesem Zeitpunkt weiterhin bei einem Unternehmen des Autoneum-Konzerns angestellt sind. Aufgrund der Vestingperiode von 35 Monaten besteht eine starke Korrelation zwischen dem Wert des LTI und der Kursentwicklung der Autoneum-Aktien. Die Vestingperiode endet bei Todesfall oder bei Pensionierung, womit die Aktien mit umgehender Wirkung auf die Berechtigten übertragen werden. Bei einer Beendigung des Arbeitsverhältnisses verfallen Aktien mit laufender Vestingperiode ohne Entschädigung. Ausnahmen davon sind nach dem Ermessen des Vergütungsausschusses möglich.

### **TURNAROUND INCENTIVE PLAN (TIP)**

Den Mitgliedern des oberen Managements des Konzerns inklusive der Konzernleitung wurde einmalig im Geschäftsjahr 2020 eine individuelle, maximale Anzahl von Autoneum-Aktien zugeteilt. Die Übertragung der Aktien auf die Berechtigten erfolgt nach einer Vestingperiode von 35 Monaten, falls die Berechtigten zu diesem Zeitpunkt weiterhin bei einem Unternehmen des Autoneum-Konzerns angestellt sind und soweit die für den Turnaround gesetzten Ziele am Ende der Laufzeit des TIP erreicht werden. Die Zielvorgaben basieren auf der Profitabilität (EBIT) und dem Free Cashflow des Konzerns für die Geschäftsjahre 2020 bis 2022 mit je einer Gewichtung der beiden Kriterien von 50%. Für die gewichteten Ziele sind jeweils untere und obere Limiten definiert. Das Erreichen des unteren Limits ist Voraussetzung für die Übertragung der Aktien. Das obere Limit entspricht der Anzahl der ursprünglich maximal zugeteilten Anzahl Aktien. Zwischen den beiden Limiten steigt die Anzahl der effektiv übertragenen Aktien linear an. Der Anspruch auf die übrigen Aktien verfällt ohne Entschädigung.

### **AKTIENOPTIONEN UND AKTIENKAUFPLÄNE**

Es bestehen keine Aktienoptionen oder Aktienkaufpläne.

### **ZULÄSSIGE TÄTIGKEITEN AUSSERHALB DES AUTONEUM-KONZERNS**

Der Verwaltungsrat entscheidet, ob Mitglieder der Konzernleitung oder das obere Management des Konzerns zusätzliche Mandate bei anderen Unternehmen übernehmen dürfen. Sofern die Mandate ausserhalb der vertraglich vereinbarten Arbeitszeit ausgeübt werden, besteht keine Verpflichtung, die erhaltenen Mandatsvergütungen an Autoneum abzutreten.

## 4 OFFENLEGUNG DER VERGÜTUNG AN DIE MITGLIEDER DES VERWALTUNGSRATS UND DER KONZERNLEITUNG

### VERGÜTUNG AN DIE MITGLIEDER DES VERWALTUNGSRATS

Die Summe aller Vergütungen, die im Geschäftsjahr 2021 an die gegenwärtigen Mitglieder des Verwaltungsrats ausgerichtet wurden, beträgt 1 501 180 CHF. Es erfolgte keine Vergütung an ehemalige Mitglieder des Verwaltungsrats.

An der Generalversammlung 2020 wurde dem Verwaltungsrat für das Geschäftsjahr 2021 eine maximale Gesamtvergütung von 1.75 Mio. CHF zugesprochen, womit sich dessen Vergütung für 2021 im genehmigten Rahmen bewegt.

Es wurden keine Darlehen, Kredite oder zusätzlichen Honorare oder Vergütungen an die Mitglieder des Verwaltungsrats oder diesen nahestehende Personen ausgerichtet. Im Geschäftsjahr 2021 erfolgten Honorarzahlungen in Höhe von 38 859.00 CHF (2020: 42 358.10 CHF) für rechtliche Dienstleistungen an die Kanzlei, für die der Präsident des Verwaltungsrats als Senior Partner tätig ist.

Die Summe aller Vergütungen an die Mitglieder des Verwaltungsrats setzt sich wie folgt zusammen:

Verwaltungsrat	2021				2020			
	Fixe Vergütung		Andere <sup>1</sup>	Total	Fixe Vergütung		Andere <sup>1</sup>	Total
CHF	in bar	in Aktien <sup>2</sup>			in bar	in Aktien <sup>3</sup>		
Hans-Peter Schwald Präsident	-	369 035	23 676	392 711	-	184 556	13 560	198 116
Rainer Schmückle Vizepräsident	120 000	95 241	-	215 241	-	119 063	-	119 063
Liane Hirner <sup>4</sup>	-	116 069	-	116 069	-	-	-	-
Norbert Indlekofer	62 739	80 109	9 642	152 489	-	77 418	5 771	83 189
Michael W. Pieper	-	119 095	5 483	124 578	-	59 501	2 702	62 203
This E. Schneider	75 000	89 188	8 881	173 069	-	89 282	4 600	93 882
Peter Spuhler <sup>5</sup>	25 000	-	1 893	26 893	-	59 501	4 435	63 936
Oliver Streuli <sup>6</sup>	65 000	38 630	7 617	111 247	-	-	-	-
Ferdinand Stutz	120 000	56 432	12 450	188 882	-	113 131	8 433	121 564
<b>Total</b>	<b>467 739</b>	<b>963 800</b>	<b>69 641</b>	<b>1 501 180</b>	<b>-</b>	<b>702 452</b>	<b>39 501</b>	<b>741 953</b>

<sup>1</sup> Andere Vergütungen enthalten den Arbeitgeberbeitrag für die Sozialabgaben.

<sup>2</sup> Die fixe Vergütung in Aktien berechnet sich anhand der zugeteilten Anzahl Aktien, multipliziert mit dem durchschnittlichen Schlusskurs der zehn Börsentage nach der Generalversammlung 2021 (178.02 CHF). Die Übertragung erfolgte nach Abzug der Sozialabgaben und Verrechnungssteuer.

<sup>3</sup> Die fixe Vergütung in Aktien berechnet sich anhand der zugeteilten Anzahl Aktien, multipliziert mit dem durchschnittlichen Schlusskurs der zehn Börsentage nach der Generalversammlung 2020 (60.53 CHF). Die Übertragung erfolgte nach Abzug der Sozialabgaben und Verrechnungssteuer.

<sup>4</sup> Verwaltungsratsmitglied ab 25.03.2021.

<sup>5</sup> Verwaltungsratsmitglied bis 25.03.2021.

<sup>6</sup> Verwaltungsratsmitglied ab 25.03.2021.

Die Veränderung des Verwaltungsrats honorars im Vergleich zum Vorjahr ist hauptsächlich darauf zurückzuführen, dass die Mitglieder des Verwaltungsrats im Geschäftsjahr 2020 aufgrund der Coronavirus-Pandemie auf die Hälfte ihres Honorars verzichteten und den verbleibenden Betrag vollumfänglich in Autoneum-Aktien bezogen. Zudem wurde der Verwaltungsrat anlässlich der Generalversammlung 2021 um ein Mitglied erweitert.

## VERGÜTUNG AN DIE MITGLIEDER DER KONZERNLEITUNG

Im Geschäftsjahr 2021 beträgt die Summe aller Vergütungen, die an die Mitglieder der Konzernleitung ausgerichtet wurden, 5 645 026 CHF, davon 1 546 113 CHF an den CEO, der einen Teil seines Basissalärs in Aktien erhält. Es erfolgte keine Vergütung an ehemalige Mitglieder der Konzernleitung.

An der Generalversammlung 2020 wurde der Konzernleitung für das Geschäftsjahr 2021 eine maximale Gesamtvergütung von 8,5 Mio. CHF zugesprochen, womit sich deren Vergütung für 2021 im genehmigten Rahmen bewegt.

Es wurden keine Darlehen, Kredite oder zusätzlichen Honorare oder Vergütungen an die Mitglieder der Konzernleitung oder diesen nahestehende Personen ausgerichtet.

Die Summe aller Vergütungen an die Mitglieder der Konzernleitung setzt sich wie folgt zusammen:

Konzernleitung	Fixe Vergütung		Variable Vergütung		LTI <sup>1</sup>	TIP <sup>2</sup>	Andere <sup>3</sup>	Total
<b>2021</b>								
CHF	in bar	in Aktien <sup>4</sup>	in bar	in Aktien <sup>5</sup>				
Alle Mitglieder	2 469 838	72 150	832 450	1 074 156	165 892	-	1 030 540	5 645 026
Davon								
Matthias Holzammer	674 000	72 150	198 424	416 664	52 658	-	132 218	1 546 113
<b>2020</b>								
CHF	in bar	in Aktien <sup>6</sup>	in bar	in Aktien				
Alle Mitglieder	3 127 056	72 077	-	-	-	156 947	1 055 421	4 411 500
Davon								
Matthias Holzammer	657 150	72 077	-	-	-	35 995	133 342	898 563

<sup>1</sup> Für das Geschäftsjahr 2021 wurden 2.5% des Konzerngewinns zugeteilt. Die Vestingperiode für die im April 2022 zuzuteilenden Rechte endet Ende Februar 2025.

<sup>2</sup> Die maximale Anzahl der Aktien wurde mit dem anwendbaren Aktienkurs für die im April 2020 zugeteilten Rechte von 58.15 CHF multipliziert, die Vestingperiode endet Ende Februar 2023.

<sup>3</sup> Andere Vergütungen enthalten den Arbeitgeberbeitrag für die Sozialabgaben, den Arbeitgeberbeitrag für die Pensionskasse und andere Nebenleistungen (fringe benefits).

<sup>4</sup> Der anwendbare Aktienkurs während der definierten Periode war 164.35 CHF.

<sup>5</sup> Der in Aktien ausbezahlte Bonusanteil (mind. 40%) wird mit 1.4 multipliziert und dann in Aktien umgewandelt, wofür der durchschnittliche Schlusskurs der ersten zehn Börsentage im Januar 2022 herangezogen wird (184.12 CHF).

<sup>6</sup> Der anwendbare Aktienkurs während der definierten Periode war 113.15 CHF.

Die Veränderung der Vergütung der Konzernleitungsmitglieder im Vergleich zum Vorjahr basiert hauptsächlich darauf, dass im Geschäftsjahr 2020 weder ein Bonus ausgerichtet noch ein LTI zugeteilt wurde. Zudem verzichtete die Konzernleitung 2020 aufgrund der Coronavirus-Pandemie über einen Zeitraum von drei Monaten auf 10% ihres Basissalärs. Andererseits beinhaltete die Gesamtvergütung im Geschäftsjahr 2020 auch Zahlungen an ehemalige, 2019 ausgeschiedene Mitglieder der Konzernleitung.



# Bericht der Revisionsstelle

An die Generalversammlung der Autoneum Holding AG, Winterthur

## Bericht über die Prüfung des Vergütungsberichts

Wir haben den beigefügten Vergütungsbericht der Autoneum Holding AG für das am 31. Dezember 2021 abgeschlossene Geschäftsjahr geprüft.

Die Prüfung beschränkte sich dabei auf die Angaben nach Art. 14 – 16 der Verordnung gegen übermässige Vergütungen bei börsenkotierten Aktiengesellschaften (VegüV) in den Tabellen «Vergütung an die Mitglieder des Verwaltungsrats» und «Vergütung an die Mitglieder der Konzernleitung» auf den Seiten 130 bis 131 des Vergütungsberichts.

### Verantwortung des Verwaltungsrates

Der Verwaltungsrat ist für die Erstellung und sachgerechte Gesamtdarstellung des Vergütungsberichts in Übereinstimmung mit dem Gesetz und der Verordnung gegen übermässige Vergütungen bei börsenkotierten Aktiengesellschaften (VegüV) verantwortlich. Zudem obliegt ihm die Verantwortung für die Ausgestaltung der Vergütungsgrundsätze und die Festlegung der einzelnen Vergütungen.

### Verantwortung des Prüfers

Unsere Aufgabe ist es, auf der Grundlage unserer Prüfung ein Urteil zum beigefügten Vergütungsbericht abzugeben. Wir haben unsere Prüfung in Übereinstimmung mit den Schweizer Prüfungsstandards durchgeführt. Nach diesen Standards haben wir die beruflichen Verhaltensanforderungen einzuhalten und die Prüfung so zu planen und durchzuführen, dass hinreichende Sicherheit darüber erlangt wird, ob der Vergütungsbericht dem Gesetz und den Art. 14 – 16 der VegüV entspricht.

Eine Prüfung beinhaltet die Durchführung von Prüfungshandlungen, um Prüfungsnachweise für die im Vergütungsbericht enthaltenen Angaben zu den Vergütungen, Darlehen und Krediten gemäss Art. 14 – 16 VegüV zu erlangen. Die Auswahl der Prüfungshandlungen liegt im pflichtgemässen Ermessen des Prüfers. Dies schliesst die Beurteilung der Risiken wesentlicher – beabsichtigter oder unbeabsichtigter – falscher Darstellungen im Vergütungsbericht ein. Diese Prüfung umfasst auch die Beurteilung der Angemessenheit der angewandten Bewertungsmethoden von Vergütungselementen sowie die Beurteilung der Gesamtdarstellung des Vergütungsberichts.

Wir sind der Auffassung, dass die von uns erlangten Prüfungsnachweise ausreichend und geeignet sind, um als Grundlage für unser Prüfungsurteil zu dienen.

### Prüfungsurteil

Nach unserer Beurteilung entspricht der Vergütungsbericht der Autoneum Holding AG für das am 31. Dezember 2021 abgeschlossene Geschäftsjahr dem Gesetz und den Art. 14–16 der VegüV.

KPMG AG

Reto Benz  
Zugelassener Revisionsexperte  
Leitender Revisor

Kathrin Schünke  
Zugelassene Revisionsexpertin

Zürich, 1. März 2022





# Übersicht 2017 – 2021

## CONSOLIDATED INCOME STATEMENT

CHF million	2021	2020	2019	2018	2017 <sup>1</sup>
Revenue	1 700.4	1 740.6	2 297.4	2 281.5	2 205.4
BG Europe	636.9	641.8	900.9	984.5	886.2
BG North America	687.0	753.5	1 001.8	921.8	963.8
BG Asia	281.0	254.1	275.7	260.3	241.9
BG SAMEA <sup>2</sup>	94.7	88.4	125.8	111.5	114.1
EBITDA	179.8	148.5	164.0	197.2	257.8
in % of revenue	10.6%	8.5%	7.1%	8.6%	11.7%
EBIT	57.5	27.8	-32.9	114.1	179.9
in % of revenue	3.4%	1.6%	-1.4%	5.0%	8.2%
Net result	30.1	-10.7	-77.7	74.7	118.9
in % of revenue	1.8%	-0.6%	-3.4%	3.3%	5.4%
Return on net assets in % (RONA)	4.5%	1.3%	-3.9%	7.8%	15.0%
Return on equity in % (ROE)	7.0%	-2.3%	-13.8%	11.6%	19.4%

## CONSOLIDATED BALANCE SHEET AT DECEMBER 31

Non-current assets	942.1	1 002.0	1 174.7	897.5	853.0
Current assets	559.9	806.1	664.4	703.8	689.9
Equity attributable to shareholders of AUTN	357.4	309.7	389.1	519.3	545.7
Equity attributable to non-controlling interests	93.8	103.9	109.9	108.4	112.6
Total shareholders' equity	451.2	413.6	498.9	627.7	658.3
Non-current liabilities	493.9	874.1	748.0	423.1	348.6
Current liabilities	556.9	520.3	592.2	550.6	536.0
Total assets	1 502.0	1 808.1	1 839.1	1 601.3	1 542.9
Net debt <sup>3</sup>	251.4	271.7	335.0	262.7	162.4
Shareholders' equity in % of total assets	30.0%	22.9%	27.1%	39.2%	42.7%

## CONSOLIDATED STATEMENT OF CASH FLOWS

Cash flows from operating activities	100.4	149.7	119.2	124.0	145.2
Cash flows used in investing activities	-29.3	-37.2	-129.1	-164.7	-195.7
Cash flows (used in)/from financing activities	-288.7	122.3	17.5	34.3	5.4
Employees at December 31 <sup>4</sup>	11 840	12 774	13 128	12 946	12 133

<sup>1</sup> Restated.

<sup>2</sup> Including South America, Middle East and Africa.

<sup>3</sup> Net debt excl. lease liabilities at December 31.

<sup>4</sup> Full-time equivalents including temporary employees (excluding apprentices).

## INFORMATION FOR INVESTORS

CHF million	2021	2020	2019	2018	2017 <sup>1</sup>
Number of issued shares	4 672 363	4 672 363	4 672 363	4 672 363	4 672 363
Share capital of Autoneum Holding Ltd	0.2	0.2	0.2	0.2	0.2
Net result of Autoneum Holding Ltd	54.9	24.3	29.7	21.4	51.9
Market capitalization at December 31	788.5	749.6	539.9	685.8	1 306.6
in % of revenue	46.4%	43.1%	23.5%	30.1%	59.2%
in % of equity attr. to shareholders of AUTN	220.6%	242.0%	138.8%	132.1%	239.5%

## DATA PER SHARE (AUTN)

CHF		2021	2020	2019	2018	2017 <sup>1</sup>
Basic earnings per share		4.91	-5.45	-20.82	11.83	19.53
Dividend per share <sup>2</sup>		1.50	-	-	3.60	6.50
Shareholders' equity per share <sup>3</sup>		76.92	66.77	83.73	111.62	117.25
Share price at December 31		169.70	161.60	116.20	147.40	280.75
Share price development during the year	High	201.00	167.50	174.30	317.00	298.00
	Low	133.30	50.00	91.65	130.00	228.80

<sup>1</sup> Restated.

<sup>2</sup> As proposed by the Board of Directors and subject to the approval of the Annual General Meeting.

<sup>3</sup> Equity attributable to shareholders of Autoneum Holding Ltd per share outstanding at December 31.

# Wichtige Termine

**Generalversammlung 2022**

23. März 2022

**Halbjahresbericht 2022**

27. Juli 2022

**Generalversammlung 2023**

23. März 2023

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Alle Aussagen dieses Berichts, die sich nicht auf historische Fakten beziehen, sind Zukunftsaussagen, die keinerlei Garantie bezüglich der zukünftigen Leistung gewähren; sie beinhalten Risiken und Unsicherheiten einschliesslich, aber nicht beschränkt auf zukünftige globale Wirtschaftsbedingungen, Devisenkurse, gesetzliche Vorschriften, Marktbedingungen, Aktivitäten der Mitbewerber sowie andere Faktoren, die ausserhalb der Kontrolle des Unternehmens liegen.

März 2022

Dieser Geschäftsbericht erscheint auch in englischer Übersetzung.  
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Text  
Autoneum Management AG, Winterthur

Design  
evolve advertising AG, Zürich

Fotografie  
Autoneum & Andreas Mader, Winterthur  
Hexagon AB, Stockholm

Redaktionssystem  
Multimedia Solutions AG, Zürich

Druck  
Druckmanufaktur, Urdorf