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WE.MOVE.FUTURE.

KIRCHHOFF AUTOMOTIVE PORTUGAL, S.A.

1963 – 2023

www.kirchhoff-automotive.com

 **KIRCHHOFF**
AUTOMOTIVE



DIÁRIO DO GOVERNO

PREÇO DESTA NÚMERO — 1060

III SÉRIE — NÚMERO 201

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diante guia preenchida pelo concorrente, de harmonia com o modelo n.º 1 anexo ao programa de concurso para adjudicação de empreitadas e de fornecimentos da Câmara Municipal de Lisboa, publicado no Diário Municipal n.º 7678, de 24 de Outubro de 1960.

O concorrente deverá enviar a proposta pelo correio, sob registo, à Câmara Municipal de Lisboa, Direcção dos Serviços de Finanças, 2.ª Repartição, edifício dos Paços do Concelho, 8.º andar, por forma a ser recebida até à hora anunciada para a realização do concurso.

O processo do concurso encontra-se patente na 2.ª Repartição da Direcção dos Serviços de Finanças, edifício dos Paços do Concelho, 8.º andar, das 9 às 12 e das 14 às 17 horas.

Aos sábados o processo do concurso só pode ser consultado das 9 às 12 horas.

E para geral conhecimento se publica o presente edital.

Paços do Concelho de Lisboa, 14 de Agosto de 1963. — O Presidente, António Vitorino França Borges. *3276

CÂMARA MUNICIPAL DE MURÇA

AVISO

A Câmara Municipal de Murça faz público que, por deliberação tomada em reunião ordinária do dia 16 do corrente mês, se encontra aberto concurso, pelo prazo de 30 dias, a contar desta publicação no Diário do Governo, para provimento do lugar de secretário de 2.ª classe do quadro principal, vago pela nomeação do anterior funcionário para outro cargo.

O ordenado mensal ilíquido é de 1500\$. Os concorrentes deverão apresentar, dentro do referido prazo, os seus requerimentos instruídos nos termos legais.

Paços do Concelho de Murça, 19 de Agosto de 1963. — O Presidente da Câmara, António Rodrigues. *3285

CÂMARA MUNICIPAL DE SANTO TIROSO

AVISO

Para os devidos efeitos se publica a lista definitiva com o único candidato ao concurso de provimento do lugar de agente técnico de engenharia civil, aberto por aviso publicado no Diário do Governo n.º 102, 8.ª série, de 30 de Abril deste ano:

Mário Samuel Hersfilio da Costa V. lente.

Mais se publica que esta Câmara Municipal, em sua reunião de 16 do mês corrente, nomeou para aquele cargo o referido concorrente.

Paços do Concelho de Santo Tirso, 17 de Agosto de 1963. — O Presidente, Délio de Castro Cardoso Santarém. *3284

TRIBUNAL DA COMARCA DE GUIMARÃES

Para os devidos efeitos se torna público que, por sentença de ontem, foram declarados em estado de falência Freitas Pereira & C.ª, sociedade em nome colectivo, com sede na Rua da Madroa, bem como os seus sócios Francisco Pereira da Silva Quintas, Raul de Lemos Rocha, todos casados, e o primeiro gerentes comerciais e a segunda proprietária, aqueles moradores no

Largo do Toural e este na Avenida do Cônego Gaspar Estago, desta cidade, tendo sido fixado o prazo de 90 dias para a reclamação dos respectivos créditos, o qual se começa a contar da publicação deste anúncio no Diário do Governo.

Tribunal da Comarca de Guimarães, 31 de Julho de 1963. — O Escrivão de Direito da 2.ª Secção, José Teixeira de Campos.

Verifiquei. — O Juiz de Direito do 1.º Juízo, Artur Lourenço. 807**

GANETAL, METALÚRGICA DA GANDARINHA, L.ª

Certifico que, por escritura lavrada em 12 de Junho corrente, de fl. 10 v.º a n.º 152 do cartório notarial de S. João da Madeira, a cargo do notário Dr. Manuel de Jesus da Silva Guerra, foi constituída entre Rui Hofe de Araújo Moreira, Eduardo José da Costa, José Pinto de Sá e Manuel Soares da Costa uma sociedade comercial por quotas de responsabilidade limitada, que ficou regular-se pelo pacto constante dos artigos seguintes:

1.º A sociedade adopta a denominação Ganetal, Metalúrgica da Gandarinha, L.ª, de Faria de Cima, freguesia de Cucujães, concelho de Oliveira de Azeméis, e durará por tempo indeterminado.

2.º A sociedade tem por objecto a indústria metalúrgica, podendo explorar qualquer outro ramo em que os sócios acordem.

3.º O capital social, integralmente realizado, em dinheiro, é de 50 000\$, e corresponde seguintes: Rui Hofe de Araújo Moreira, 20 000\$; Eduardo José da Costa, 10 000\$; da Costa, 10 000\$; e Manuel Soares

4.º E livremente permitida entre os sócios a cessão de quotas, no todo ou em parte. A cessão a estranhos só poderá efectuar-se com prévio e expresso consentimento da sociedade.

5.º O sócio que pretender alienar a sua quota a estranhos prevenirá a sociedade com a antecedência de quinze dias, por carta registada, declarando o nome do adquirente e as condições da cessão.

6.º A sociedade reserva o direito de preferência nesta cessão, e quando não quiser usar dele é este direito atribuído aos sócios.

7.º Se mais de um sócio pretender adquirir a quota, será ela dividida por todos os pretendentes na proporção das suas quotas.

8.º Exercido o direito de preferência pela sociedade ou sócio, o valor máximo da aquisição da quota será sempre o que resultar da média dos três últimos balanços aprovados, considerada a sua parte nas rendas e acrescido dos lucros ou deduzido dos prejuízos correspondentes ao tempo decorrido desde o último balanço até à data em que se verificar a preferência.

9.º A gerência da sociedade, dispensada de caução, será exercida por dois gerentes, Hofe de Araújo Moreira e Eduardo José da Costa.

6.º É proibido aos gerentes assinar em nome da sociedade quaisquer actos ou contratos que digam respeito a negócios estranhos à sociedade, tais como letras de favor, fianças, abonações e outros semelhantes, ou assumir obrigações ou responsabilidades estranhas aos interesses da sociedade. § único. O gerente que infringir o disposto neste artigo perde o direito aos lucros referentes ao ano em que se der a infracção e ficará, além disso, responsável para com a sociedade pelos prejuízos que lhe causar.

7.º Os lucros líquidos, depois de deduzidos 5 por cento para reserva legal, serão distribuídos pelos sócios na seguinte proporção: 19 por cento para o sócio Rui Hofe de Araújo Moreira e 27 por cento para cada um dos outros três.

8.º Por morte de um sócio, deverão os seus herdeiros, no prazo de 30 dias, nomear um de entre eles que os represente na sociedade enquanto se mantiver indivisa a quota, salvo se preferirem apartar-se a quota, salvo caso receberão o valor da quota apurado nos termos do § 4.º do artigo 4.º, e que lhes será pago em dinheiro dentro do prazo máximo de 180 dias, a contar da data da notificação de que pretendem apartar-se.

9.º As assembleias gerais para as quais a lei não determina forma especial de convocação serão convocadas por cartas registadas com dez dias, pelo menos, de antecedência.

Está conforme ao original.

Cartório Notarial de S. João da Madeira, 20 de Junho de 1963. — A Ajudante, Maria Estrela Moreira Lopes. 808**

SICEL — SOCIEDADE INDUSTRIAL DE CEREJAS, L.ª

Certifico que, por escritura de 30 de Julho de 1963, lavrada no 15.º cartório notarial de Lisboa, a cargo do notário licenciado Armando Cavaleiro Pinto Bastos, foi constituída a sociedade denominada Sicel — Sociedade Industrial de Cerejas, L.ª, com sede em Alcains, de 5 000 000\$ para 22 500 000\$, sendo o aumento, de 17 500 000\$, todo subscrito pela sócia Maria Estrela de Milho e Derivados, S. C. A. R. L., e que foi integralmente realizado por consequentemente, é alterado o seu pacto social pela substituição do seu artigo 3.º, que passa a ter a seguinte redacção:

ARTIGO 3.º O capital social é de 22 500 000\$, constituído pelas seguintes quotas: duas quotas de 1000\$ cada uma, respectivamente pertencente aos sócios Dr. José Vilhena de Almeida e Vasconcelos, Rui Maria da Câmara Pina; uma quota de 21 498 000\$, pertencente à Maizal — Sociedade de Investimentos e de Estudos de Milho e Derivados, S. C. A. R. L.; uma quota de 600 000\$, pertencente a Siagro — Sociedade de Investimentos Agro-Industriais, S. C. A. R. L., e uma quota de 400 000\$, pertencente à Sociedade Agrícola Ibérica, S. C. A. R. L.

§ único. Todas as quotas primitivas estavam já integralmente realizadas, em dinheiro, e a proveniente do au-

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Concurso público n.º 57/63 (sobresselentes de aviso «C-54») Faz-se saber que no dia 27 de Setembro de 1963, pelas 16 horas, na Direcção do Serviço

A Contribution to the History of the German-Portuguese Industrial Relations



60 years as a company
30 years KIRCHHOFF Automotive in Portugal

1963 | The Company Constitution Act

— A group of Portuguese industrialists associated with lightweight metal construction decided to establish a company dedicated to the manufacture of dies for the stamping industry. Gametal - Metalúrgica da Gandarinha, Lda., today KIRCHHOFF Automotive Portugal, S.A., was officially founded on the 12th June 1963.

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You could say that, until 1960, Portugal did not possess an automotive industry. The markedly protectionist law decree Nr. 44.104 from 1961 had a significant impact on the dawn of the national automotive industry, requiring for cars sold in Portugal to have a minimum national content of 25%.

Consequently, over the following years several industrial units were created in Portugal to assemble cars (in a CKD

regime). Soon enough they began to develop local suppliers.

In the wake of this burgeoning context, a group of Portuguese industrialists associated with lightweight metal construction decided to establish a company dedicated to the manufacture of dies for the stamping industry.

Gametal was officially founded on the 12th June 1963. The following October

production began in rented facilities at Gandarinha, in the municipality of Cucujães. The new company's corporate name was derived from the place where the factory was set up.



Faria de Cima, Cucujães, 1967



Founders: Ruy Moreira, Eduardo Costa, José Sá

1963 – 1973 | The Early Years

— In the 60's, the Portuguese economy and automotive industry went through a period of vast growth and modernization. In 1973, twenty small assembly lines assembled a total of 100,000 cars per year, predominantly using national components.

Gametal's first client was its neighbouring company Molaflex (nowadays Faurecia, São João da Madeira), which produced car seats and whose partners were linked to the fledgling company.

In the light of their customer acquisition and the strong growth of their business volume, in 1967 Gametal invested in the construction of a new industrial unit in Faria de Cima, also in Cucujães, where all its activities were transferred.

During its early years, Gametal only produced dies, but by the beginning of the seventies, the company diversified its offer. It started the serial production of stamped parts for the automotive industry, with the manufacture of tools becoming a complimentary activity.

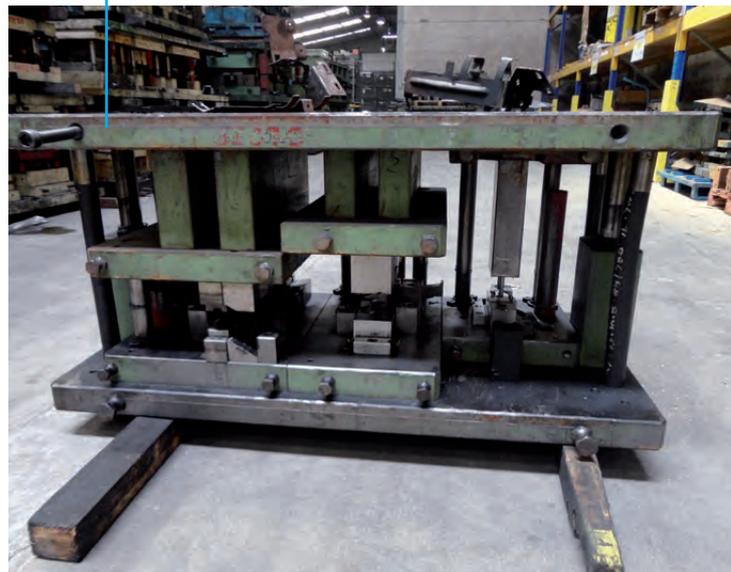
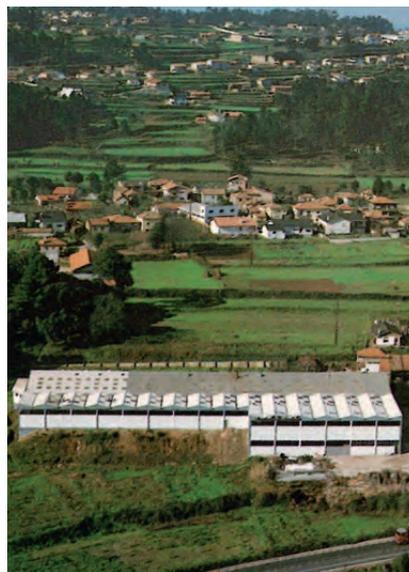


Stamped part

Stamping die



Faria de Cima,
Cucujães, 1980



1973 – 1983 | A Decade of Changes

— In 1973, the first oil crisis shook the automotive industry to its core and raised doubts regarding the growth model of Western economies.

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Likewise, the revolution in April 1974 and the revolutionary period that came in its aftermath caused great turmoil across Portuguese society and its labour relations. For a short while, these events also affected Gametal.

However, this juncture didn't stop the company from conquering new markets and in the meantime becoming a direct supplier of stamped parts for Renault, Ford, Fiat and Volkswagen, even if the series were not too significant in quantitative terms.

After 1980, the Portuguese economy opened up and began to make contacts with the objective of Portugal joining the European Union.

Renault announced the foundation of the first automotive manufacturing facility in Portugal including the manufacture of parts and components, not just its assembly. Production began in 1980 and allowed the production in large quantities. With a view to include the company in Renault's chain of strategic suppliers, in 1979 Gametal surrendered

part of its social capital (36%) to a French partner named Bertrand Faure, nowadays Faurecia.

Thanks to this development, in 1981 Gametal delivered important supplies for the Renault R5, manufactured in Portugal, and for Renault's engine facility in Cacia (Aveiro).



GAMETAL



Renault Clio:
Pedal box

1983 – 1993 | The Bertrand Faure Epoch

— At the beginning of the 80's, the association with Bertrand Faure and Renault gained Gametal notable growth and technological development, improving its technical skills as supplier of increasingly complex components for the automotive industry.

The facility was expanded in 1984 and the structure was reinforced with qualified technical staff. A Quality Assurance System was introduced and in 1991 the company obtained its first certifications by customers such as Renault (A) and Ford (Q1).

Bertrand Faure increased its share, reaching 100% of the social capital by 1989, when the decision was made to

turn Gametal into a stock company. However, by the beginning of the 90s the Bertrand Faure Group decided to focus exclusively on the manufacture of seats, no longer considering strategically pertinent its stamping activities including Gametal, as its subsidiary for this manufacturing sector.

In 1991 Ford and VW announced the creation in Palmela of an important

joint automotive plant – Autoeuropa – aiming to incorporate a strong national content of components. For that effect, it would need specialized stamping suppliers, a sector Bertrand Faure was stepping back from.

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Citroën Mehari:
Chassis





KIRCHHOFF
GRUPPE

GAMETAL

COMPONENTES AUTO



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1993 – 2003 | New Courses

— After 1984, the familiar German KIRCHHOFF Group with more than 200 years of industrial tradition began to supply stamped parts for passenger vehicles, recording rapid growth. In the long run, the Group wished to expand its production activities beyond Germany, enabling it to become more competitive in all supplies to Southwest Europe.

To supply the Autoeuropa project, scheduled to begin in 1994, the KIRCHHOFF Group decided to invest in Portugal.

On the 12th June 1991, in an historical letter Arndt G. Kirchhoff showed his interest in acquiring Gametal. One year after that, Bertrand Faure sold the entire social capital of Gametal to M. Kutsch GmbH & Co. KG (nowadays KIRCHHOFF Automotive Deutschland GmbH), with effect from 1 January 1993. This was the first step in the interna-

tionization of the KIRCHHOFF Group, starting immediately to develop Gametal in terms of size and technology. The first automatic presses and welding robots were introduced.

Between 1993 and 1998, the annual turnover was multiplied tenfold; in the following five years, it doubled once again, underlining the extraordinary importance of the Portuguese facility for the KIRCHHOFF Group.

Already in 1994 the second wing of the Cucujães plant was built, where a new painting line was installed.

In 1999 the company bought a production hall in the Ovar industrial zone where it transferred the whole stamping activity.



From left to right:
 Arndt G. Kirchhoff, Dr. Johannes F. Kirchhoff,
 Dr.-Ing. Jochen F. Kirchhoff and J. Wolfgang Kirchhoff

KUTSCH

M. KUTSCH GMBH & CO. KG **ATTENDORN - GEGR. 1828**

M. Kutsch GmbH & Co. KG - Postfach 280 - D-5952 Attendorn
 Unmetel - Metalurgia da Gandarinha, S.A. - st. Mr. Tomas de Carvalho Araujo Moreira Quinta Azemeis, Faria de Cima Cucujães, Aveiro
 PO - 3720 Oliveiras de Azemeis Portugal

Contact person: Arndt G. Kirchhoff
 Telephone: (02722) 696-211
 Telefax: (02722) 696-219
 Our Reference: K1/hg
 Department: Managing Director

Ihr Zeichen Ihr Schreiben vom D-5952 Attendorn/Westf. Industriegebiet Steese Germany
 den, 12.06.91

Subject: European Community Coming Up, Ford and Volkswagen stepping into Portugal, We are looking for a competent partner within Automotive Supplying Industry

Dear Sirs,

We are a medium-sized company, that is part of a small company group situated in North-Rhine-Westphalia approximately 90 km east from Cologne and Düsseldorf. With specialized stamped and drawn metal parts, welded and subassembled components and high sophisticated surface treatment facilities, we became a leading Automotive Supplier dealing with all famous Automobil companies in Europe.

For your information please find brochures and a brief company presentation attached.

Well educated personal, high flexibility, highest quality standard (we were selected as one of the first OI-Award receivers by Ford Europe), precise delivery in time (for example also to the Spanish market) are the basic outlines of our competence.

To extend our business within the European market and to support the developing Portuguese Automotive Industry we are looking for a partner in Portugal to transfer on one hand technology and on the other hand come to a better product-price-mix, because as you will know wages and production costs in Germany are fairly high.

- 2 -

Formul. ©27 221 696-9
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 Besondere: Sitz Attendorn, Amperhof 029 4816-4 447
 Kompetenz M. Kutsch Verwaltungs-Ges. Attendorn, 4816-4 308
 Dienststelle: Dr.-Ing. Jochen F. Kirchhoff

KUTSCH

M. KUTSCH GMBH & CO. KG **ATTENDORN - GEGR. 1828**

M. Kutsch GmbH & Co. KG - Postfach 280 - D-5952 Attendorn

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We would very much like to meet you and to discuss common fields in business. Any kind of cooperation is appreciated and can be mutually agreed upon.

Please phone us or fax at your earliest convenience.

Thank you very much for your kind attention and apologize for writing in English.

With kind regards
Arndt G. Kirchhoff
 Arndt G. Kirchhoff

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Gametal Ovar, 1999



2003 – 2013 | Development and Consolidation

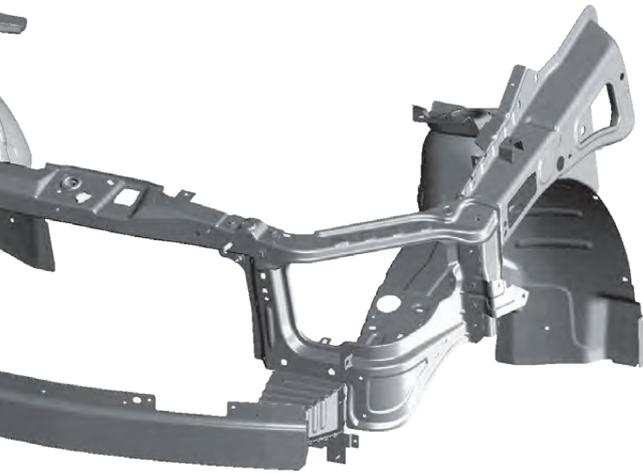
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— The company began to implement more automated stamping technologies, beginning to produce complex assemblies in sophisticated, dedicated welding cells, instead of simple parts with smaller added value. Fully integrated computing solutions, more efficient, lean production systems and continuous improvement processes to optimize performance and increment corporate competitiveness were installed.



Left: plant of Cucujães, 2013
Right: plant of Ovar, 2013





Automatic transfer press



The quick growth of the business required a permanent expansion of the production facilities. The Ovar plant was gradually expanded, by building additional halls according to the company's development and operational needs. Gradually all stamping activity, the tool shop, a significant part of welding operations

and all central services were transferred there.

The Cucujães plant is still fully functional, with its painting line and welding of all parts to be painted, as well as their respective final assemblies.

In the beginning of 2013, after building a new logistics hall in Ovar, Gametal has 20,000 m² of indoor surface in an area of 52,000 m², allowing enough space for future expansion plans.



2013 – 2023 | Investment in New Technologies

Although we were part of the KIRCHHOFF Group since 1993, our company name was still “Gametal” until 2014. There was a good explanation behind this ... All our sister plants had the “privilege” to present themselves to our shareholders, colleagues, customers and suppliers as “KIRCHHOFF Automotive Poland” ... “KIRCHHOFF Automotive Ireland”... but we were “Gametal Portugal”. It was a little frustrating and did not sound like we were part of the KIRCHHOFF Automotive family ...

Why did we not change the name until 2014?

The answer is simple, there was in Portugal an electrical company named Kirchhoff “Electric repairs”. By Portuguese law, two companies cannot have the same name.

Why they named the company Kirchhoff “Electric repairs”?

None of the owners were part of our Kirchhoff family, they even had a common Portuguese surname. The reason they chose Kirchhoff was to honor Gustav Kirchhoff, a famous German physicist that in the 19th century discovered two important laws. These laws were then nominated “Kirchhoff laws”.

How did we come to get the KIRCHHOFF Automotive name?

In 2014, Kirchhoff “Electric repairs” was facing financial difficulties. After a few talks with them and our lawyers, we were able to secure the Kirchhoff name to our company!

The historical day was December 19th, 2014. I would say that we had the persistence and the luck to finally change the name and be 100% KIRCHHOFF Automotive.



Hugo Ferreira and Armindo Jales

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Cucujães 2023



Ovar 2023



Hot Forming in Portugal

For many years, the classical winning management approach, particularly in the Automotive Industry, was based on the balance Quality, Cost and Delivery performances. Nowadays, we need to add a fourth pillar: Innovation!

In the case of KIRCHHOFF Automotive Portugal, this fourth pillar proved to be a success.

For many years, regardless of the plant solid delivery performance, competitive costs, and quality performance, several customers asked our company: "When are you going to have a hot forming line in Portugal?"

They were actually demanding for Innovation.

In mid-2018, the right business opportunity presented itself! In September 2020, we started the serial production of hot forming parts. The increasingly demanding crash performance requirements, associated with the need to reduce emissions by reducing vehicles weight, finds its perfect match in the hot forming products. In fact, this solution allows a reduction in car weight of up to 35%, and a potential cost reduction of

up to 17%. The combination of these two key factors explains the rise in popularity that this technology has gained in recent years.

The joint effects of growing customer demands for hot forming products, plant awareness, and a dynamic sales force, finally resulted in the acquisition of projects P001754-55-56. Without a doubt, the most important project of the decade for KIRCHHOFF Automotive Portugal.

The project involved an investment in excess of eight million euros, which included a plant extension, and the building of a new production hall, Ovar 9. In the new hall, that has a capacity of up to two hot forming lines, and six laser cutting cells, received initially one hot forming line, two spot welding cells, and two laser cutting cells.

From the product development point of view, the first project included four hot forming references, including a B-pillar and an A-pillar upper. The project also included a patch welding hot forming part, and a hot-piercing operation, which were both, at that time, premiere in the entire KIRCHHOFF Automotive Group.



Hot forming line in Ovar



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With this important step, KIRCHHOFF Automotive reinforced its presence and competitiveness in the Iberian and Mediterranean region, a region that has gained relevance in recent years.

Hot forming line in Ovar



¹ When compared with a typical DP 600 B-pillar.

Customers and Markets

60 years after its foundation and 30 years after its integration into KIRCHHOFF Automotive, former Gametal, nowadays KIRCHHOFF Automotive Portugal has a consolidated market position and its competence is recognized by the most demanding and prestigious customers. Customer support and customer satisfaction is the greatest key to success for the company.

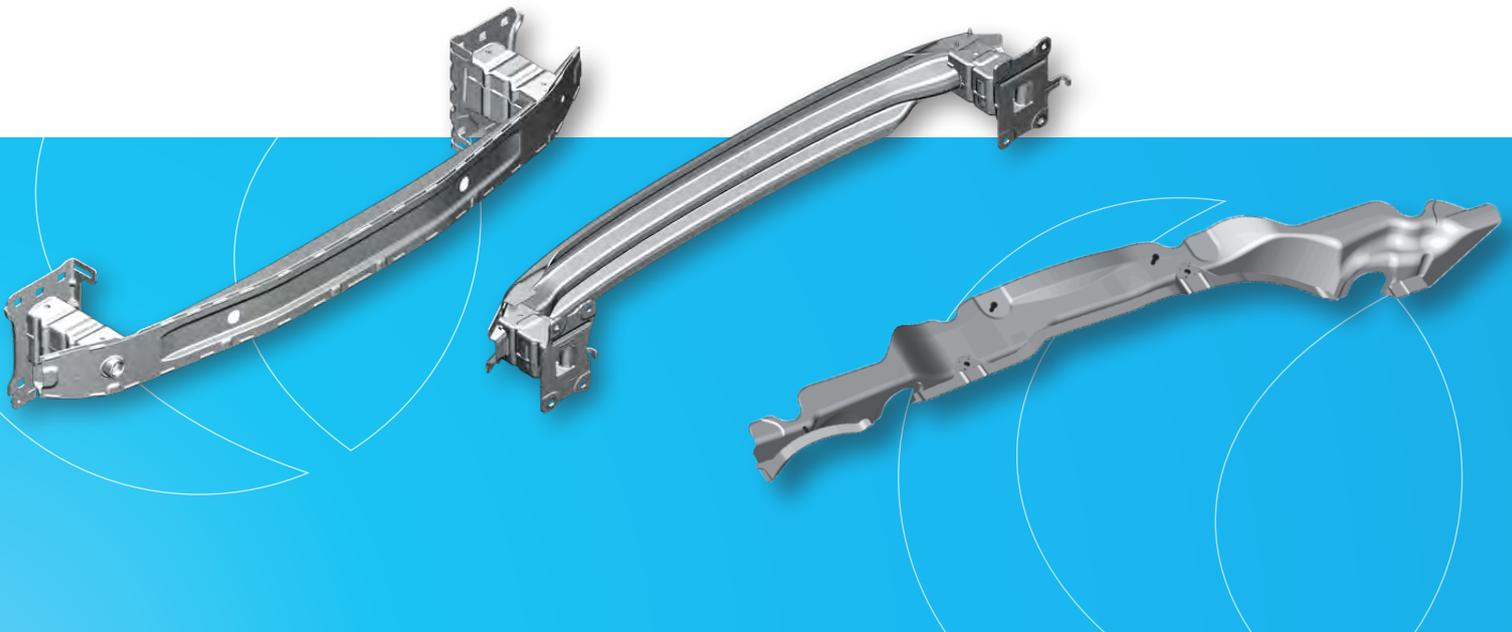
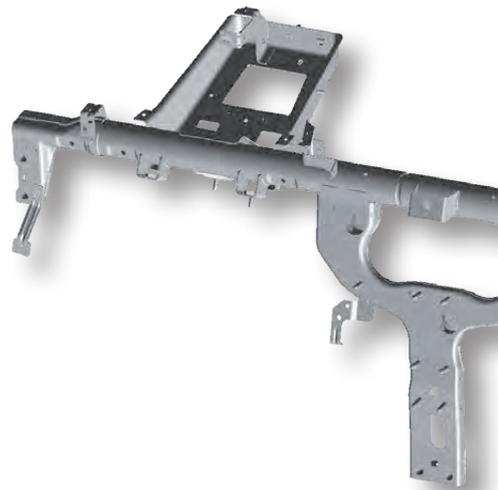
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Thanks to our dedication and effort over the years, the company has solidified its relationship with its customers, always favouring the direct supplies to large car producers, which today represent 98% of its sales.

KIRCHHOFF Automotive Portugal currently delivers to 40 different clients with a range of 636 different products for 85 car models. More than 93% of the production is for export, mostly to

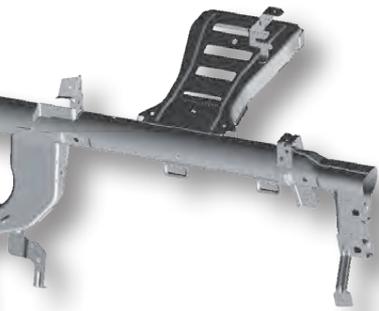
Europe, but also includes customers in America, Asia and Africa, supplying directly to 126 customers' factories in 18 countries.

The wide range of products, technologies, markets, customers and cultures is an important factor of differentiation, competitiveness and stability for KIRCHHOFF Automotive Portugal.



Products

— Today KIRCHHOFF Automotive Portugal manufactures many simple stamped components as well as complex welded steel structures for the automotive industry. The company is known for its more complex products such as the instrument panel beam (cross car beams) and crash management systems, including bumpers and energy absorbing elements.



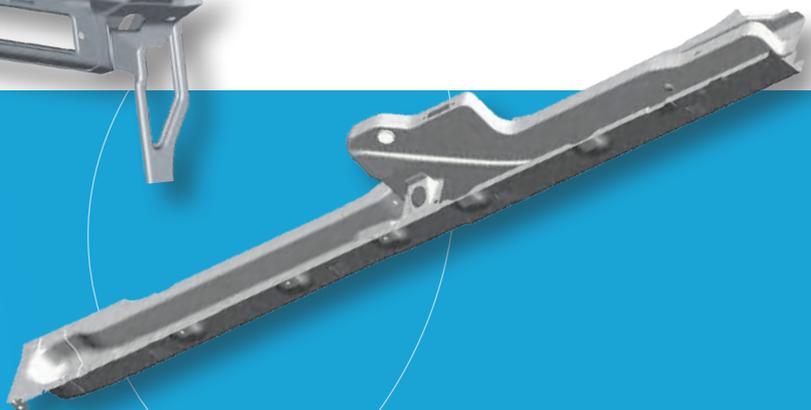
The products are assembled in the chassis, bodywork and interiors of the vehicles.

The main materials used are steel plates in coils, with thicknesses between 0.6 and 5 mm, hot-rolled, cold-rolled, with optional coating by either hot-dip, or electro-galvanizing. For the manufacture of subassemblies, we purchase tubular elements and other components. We also use several fixing components,

with greater relevance to nuts, bolts, rivets and clips.

Products subject to corrosion are protected through e-coating in our facilities, or through electrostatic powder paint by our subcontractors.

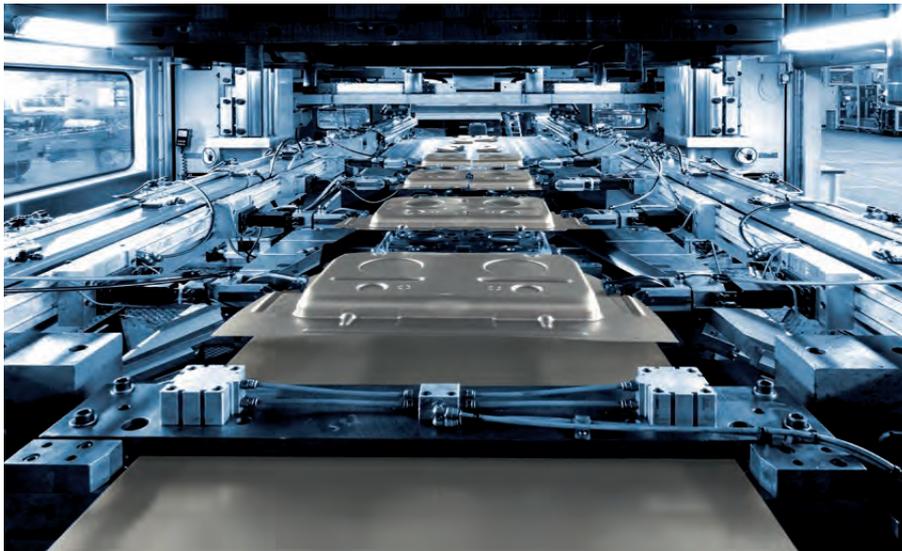
The quality of the suppliers and the cooperation with them are fundamental for the competitiveness and quality levels reached by the company.



Technologies and Processes

Everything from a single source: operating under this principle, we support our customers throughout the entire development and manufacturing process worldwide. This is our core strength.

The main manufacturing processes at KIRCHHOFF Automotive in Portugal include:

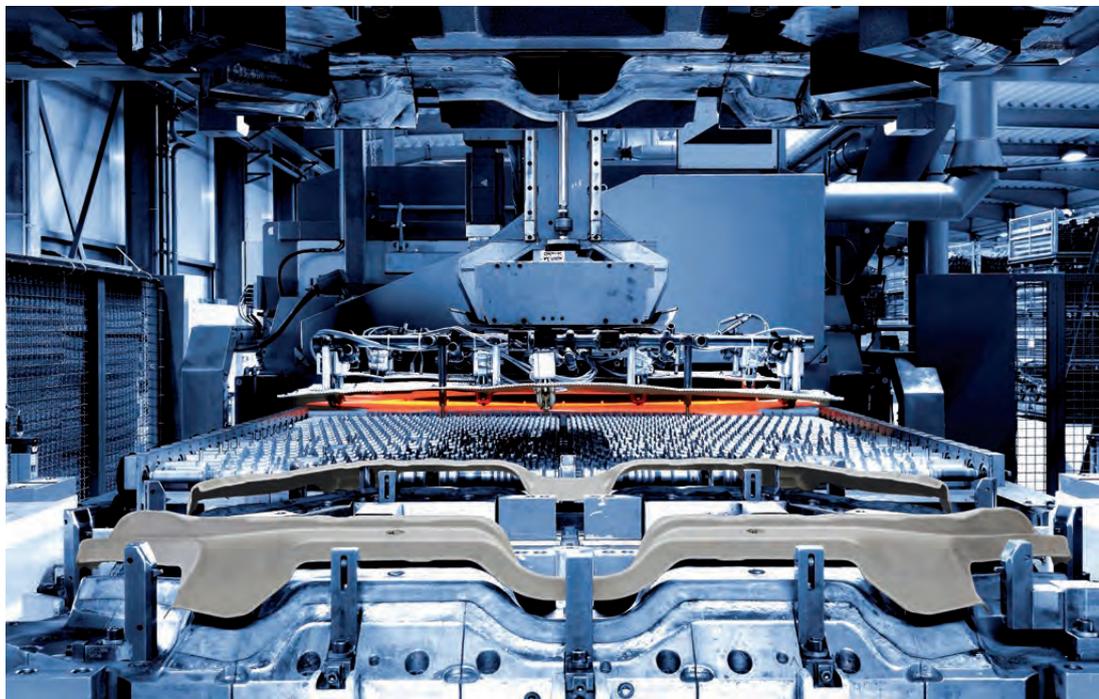


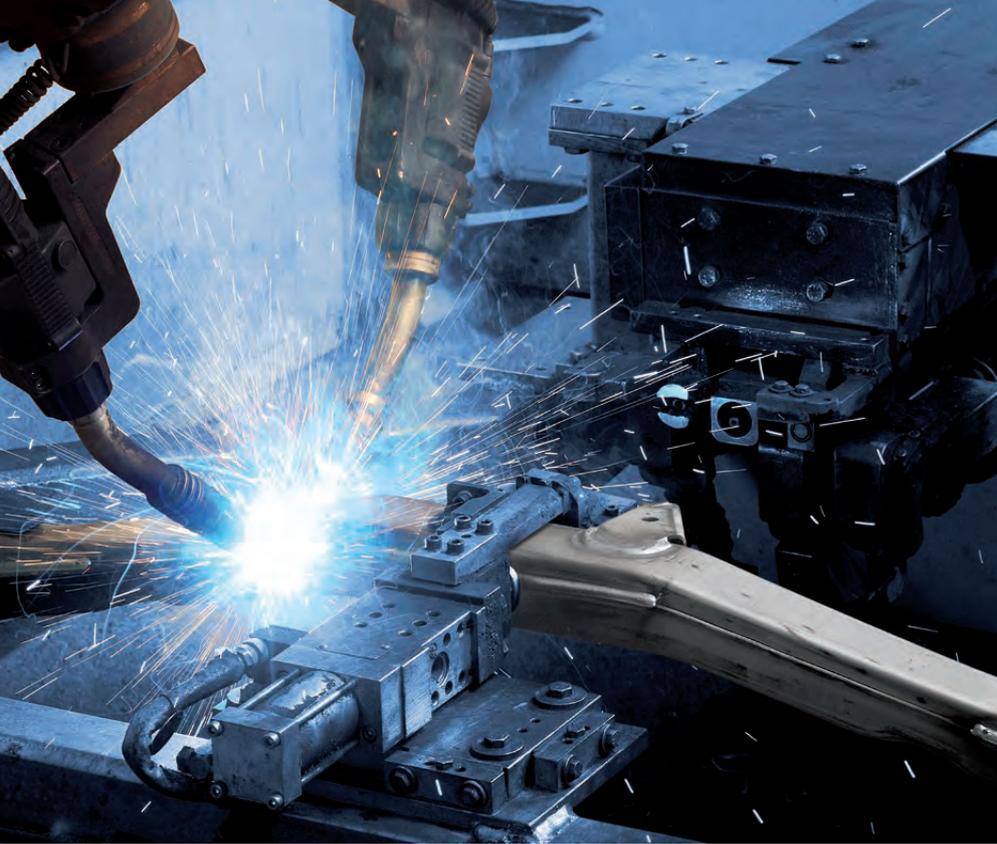
Stamping (up to 1250 t)

- › Servo presses
- › Transfer presses
- › Progressive presses
- › Manual mechanical presses

Hot forming (up to 1200 t)

Hot forming





Welding

- › Spot welding
- › MIG/MAG welding
- › Resistance welding
- › MIG brazing
- › Laser welding (Power up to 4000W)
- › CDW – Capacitor discharge welding

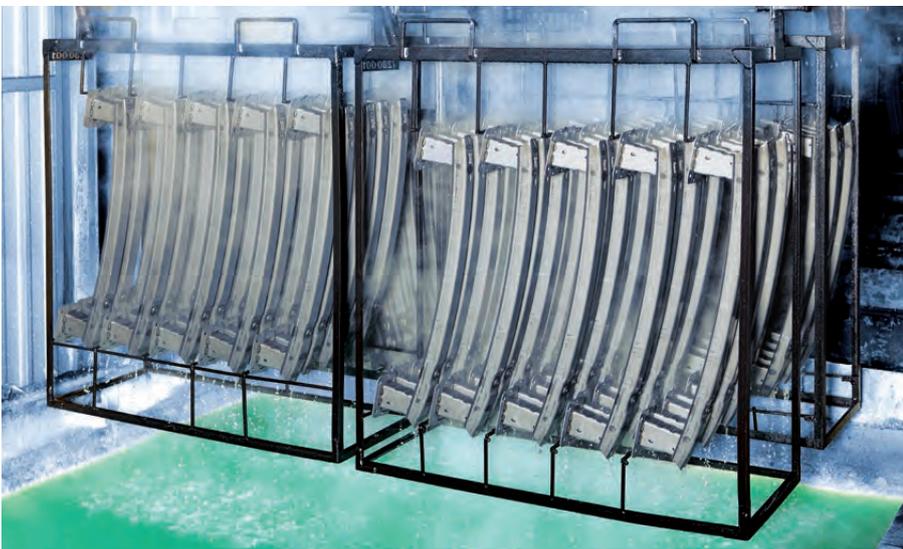
Joining

- › Riveting
- › Glueing
- › Clinching
- › Sealing



Laser cutting

- › Laser cutting 2D and 3D
- › Power up to 3000W



Surface treatment

- › E-coating



From left to right: Tânia Peralta, Sofia Encarnação and Paula Guerner

Proud of our Team: Focusing on the Recognition of our Employees

— We are committed to our employees' motivation, qualification and involvement.

We owe the success of the KIRCHHOFF Automotive Portugal business project to our employees' contribution, which we acknowledge and are grateful for. Therefore we care about our employees, guiding the management of our activity by rules of conduct based on sound principles and values.

By combining German technical know-how and its result-oriented and disci-

plined culture and the ability, motivation, and commitment of the Portuguese, we provide a fertile and productive working environment.

Over 35,000 hours of professional training are given every year to our employees, in a wide range of fields such as technical, behavioral, workplace, languages, environment, safety and quality.

KIRCHHOFF Automotive Portugal places annually more than twenty young people for internships, curricular or professional internships, from professional or higher education programs, from the country's top teaching institutions.

KIRCHHOFF Culture Life

KIRCHHOFF Culture Life is a cultural initiative by KIRCHHOFF Automotivo and is designed **to contribute to the well-being of its employees and their families.** It aims to promote internal sports activities and to offer families cultural events.

Within the KIRCHHOFF Culture Life, together with the families, the employees in Portugal had the opportunity to encourage an event as part of the social and environmental responsibility that consisted in planting 1785 trees in the Natural Reserve 'Dunas de São Jacinto'.





Ovar: From left to right: Anthony Borges, Jacinta Leite, Prudêncio Vendeira, Eugénio Leite, Joel Cardoso, Filipe Leite, Rui Leite, João Vieira



Cucujães: From left to right: Ana Moreira, Cátia Nunes, Andreia Sá and an employee of Hey Mate

KONECT Day

The KONECT Plan is based on the Annual Communication Plan with initiatives all year round, namely the KONECT Day in which every month, there is a day to celebrate a theme in the Company. **The aim is to have a different working day devoted to a theme that is important to us.** Over the past years we have celebrated various themes such as: KONECT Day Zero Defects, KONECT Spring Day, KONECT Day Carnival, KONECT X'mas,

KONECT Day Magusto, KONECT Day Environment, KONECT Day Happy Days, KONECT Day Bifana, KONECT Day Sweet, KONECT Day Magic, KONECT Day Fogaça, KONECT Day Ice cream, KONECT Day Bola de Berlim, etc.

As part of the KONECT Plan we have marked, in the course of the year, important dates such as the International Women's Day, the International Men's Day, the International Thank-You Day,

the World Library Day, the International Environment Day, the International Firefighters Day, the World Day for Safety and Health at Work, the World Health Day, or the Data Privacy Day.

The main purpose of the KONECT Plan is to strengthen ties and the feeling of belonging of the Employee to the Company.

KONECT Direct Talks

The KONECT Direct Talks initiative is a meeting between the Management and six of our employees, from different departments such as Production, Logistics, Maintenance, Toolshop, Quality, identified by the Leaderships to participate in a moment of conversation and refreshment.

Once a month, in Ovar and Cucujães, our Managing Directors Armindo Jales and Hugo Ferreira talk informally about a topic with the employees and therefore ensure an upward as well as down-

ward communication and a greater closeness to the Shop Floor and to the employees that everyday work with commitment and dedication for the Organization's results.

The topics covered to this day are:

- **Impact of the pandemic and the war on KIRCHHOFF Automotive Portugal**
- **My integration at KIRCHHOFF Automotive Portugal**
- **Company 2023 objectives and**

feedback from the Management's communication

- **Zero Accidents, Zero Defects Goal**

The feedback we have received from the employees who participate in the Direct Talks initiative is very positive as they feel they have the opportunity to share their opinions, ask questions and hear important messages directly from the Management.

Ovar: From left to right: Sónia Mota, Armindo Jales, Manuel Félix, Carla Pinho, João Lemos Sousa, André Silva, Ricardo Oliveira, Hugo Ferreira

Cucujães: From left to right: Hugo Ferreira, Igor Fernandes, Vítor Silva, Cátia Nunes, Cristiano Andrade, Sónia Mota, Ricardo Conceição, Edgar Sousa, Armindo Jales



'Learn about the work of ...' Initiative

'Learn about the work of ...' is an initiative in which every month we disclose a job position and the person who performs it. **This is an opportunity for our employees to learn about each other better, talking about their academic and professional background and also about the challenges they face in their everyday work.**

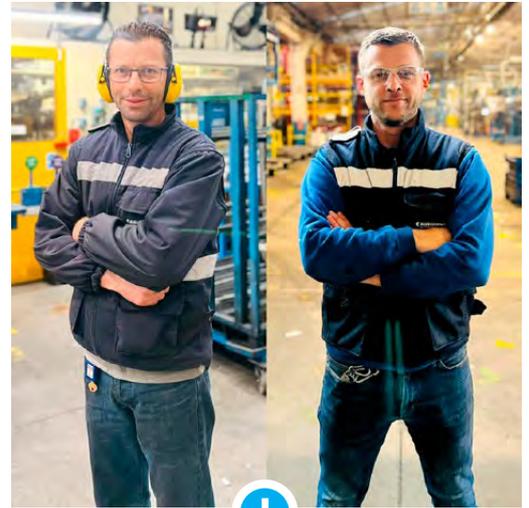
With this initiative, we have already disclosed, internally and externally, numerous roles such as: Toolmaker Technician, Painting Operator, Logistics Team Leader, Metrology Technician, Production Supervisor, Maintenance Technician, Destroyer Operator, Controller, Production Process Engineer, Supplier

and Laboratory Quality Engineering Manager, Logistics Team Leader, and Infrastructure Maintenance Technician.

We feel that the employees taking part in this initiative feel very proud of their role and contribution to the Organization. This is an excellent opportunity for the Company to publicize its roles, as well as to share the constant challenges it is constantly facing.

José Figueiredo (Ovar)

Ricardo Costa (Cucujães)



Helena Boia (Ovar)

Cátia Nunes (Cucujães)

KONECT Direct Talks Ovar: From left to right: Hugo Ferreira and Armino Jales



KIRCHHOFF Automotive Running Team

The KIRCHHOFF Automotive Running Team consists of a group of employees who value the practice of sport and the promotion of healthy lifestyles. During the year, the running and walking competitions in which the KIRCHHOFF Automotive Running Team participates are selected.

This initiative not only promotes outdoor sports, but also socializing between fellow employees and the feeling of companionship.



Some colleagues from the KIRCHHOFF Automotive Running Team



KOMPET and Qualifica

The KOMPET Program, created almost 10 years ago, aims to support our employees who wish to invest in their academic education by resuming their studies.

The Qualifica Program is a dynamic program by the Portuguese Institute of Employment and Professional Training (IEFP) and its main goal is to certify the lifelong learning and thus increase the level of schooling to the 9th and 12th grades.

In the two programs, more than 50 employees of KIRCHHOFF Automotive Portugal invested in their personal development and therefore increased the level of schooling, thus creating conditions to evolve in their career.

Driving Towards Zero Defects

Being a first line automotive supplier requires a customer oriented quality policy and practice and to strictly adhere to international quality standards.

KIRCHHOFF Automotive Portugal is certified to IATF 16949 and guarantees compliance with each client's specific requirements.

Following the demands of the automotive industry, the level of quality incidents and customer rejections has continuously decreased however, the level of customer demand has increased, which leads us to "live" in daily con-

tinuous improvement. Over the last few months, we have substantially reinforced the quality initiatives in our company to achieve the target of Zero Defects.

Among other quality awards often attributed by the customers to our company, we recently received the supplier of the year award from Customer SMRC, for whom we produced the CCBs for the K9 project.

Ovar: From left to right: Armino Jales, Paula Guerner, Hugo Ferreira



Cucujães: From left to right: Joagner Reis, Jorge Ferreira





Ovar: From left to right: João Gonçalves, Luis Franco, António Dias, Helena Boia, Tiago Martins, Rosa Costa, Paula Guerner, Fábio Soares, José Lopes



Cucujães: From left to right: Miguel Ferreira, Diana Laranjeira, Fábio Pinho

Health and Safety

Health and Safety at our employees workplace is one of our company's main concerns and, consequently, No. 1 priority of its management. Physical and mental health of all employees is vital for the well-being of both the employees themselves and the company. For this reason, one of the objectives of KIRCHHOFF Automotive is the implementation and continuous improvement of an occupational health and industrial safety policy.

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To this purpose, the “Zero Accidents” campaign was launched on **24th March 2022**, a starting point to improve the organization’s safety strategy.

We are focused on ensuring that employees return home with no injuries, and their health unaffected after a day's work while carrying out their activities.

This campaign has proactively committed all areas with the purpose of achieving the implementation of all proposed actions and the engagement of all. After all, **“Zero Accidents is a goal for everyone, every day!”**

Along with the implemented actions, a set of marketing measures have been carried out with a view to a better and greater involvement. You may find placards, posters and rollups placed in the different sectors where such involvement can be observed.

To mark this very important campaign, several ludic events have been taking place since then in the Ovar and Cucujães plants, with some activities and gifts. The aim is to create general sustainability so that, together, we can be increasingly closer to this goal.

After the beginning of this campaign, and more than a year having elapsed, we can only say that the balance is very positive! Sick leave after accidents has decreased substantially, and there have been effective improvements in work post conditions and in the processes of the Occupational Health and Safety Management System of KIRCHHOFF Automotive Portugal, S.A.



Some colleagues from our toolshop in Ovar



Some colleagues from our shipping in Cucujães

Environment and Energy

Corporate responsibility towards the Environment may be expressed through the way an organization interacts with the surrounding Environment, combining in this parameter all manufacturing processes and interactions with its customers, suppliers, and employees.

Environmental responsibility at KIRCHHOFF Automotive

As a family-owned company with a long tradition, KIRCHHOFF Automotive takes Social, Environmental and Cultural Responsibility as one of its core values. In doing so, it pursues the objective of being a reliable partner to society and taking responsibility for its business activity. Therefore, environmental, and social sustainability stands for the thorough use of natural resources.

Environmental responsibility at KIRCHHOFF Automotive Portugal

In the sphere of its business activity, KIRCHHOFF Automotive Portugal takes its environmental responsibility by managing carefully and sustainably the available natural resources and by minimizing the Environmental Impact of its activities.

We are committed to the sustainable use of water and power, to send most of the waste we produce for recovery (recycling or energy generation) and to use the least harmful raw materials to the environment and to our employees. In this respect, KIRCHHOFF Automotive Portugal has implemented and certified an Environmental Management System in accordance with the requirements of the NP ISO 14001 standard, allowing the organization to manage systematically the environmental aspects related to its manufacturing processes, thus helping to achieve its environmental duties and performance goals.



New Goals:

As one of the requirements of the KIRCHHOFF Automotive Group, KIRCHHOFF Automotive Portugal intends to implement and certify the **Energy Management System in 2023**. In this context, it is aimed to integrate energy efficiency issues from the beginning of a new project or a new activity, thereby ensuring effective energy management over its lifetime and integrated with other Management Systems

Environmental Responsibility is for ALL!

While we have already started this process, there is still a lot to do, because environmental sustainability depends on each one of us and on our commitment as persons responsible for our actions.

Everything counts! Every action, however small and insignificant it may seem, makes a difference.



The Group of Companies

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— KIRCHHOFF Automotive offers body solutions that make tomorrow's mobility safe. Innovative and economical lightweight products ensure that people are optimally protected in the event of an accident.

As a supplier to the automotive industry, KIRCHHOFF Automotive develops and produces complex metal and hybrid structures for body-in-white and chassis that are lightweight, economical and crash-proof. Because the vehicles of the future – from electric to autonomous – also need bodies that ensure the greatest possible safety for all those involved in an accident in the event of an emergency.

As a global player, we offer our customers in Europe, Asia and North America comprehensive know-how in the areas of economical lightweight construction and crash performance. With the ad-

vanced technology of partial press hardening, KIRCHHOFF Automotive is able to produce steel products with different strength ranges and thus weight- and crash-optimized body components.

Many car manufacturers today have complex structural parts for the body in-white made in hybrid design – combinations of steel-aluminum or metal-plastic – developed by us and manufactured worldwide. A global production network with the core technologies of forming, joining, lightweight construction and surface treatment ensures uniform manufacturing and production standards. Products such as

crash management systems, front-end frames and cross-members are assembled into a wide variety of components in JIT plants in close proximity to customers.

The family-owned company, which has existed since 1785, is part of today's KIRCHHOFF Group, which is made up of the Automotive, Ecotec, Mobility and WITTE Tools divisions. With more than 8,000 employees and 27 production plants in 11 countries, KIRCHHOFF Automotive represents the largest division in the group.

1785

Foundation Witte needle company

1894

Foundation first stamping plant Iserlohn

1963

Foundation of Gametal

1984

Takeover M. Kutsch, Attendorn – entering the passenger cars sector

1993

Beginning of worldwide expansion with Gametal

1999

First activities in North America (VRK)



KIRCHHOFF Automotive Portugal Activity Indicators

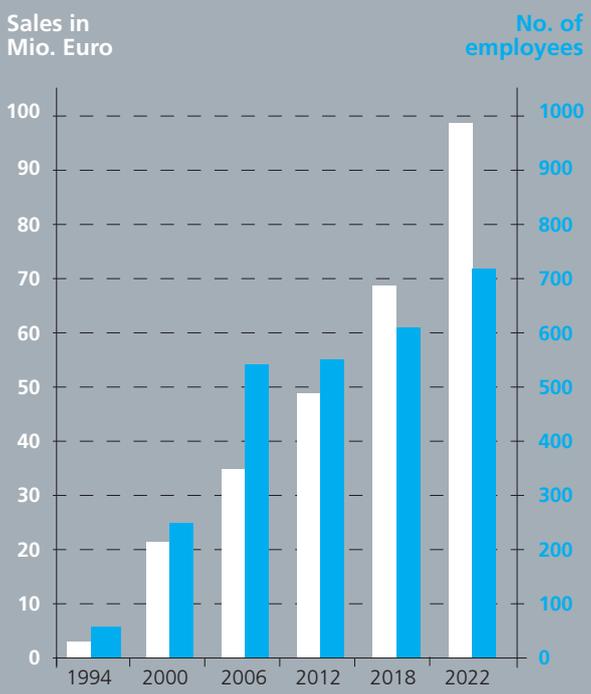
Since its integration into KIRCHHOFF Automotive in 1993, sales at KIRCHHOFF Automotive Portugal has had a continuous and exponential growth. For 2023 total sales of approx. 118 million euros are expected.

The total of employees are 729, with a low turnover that guarantees the stability and cohesion of the organization.

In the last thirty years, the company invested more than 62 million euros in order to keep up with the business growth.

The recent acquisition of new complex products has led to an investment of 37,5 million euros between 2019 and 2022 and guarantees the evolution of KIRCHHOFF Automotive Portugal.

MAKING.MOBILITY.SAFE.



- 2006**
First plant in China / Asia
- 2011/2016**
Majority shares / complete takeover of Van-Rob (10 plants in USA/Canada/Mexico)
- today**
8500 employees (plan 2023)
27 plants in 11 countries on 3 continents

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