


# KEEPING THE MOMENTUM

AUTODOC at a glance

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# Letter from the management board

## From the driver's seat: Steering AUTODOC together

2025 was a year that tested us in many ways and reminded us what makes AUTODOC strong: our people. Across warehouses, offices, partner garages and behind every screen supporting our customers, thousands of colleagues showed resilience, dedication and creativity every single day.

Together, we took steps that will shape our company for years to come. In Cheb, the C27 warehouse project continues to move us toward a largely automated future there, making our operations smarter and more efficient. In Belgium, our warehouse is now a key hub for serving customers across the Benelux and France. And in the UK, the launch of AUTODOC Operations UK Limited lays the foundation for exciting growth ahead. On the digital side, AUTODOC PRO and our MARKETPLACE continue to expand, bringing our mission to life to create an accessible and trusted ecosystem, giving both professional and retail customers more choice and flexibility than ever before.

Furthermore, since 2020/21, AUTODOC has consistently integrated AI technologies to optimise internal software development lifecycles and enhance the customer experience through conversational commerce and mobile assistants. But beyond projects and processes, what really matters is the human side. It's the colleague staying late to solve a problem, the team thinking creatively about the next improvement, the shared commitment to making the customer experience better every day.



**Our vision is to build the leading European technological ecosystem connecting sellers and customers across the automotive aftermarket.**

Of course, 2025 had its challenges. Change and growth are rarely smooth and uncertainty can be demanding. Watching our teams adapt, support one another and keep moving forward has been inspiring. It reminds us why we do what we do and why the people of AUTODOC are our strongest foundation.

2026 holds new opportunities. We remain committed to building responsibly, to investing in our people and technology and to creating a company that is resilient, inclusive and ready for the future.

This Factbook is an invitation to see the work behind the scenes. Thank you to every colleague, partner, customer and supporter who is on this journey with us. We are grateful for your trust, belief and commitment.

Warm regards,

**Dmitri Zadorojnii**
Chief Executive Officer

**Lennart Schmidt**
Chief Financial Officer

# The largest digital pure play platform in the European auto aftermarket

**AUTODOC is the largest and fastest growing auto parts E-Commerce platform in Europe**
Present across 27 countries with more than 5,500 employees, AUTODOC generated sales revenue of €1,808 million in 2025, supplying more than 9.3 million customers with an offering of approximately 7.8 million vehicle parts and accessories for car, truck and motorcycle brands.

**AUTODOC's mission is to create an accessible and trustful ecosystem**
Our unique business model is based on innovative technology for all automotive aftermarket participants to offer a seamless experience focusing on securing fully operating vehicles.

**AUTODOC targets B2C and B2B customers through targeted and bespoke offering across online channels**
We serve a fragmented market of vehicle owners and car enthusiasts, as well as independent mechanics, repair shops and fleet owners via our websites and mobile app.

**AUTODOC is committed to its role as a reliable partner for employees, partners and customers**
AUTODOC integrates best-in-class ESG protocols into all areas of its business to ensure long-term, sustainable success for its employees, customers, shareholders and the broader society in which we operate.

**€1,808m**
2025 sales revenue

**+23.5%**
Sales revenue CAGR 2018–2025

**€163.8m**
2025 Adj. EBITDA

**>5,500**
Employees

**13**
Locations

**7**
Warehouses

**27**
Countries

**9.3m**
Active customers

**7.8m**
Products

**18.9m**
Orders in FY2025

## OUR 13 LOCATIONS*




* Offices and Warehouses

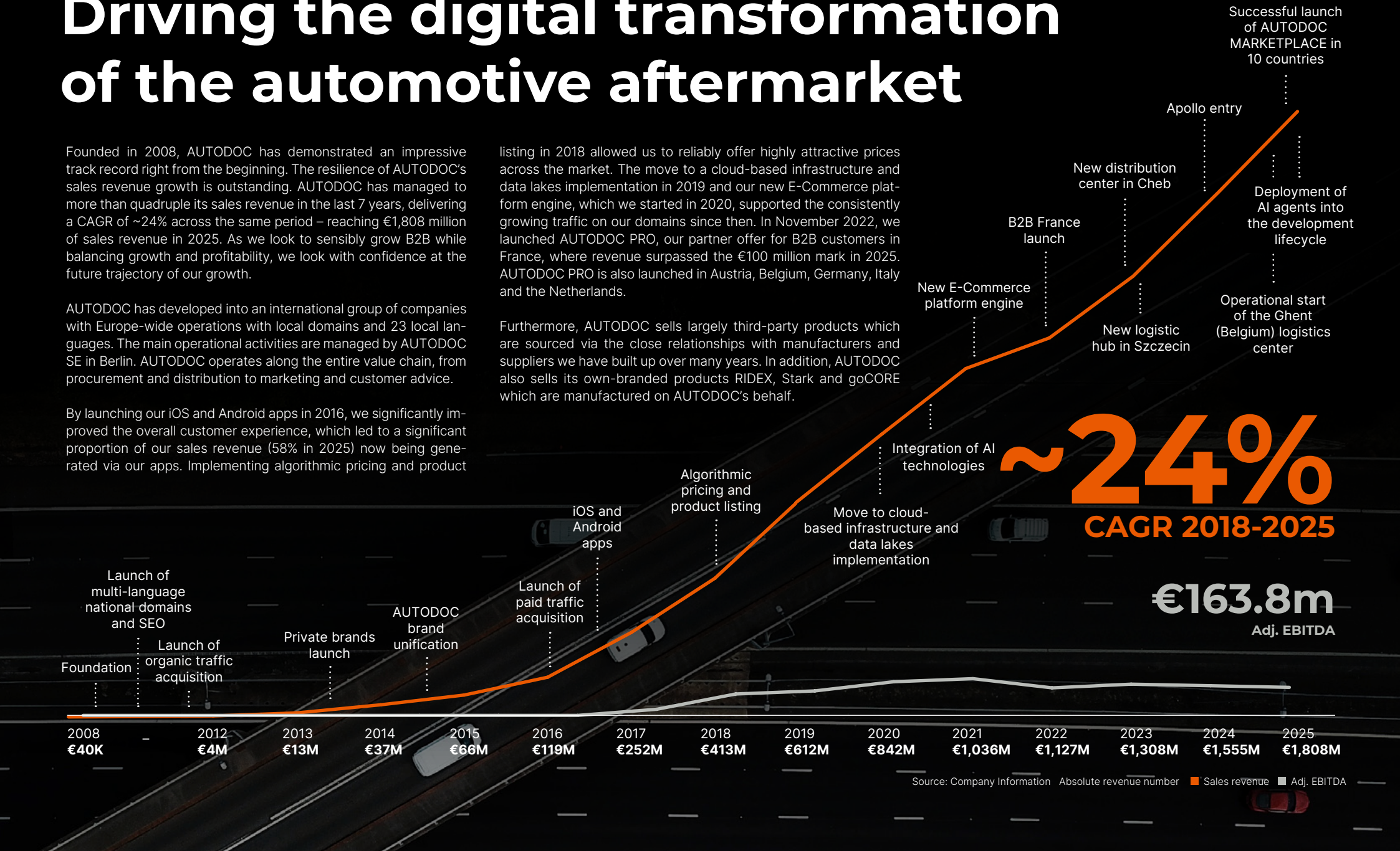
# Driving the digital transformation of the automotive aftermarket

Founded in 2008, AUTODOC has demonstrated an impressive track record right from the beginning. The resilience of AUTODOC's sales revenue growth is outstanding. AUTODOC has managed to more than quadruple its sales revenue in the last 7 years, delivering a CAGR of ~24% across the same period – reaching €1,808 million of sales revenue in 2025. As we look to sensibly grow B2B while balancing growth and profitability, we look with confidence at the future trajectory of our growth.

AUTODOC has developed into an international group of companies with Europe-wide operations with local domains and 23 local languages. The main operational activities are managed by AUTODOC SE in Berlin. AUTODOC operates along the entire value chain, from procurement and distribution to marketing and customer advice.

By launching our iOS and Android apps in 2016, we significantly improved the overall customer experience, which led to a significant proportion of our sales revenue (58% in 2025) now being generated via our apps. Implementing algorithmic pricing and product listing in 2018 allowed us to reliably offer highly attractive prices across the market. The move to a cloud-based infrastructure and data lakes implementation in 2019 and our new E-Commerce platform engine, which we started in 2020, supported the consistently growing traffic on our domains since then. In November 2022, we launched AUTODOC PRO, our partner offer for B2B customers in France, where revenue surpassed the €100 million mark in 2025. AUTODOC PRO is also launched in Austria, Belgium, Germany, Italy and the Netherlands.

Furthermore, AUTODOC sells largely third-party products which are sourced via the close relationships with manufacturers and suppliers we have built up over many years. In addition, AUTODOC also sells its own-branded products RIDEX, Stark and goCORE which are manufactured on AUTODOC's behalf.



# Operating in a large market with huge potential

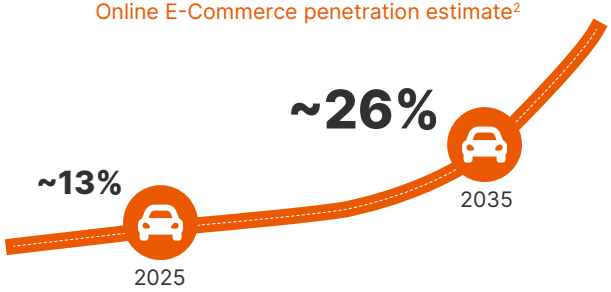
Transformation from offline to online, ageing European car parc, overall market expansion and the increase of E-Commerce adoption: AUTODOC is well positioned in a growing B2C and B2B segment and thus ensuring sustained growth and a strong competitive edge.

The total European car parc is continuously growing and aging, creating a larger repair potential in the automotive aftermarket. At present, around 62% of the 328 million cars in Europe are older than 8 years. According to a study by Boston Consulting Group (BCG), in 2035 there will be 343 million vehicles in Europe – 64% of the cars of the total market will be older than 8 years. AUTODOC's key customer segment (cars >8 years) is growing and accounts for 73% of the independent automotive aftermarket (IAM) spend.

The market growth is driven by consumers placing greater importance on the convenience of online shopping, allowing them to quickly access information, compare prices, enjoy fast checkout, select preferred delivery options and receive professional support both before and after their purchase. The E-Commerce penetration in the independent automotive aftermarket's B2B and B2C segments is approximately 13% in 2025 according to the same study. There is strong growth potential for E-Commerce in the auto parts sector until 2035.

AUTODOC offers unmatched value that competitors cannot replicate and aims to align the share of its presence in key countries with the share composition of the overall European automotive aftermarket.

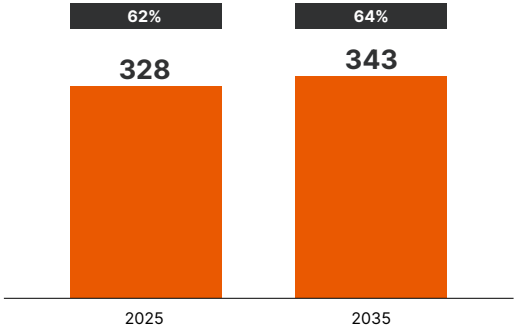
**Automotive aftermarket**
Online E-Commerce penetration estimate[2]





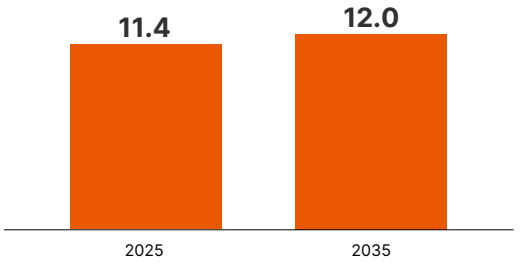


**European car parc[3]**
m units, % cars >8 years




**Macroeconomic situation delays buying decision resulting in increasingly aging car parc**

**Avg. European car age**
in years




**Age of car parc influences annual spend on spare parts**

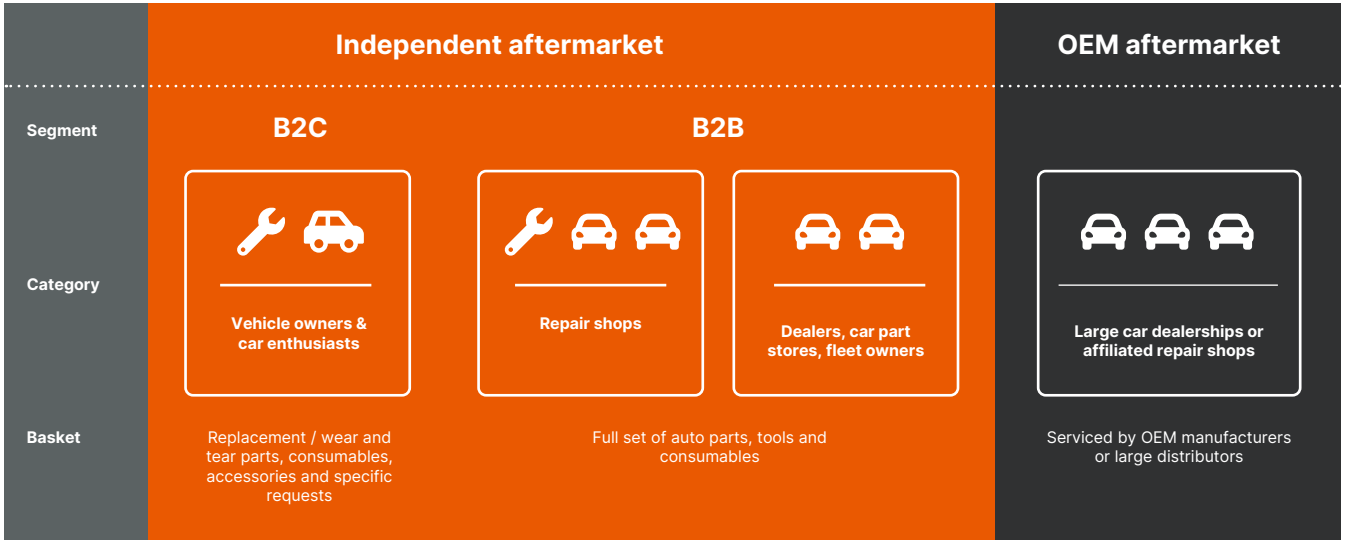
Sources: Study by BCG "Shifting gears: E-Commerce in the European Automotive Aftermarket" / Company analysis. Notes: **1** Includes Accessories & Lifestyle E-Commerce. **2** Refers to share of E-Commerce within B2C and B2B segments within total European Independent Aftermarket. **3** Car parc data referring to passenger cars and light commercial vehicles.

# AUTODOC's offering

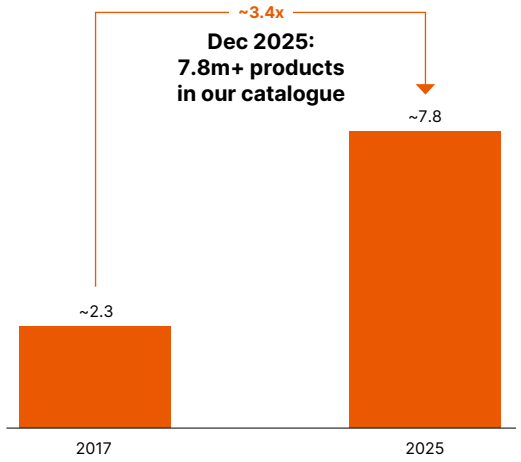
Our customers choose us because of our assortment, our prices and the convenience. As we were the first mover to a dedicated app in 2016 and due to our engagement on social media, they can easily find what they need online. Our AUTODOC app was downloaded around 15 million times in 2025 and around 141 million times since launch in 2016. AUTODOC continuously expands its already market-leading product range, especially as more models from manufacturers become available.

In 2025, we offered a range of approximately 7.8 million products from around 2,700 brand manufacturers, including our own popular brands, serving over 340 vehicle brands with confidence. The AUTODOC CLUB features more than 21,000 PDF instructions and 3,500 video tutorials.

Today, we maintain a leading position in the E-Commerce-based European independent aftermarket, with strong growth in core B2C markets and added potential to take market share from the much larger B2B market.

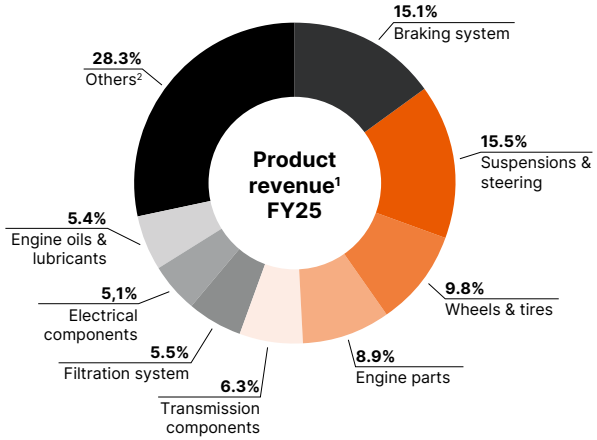



## Growing AUTODOC product assortment



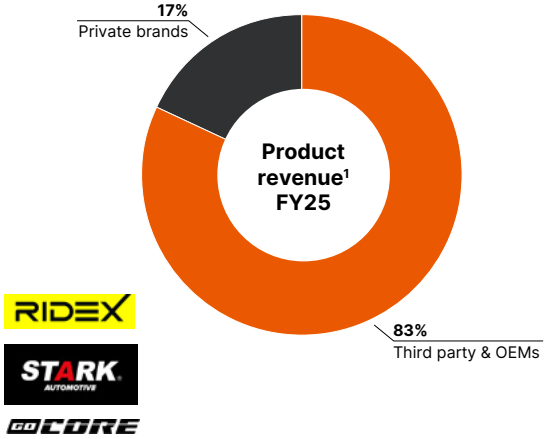

## Broad product and brand selection

**The „pharmacy" for your car**




## Private brands

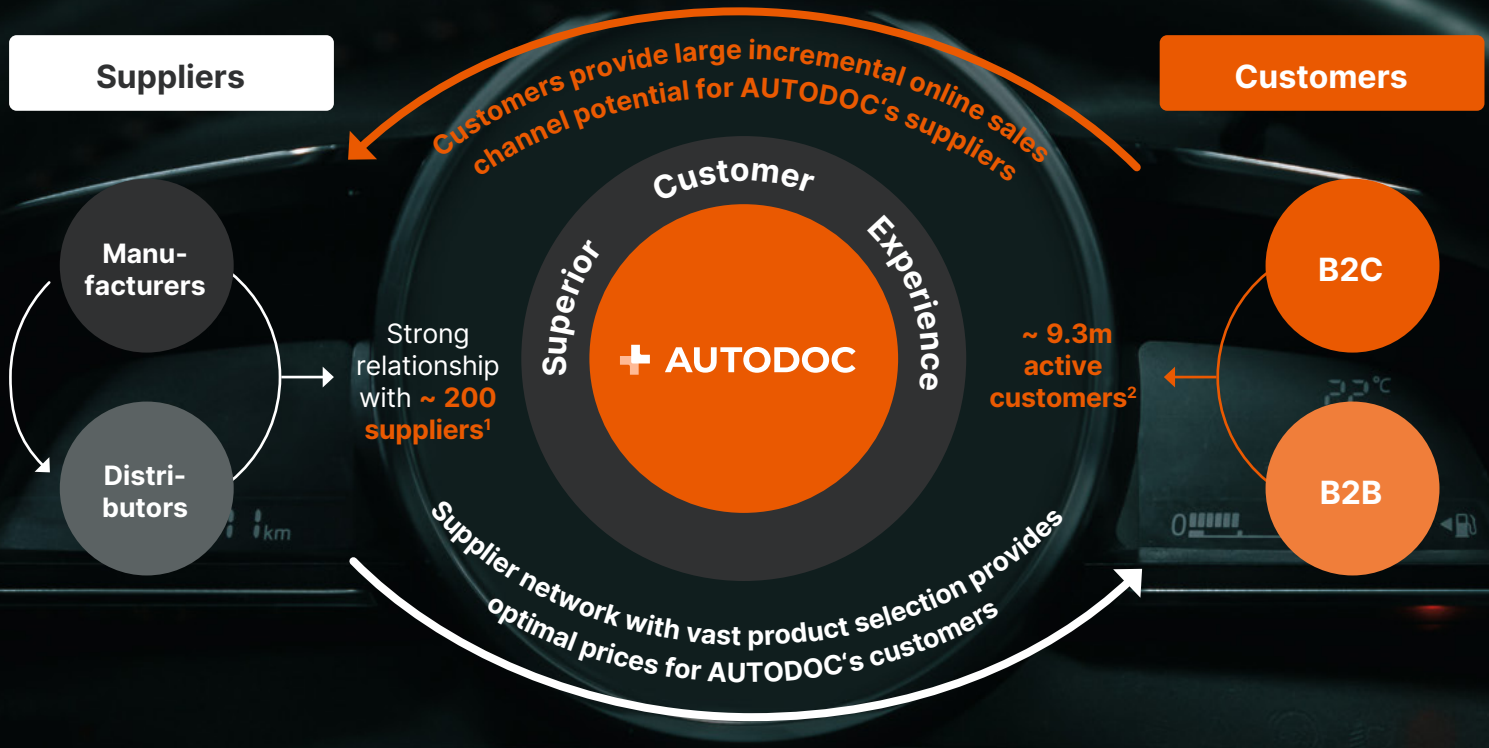
**Key differentiator**




Source: Company information

Notes: 1 Product revenue defined as sales revenue before refunds, shipping fees, etc. 2 Others includes engine cooling & heating system, crash parts, lighting, others.

# AUTODOC's technological capabilities




**ONLY digital platform creating flywheel effects for the ecosystem**

| | |
|---|---|
| Best-in-class consumer knowledge | Power to leverage and convert web traffic |
| Access to manufacturers and a wide assortment | Strong supply chain |

Source: Company information

Notes: **1** Suppliers referring to 3rd party brand product suppliers, without marketplace suppliers.
**2** Active customer: >1 order in last 12 months.

# AUTODOC PRO – positioned to capture the digitalisation of the B2B segment

## Disrupting the traditional B2B distribution channel

As the leading platform in the European B2C online automotive aftermarket, it is a natural progression to expand into the B2B market. Our comprehensive range and reach benefit not only independent garages, mechanics, car dealers, body shops, tire shops and company fleets, but also our partners and suppliers.

The objective is to improve and expand the platform's capabilities to increase B2B sales. This involves expanding the product portfolio to include adjacent categories like tools and parts for electric cars, while addressing changing customer preferences. Additionally, AUTODOC is developing innovative product concepts tailored for the B2B market. The development of a new private brand product line aimed at professionals – goCORE – highlights AUTODOC's strategic approach to identifying niche segments with untapped potential.

The groundwork for B2B business development was established with the launch of AUTODOC PRO in France. AUTODOC PRO is a sales concept aimed exclusively at independent garages, automotive repair shops and vehicle service centres. It combines a dedicated digital platform with personal support through the Business Development Team and Account Managers assigned to each customer and country. Product returns are handled through a fully digital return system, backed by a dedicated parcel service. Meanwhile, AUTODOC has connected more than 75 % of French garages to AUTODOC PRO in a hyper-mature and hyper-competitive market.

The successful rollout of AUTODOC PRO in France and the Netherlands in 2024 established a foundation for our expansion across Europe, with additional rollouts in Austria, Belgium, Germany and Italy. In 2026, we will focus on process excellence in these countries.

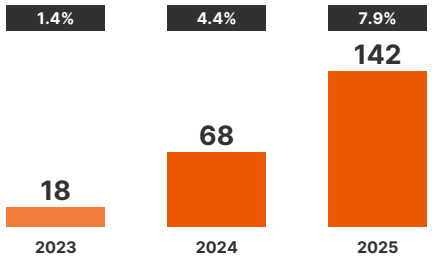
**AUTODOC PRO roll-out in 2025**




With the platform's extensive product range, best-in-class pricing and a fully digital returns system backed by a dedicated parcel service, AUTODOC will continue to learn from local markets and adapt its B2B solution to the needs of garages across Europe

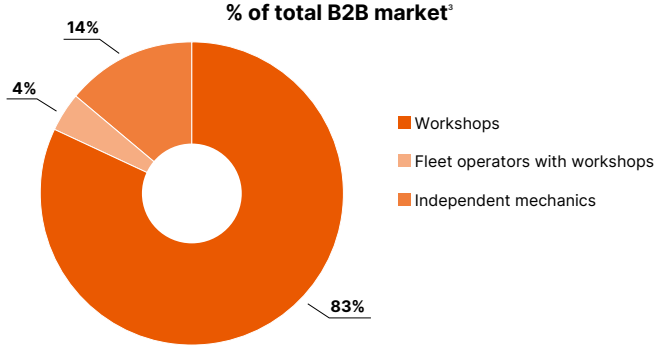
Source: Company information

**B2B sales revenue (€m)**
**as % of sales revenue**




Increase of B2B sales revenue, as existing regions ramped up and new markets were launched

**Market share by customer**
**% of total B2B market[3]**



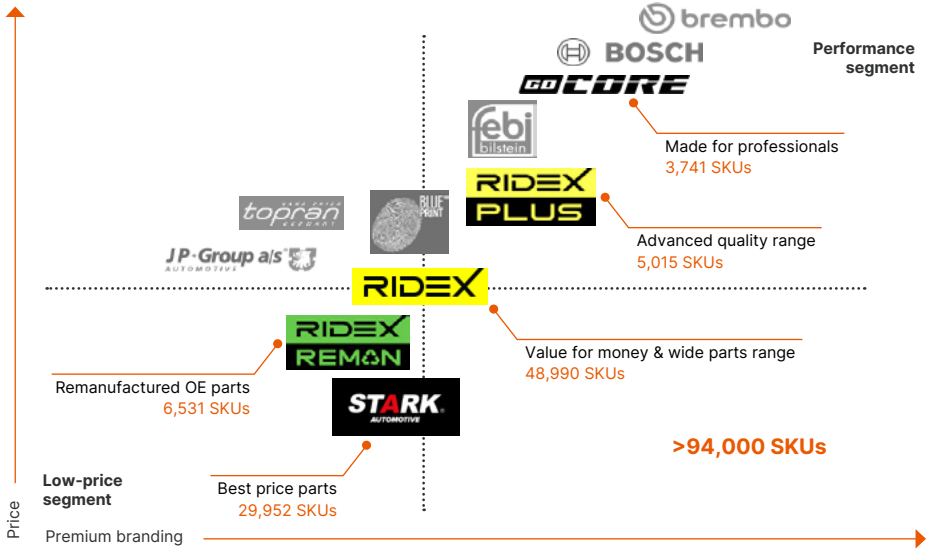

Notes: **1** Active customer: >1 order in last 12 months. **2** Before official introduction of AUTODOC PRO in Nov 2022, there were already some garage customers (which would now be categorized as B2B customers) that bought from the AUTODOC B2C shop. **3** Percentages may not total 100% due to rounding.

# Expansion of our private brands portfolio

AUTODOC's private brands are key to offering competitive prices and great benefits for our customers. In addition, they contribute to operational performance with data-driven category management. Our high-performing brands, RIDEX and goCORE, operate multiple subbrands. The share of private brands in total sales still has room for incremental growth compared to the industry average. We are pursuing a continuously evolving approach to product range development based on vehicle operating and demand data, which makes it possible to predict demand for new items.

Leveraging customer trust and market credibility, AUTODOC is poised to further expand its brand portfolio to include new product categories for different customer needs. Moreover, we are further expanding goCORE for the B2B segment – a product range tailored to identified garage requirements and ensuring availability through the visibility of high-volume sales items. The use of a quality control system ensures end-customer satisfaction.




## Tailored to demand

**Matching demand**
- Ability to leverage insights gained from sale of 3rd party brand products for expansion of **item range, product lines** and entry into **related categories**
- Ability to build **product portfolios** in **any price and quality sector** under existing and new brands
- Further expansion of goCORE for the B2B segment

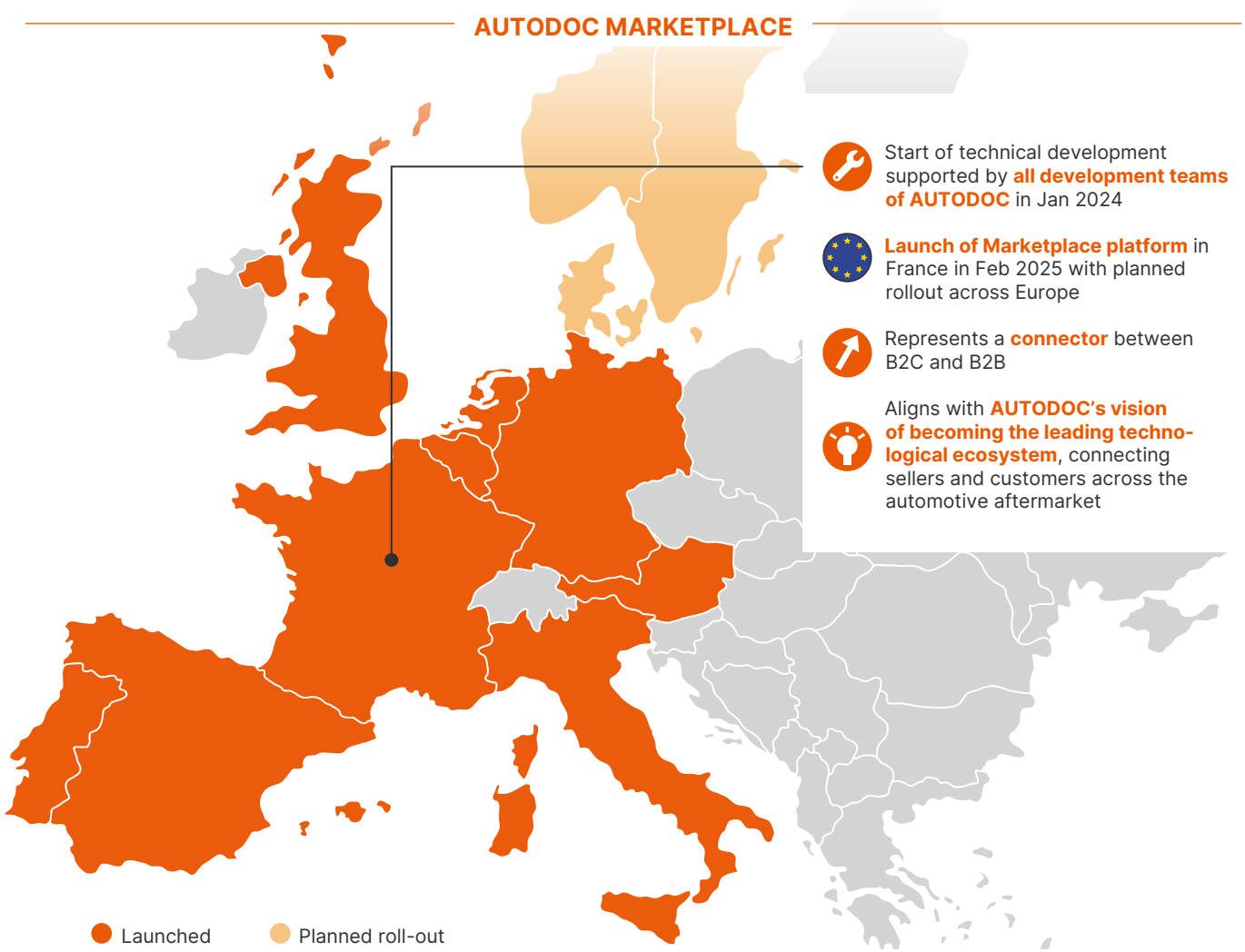
**Quality**
- **Strict quality control system** to increase customer retention and minimize reclamations
- Manufactured in facilities shared with leading brands and **certified to international standards**

**Availability**
- **Goods on stock**, ready for dispatch

Source: Company information

# AUTODOC MARKETPLACE – the platform to go to

## AUTODOC MARKETPLACE




- Start of technical development supported by **all development teams of AUTODOC** in Jan 2024
- **Launch of Marketplace platform** in France in Feb 2025 with planned rollout across Europe
- Represents a **connector** between B2C and B2B
- Aligns with **AUTODOC's vision of becoming the leading techno-logical ecosystem**, connecting sellers and customers across the automotive aftermarket

## Key advantages

### For customers

- **Widening assortment** by allowing selected retailers to sell through marketplace
- **Competitive prices** through direct competition
- **Transparency on seller's reliability**
- Usage of AUTODOC's **expert customer support**

### For sellers

- **Leveraging trusted platform** to reach vast customer base
- **Direct shipment to customers,** leveraging AUTODOC platform for post-sales

### For AUTODOC

- Offers **additional products** on AUTODOC platform
- Increasing **relevance** and **brand value** for AUTODOC
- **Asset light extension** of AUTODOC's platform
- Expansion **targets** were **surpassed** by onboarding 400+ sellers across 150+ new categories
- Making AUTODOC the **go-to destination** for all vehicle needs

Source: Company information

# What sets us apart



# Digitalisation – driver of our business

**We have a data- and AI-driven approach to disrupt the market!**

For us at AUTODOC, digitalisation is a megatrend and the enabler of our business model. In addition, embracing digital innovation allows us to better position ourselves and our products in the market by increasing transparency, data security and compliance. Our vision is clear: AUTODOC is building the leading European tech ecosystem connecting the automotive aftermarket. The digital experience at AUTODOC is tailored to the needs of customers and has been specifically designed for the automotive aftermarket.

As a fast-growing, technology-driven company, AUTODOC continuously invests in the best possible digital experience for its customers across all touchpoints of the digital shopping process – from discovery to after-sales support. Furthermore, the company is deploying AI-driven solutions in customer service to enhance scalability and response quality.

In terms of security, we achieved a remarkable milestone: Zero Trust implementation drove the NIST[1] maturity score to 2.84, the largest improvement in three years, on par with benchmarks in highly regulated sectors such as financial services.

The continuous development of digital products, such as E-Commerce websites and apps, the optimisation of the online user experience, the improvement of customer support, and investment in innovative technologies to meet customer needs are central components of AUTODOC's corporate strategy.

**Fueling next gen E-Commerce experiences with customer-centric technology**

### Customer-facing innovation

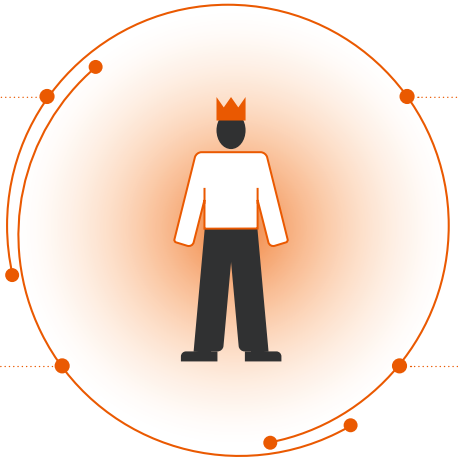
**Use cases**
Highly personalised E-Commerce journeys, streamlined search and ordering, fast checkout.

**Outcome for customers**
Reduced friction, seamless digital experience, higher satisfaction & conversion rate.

### ML-powered intelligence

**Use cases**
Dynamic pricing & demand forecasting, proactive recommendations, advanced analytics.

**Outcome for customers**
Better product matching, improved availability, tailored offers.



### Scalable & secure platform

**Use cases**
Modular architecture, AI powered end-to-end zero-trust cybersecurity, robust cloud infrastructure.

**Outcome for customers**
Trusted, reliable shopping experience; no disruptions.

### Frictionless ecosystem integration

**Use cases**
Plug-and-play partnerships, API-first ecosystem, multichannel orchestration (DIY, DIFM, IIFM).

**Outcome for customers**
Quick access to garages, service fulfillment and partner offerings – no hassle.

**Tech-native...**
a key advantage in a fast-developing environment

**... offering best-in-class user experience...**
both in B2C and B2B segments

**... and future-ready: innovative & AI-powered**
constantly innovating across the board, from productivity to customer value

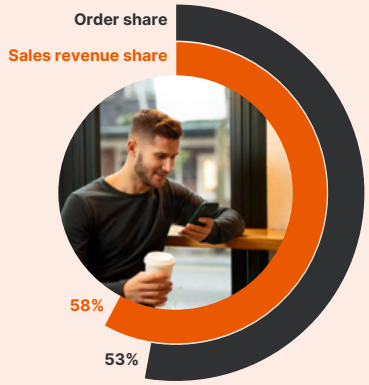
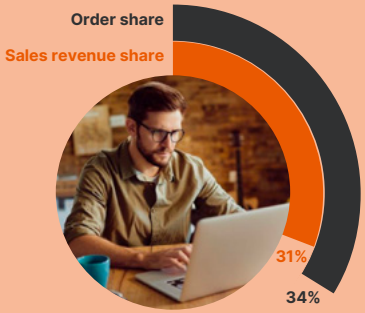
Source: Company information

[1] The NIST Cybersecurity Framework is a set of guidelines for mitigating organisational cybersecurity risks, published by the US National Institute of Standards and Technology. NIST CSF maturity scores range from 0–4, with the highest level (4) is applicable normally to only the highest regulated or for government, military or federal institutions.

# AUTODOC's digital strength – the key to success

**AUTODOC's digital strength rests on its app, website and social media as the major sales and communication channels.**

Innovating and further developing digital products, such as local websites and apps, optimising the online user experience and improving customer support are an important part of the corporate strategy. AUTODOC designs and develops its websites and apps in-house, ensuring that the online channels are as user-friendly and intuitive as possible. All functionality is aligned to customers' needs and requests and is designed to provide the customer with added value before, during, and after their purchase.

| APP | WEB | Key figures 2025 |
|---|---|---|
|  |  | • 846.7 million page views (app & web)<br>• More than 21,400 PDF repair instructions and more than 3,500 video tutorials by professional mechanics on AUTODOC CLUB<br>• In 2025, the AUTODOC app was installed around 15 million times on mobile devices<br>• The AUTODOC app has already been installed around 141 million times since its launch in 2016<br>• The app is available for Android, iOS and Huawei |





Remaining percentages are orders and revenues on external marketplaces.

Source: Company information for 2025.
Notes: **1** CR refers to Conversion Rate. **2** AOV refers to Average Order Value. **3** RR360 refers to Retention Rate (over 360 days). 4 Frequency of a user's website vs. app visits.

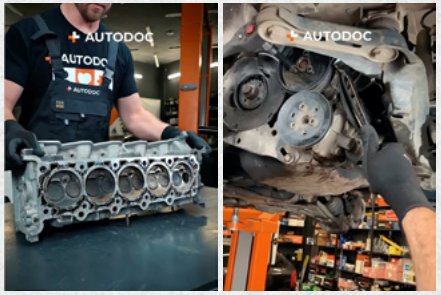
# Social media – driver of brand awareness and loyalty

**We create original and helpful content on all social media channels to drive awareness and loyalty**

AUTODOC is continuously working to improve its customer experience. Besides developing the product range and optimising the web shop as well as the AUTODOC app, several innovative projects were launched to specifically address customer requests and requirements, to improve the internal processes and make them more secure.

AUTODOC produces its own videos to communicate with and assist customers. More than 4k videos & shorts per language are available on YouTube, which are mostly about car repairs, how to maintain a car's value, car care and maintenance, as well as life hacks and tips.

| YouTube | Instagram | TikTok |
|---|---|---|
| Impressions 662m | Views 1.2bn | Views 655m |
| Subscriptions 2.7m | Followers 1.3m | Followers 2.2m |
| *Car care tips, DIY repair, lifehack and expert content.* | *Information, lifehack, engaging and entertainment content.* | *DIY repair, lifehack, product and entertainment content.* |
| **Shorts** | **Post & Reels** | **Videos** |



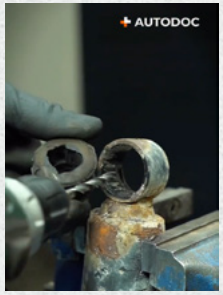

297k views



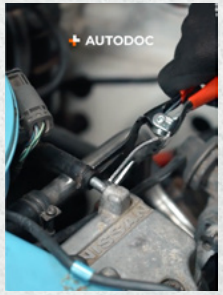

181k views



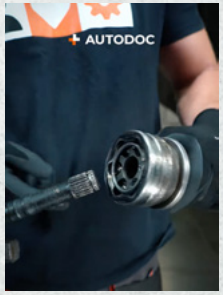

23.9m views




11.5m views




27.1m views




23m views

Source: Company information.
Note: Based on 2025 figures.

# Our leadership team

## Management Board



**Dmitri Zadorojnii**
**Chief Executive Officer (CEO)**



**Lennart Schmidt**
**Chief Financial Officer (CFO)**

## Executive Leadership Team



**Eugene Zhuravlenko**
**Chief Revenue Officer (CRO)**



**Maximilian von Schorlemer**
**SVP & General Counsel**



**Steve Bianchi**
**Chief People Officer (CPO)**



**Sebastian Bleser**
**Senior Vice President Supply Chain (SVP)**

# Our supervisory board



**Alexei Kletenkov**
**Independent Chairman of the Supervisory Board (AC)[1] / (EC)[2]**



**Alexej Erdle**
**Founder/Member of the Supervisory Board**



**Max Wegner**
**Founder/Member of the Supervisory Board**



**Vitalij Kungel**
**Founder/Member of the Supervisory Board**



**Sandra Dax**
**Independent Member of the Supervisory Board (AC)[1] / (EC)[2]**



**Dr. Ulrike Handel**
**Independent Member of the Supervisory Board (EC)[2]**

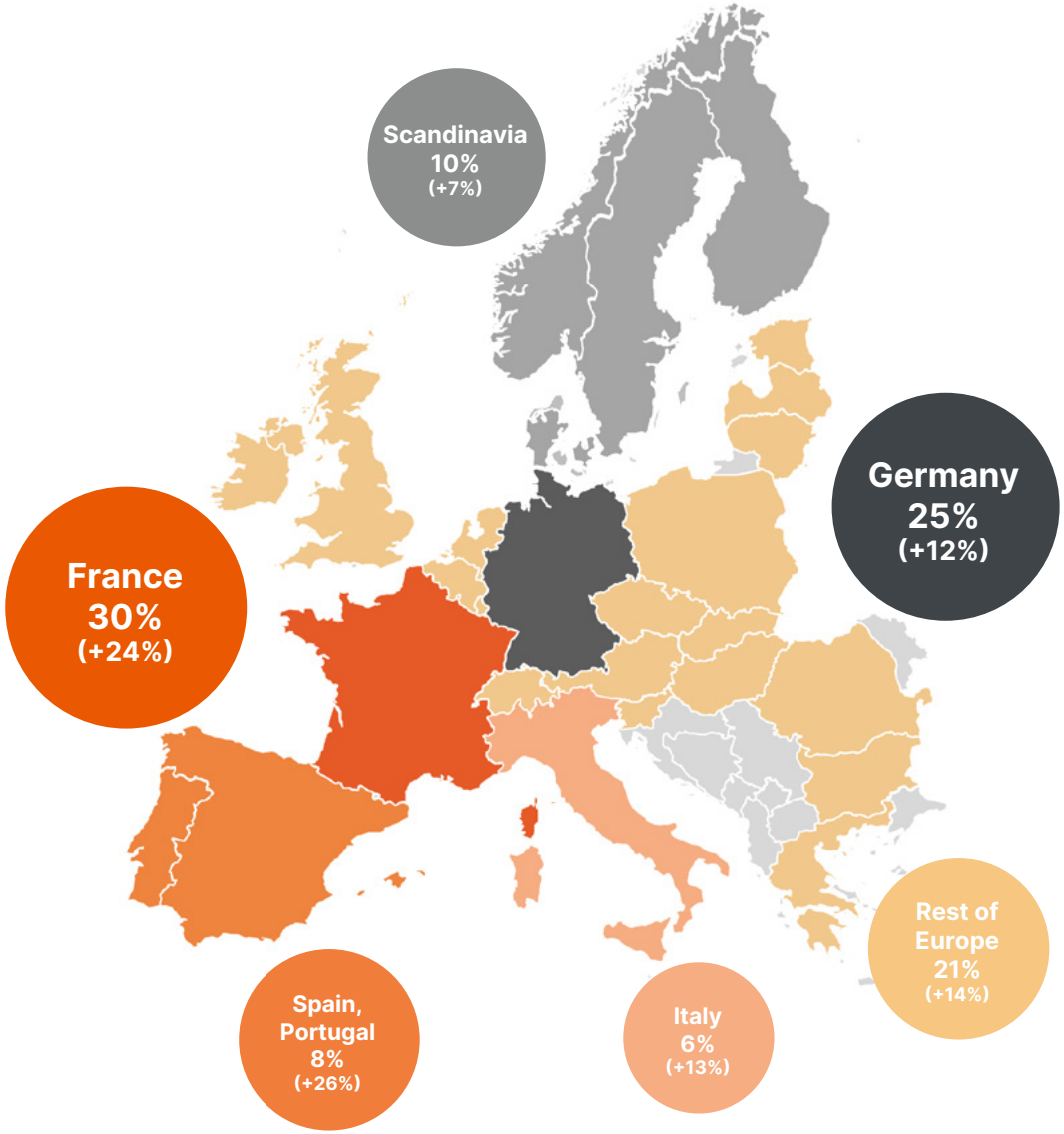
[1] Audit Committee member, [2] Executive Committee member

# Financials 2025 – strong growth in all regions

## Key financial performance metrics

| FYE 31-DECEMBER | 2021 | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|
| **Key financials** | | | | | |
| Sales revenue (€m) | 1,036 | 1,127 | 1,308 | 1,555 | 1,808 |
| Gross profit (€m) | 448 | 490 | 566 | 656 | 757 |
| Adj. EBITDA (€m) | 124 | 102 | 134 | 151 | 164 |
| Adj. EBITDA margin (%) | 12.0 | 9.1 | 10.2 | 9.7 | 9.1 |
| Free cash flow* (€m) | 52.8 | 45.6 | 86.6 | 125.3 | 84.0 |
| Other KPIs | | | | | |
| Employees | 3,100 | 3,800 | 4,400 | >5,000 | >5,500 |
| Average order value (€) | 86 | 89 | 91 | 93 | 96 |
| Active customers (m) | 6.2 | 6.6 | 7.4 | 8.4 | 9.3 |

*Unlevered Free cash flow, i.e., cash flow from operating activities and cash flow from investing activities.




Circles show revenue share in 2025; figures in brackets indicate year-on-year revenue growth compared to 2024.

# Our sustainability strategy

At AUTODOC, sustainability means measurable actions across our business and value chain. Whether it's enabling repairs that keep vehicles on the road longer or using technology to make our logistics and operations resource-efficient, our goal is simple: reduce the resources consumed per repair, extend the average vehicle life and support a more circular model for vehicle maintenance in Europe.

We see sustainability not as a standalone effort, but as something that touches every part of our company. From logistics and tech to customer service and partnerships, we support long-term value creation – for our employees, customers, business partners and communities.

## From circularity to strategy: How we define and drive sustainable impact

Circularity is central to our product offering. By making spare parts, remanufactured products and repair know-how widely available – through our own brands and a curated product range – we support repair over replacement, leading to fewer use of resources.

In 2025, we completed our ESRS-aligned double materiality assessment, built on engagement with our stakeholders, including employees, customers, investors and suppliers. This process helped us identify the most material sustainability topics from both a financial and impact perspective, and where we need to direct our focus. Based on this assessment, we defined our key material topics, which is a basis for goal action and KPI setting.

In line with regulatory requirements, we published our first report under the German Supply Chain Due Diligence Act (LkSG) in 2025. While we are not currently required to publish a full sustainability report, the insights from our materiality assessment already guide our sustainability strategy and help us focus on the areas where we can create an impact.




### Climate action across the value chain

Identified as a material topic in our 2025 double materiality assessment, climate action addresses the greenhouse gas emissions generated throughout the AUTODOC ecosystem, from supply chain and logistics to warehousing and digital operations.

### Smart waste & packaging solutions

Our 2025 double materiality assessment identified packaging and material waste as a priority area for environmental impact reduction. This includes packaging design optimisation, reducing material waste and improving resource efficiency across our operations, with a focus on the stages of our operations where waste generation is highest.

### High-Performing and inclusive workplace

Workplace culture and employee experience are another material topic for AUTODOC, considering diversity and inclusion, and ensuring that all employees' lifetime value is maximised.

### Product integrity & customer trust

Given the direct link to the customer trust; product quality, safety and compliance is another material topic identified for AUTODOC. We hold ourselves to the defined standards of product quality, safety and regulatory compliance across our sourcing to service processes.

# Embedding sustainability into leadership and governance

At AUTODOC, responsible leadership and sustainable business practices are a part of our sustainability strategy (https://autodoc.group/en/sustainability/). Our sustainability governance structure is built to ensure long-term success guided by focus on sustainability.

Our sustainability programme is aligned with the Corporate Sustainability Reporting Directive (CSRD). The ultimate responsibility lies with our Chief Executive Officer (CEO), who leads by example and plays an active role in driving our sustainability agenda. He sets the tone for our long-term direction for our sustainability strategy.

To provide oversight and continuity, we have established a cross-functional Sustainability Committee. This committee includes key members of our leadership team: the CEO, Chief Financial Officer (CFO), Senior Vice President (SVP) Supply Chain, Chief People Officer (CPO) and the Chief Legal Officer (CLO). The committee meets regularly to track progress on key initiatives and steer our Environmental, Social and Governance (ESG) efforts. It acts as a central forum for aligning sustainability with our broader corporate objectives and ensuring transparent, accountable leadership at the highest level.

Our Sustainability Management function is to support the Committee, responsible for operational implementation, coordination and the continuous development of our sustainability strategy. A cross-departmental Sustainability Team further supports data collection, ESG reporting and the execution of initiatives across the company.

We also take a holistic approach to sustainability-related risks and opportunities by integrating ESG topics into our enterprise-wide Risk Management system. Our governance structure is continuously reviewed and refined to ensure compliance with evolving regulations such as the CSRD and European Sustainability Reporting Standards (ESRS). This helps us stay future-ready and maintain accountability to all our stakeholders.



**Innovation and sustainability go hand-in-hand. As we shape the future of the European automotive aftermarket, we believe that the smartest solutions are also the most sustainably responsible ones.**

**Dmitri Zadorojnii**
**Chief Executive Officer (CEO)**

# Stronger together – core values of AUTODOC

### Customer centricity

Offer a large range of products and services that address customers needs.

### Collaboration

Consider differences and expertise in working styles when coordinating with colleagues.

### Inclusion

AUTODOC was built by young immigrants with limited resources.

### Empowerment

Share knowledge and feedback with colleagues to support each other's development.

## From building a strong culture to implementing socially responsible initiatives



### Campaign for addressing poverty

Initiative to combat poverty, usually in November and December, during which we assemble supplies for families facing economic hardships.



### United for Good: Ukraine

*United for Good* is AUTODOC's global fundraiser for Ukraine. Donations and live voting during our employee talent show *Ukraine Got Talent* supported the UNBROKEN Prosthetics Foundation.



### AUTODOC Hackathon

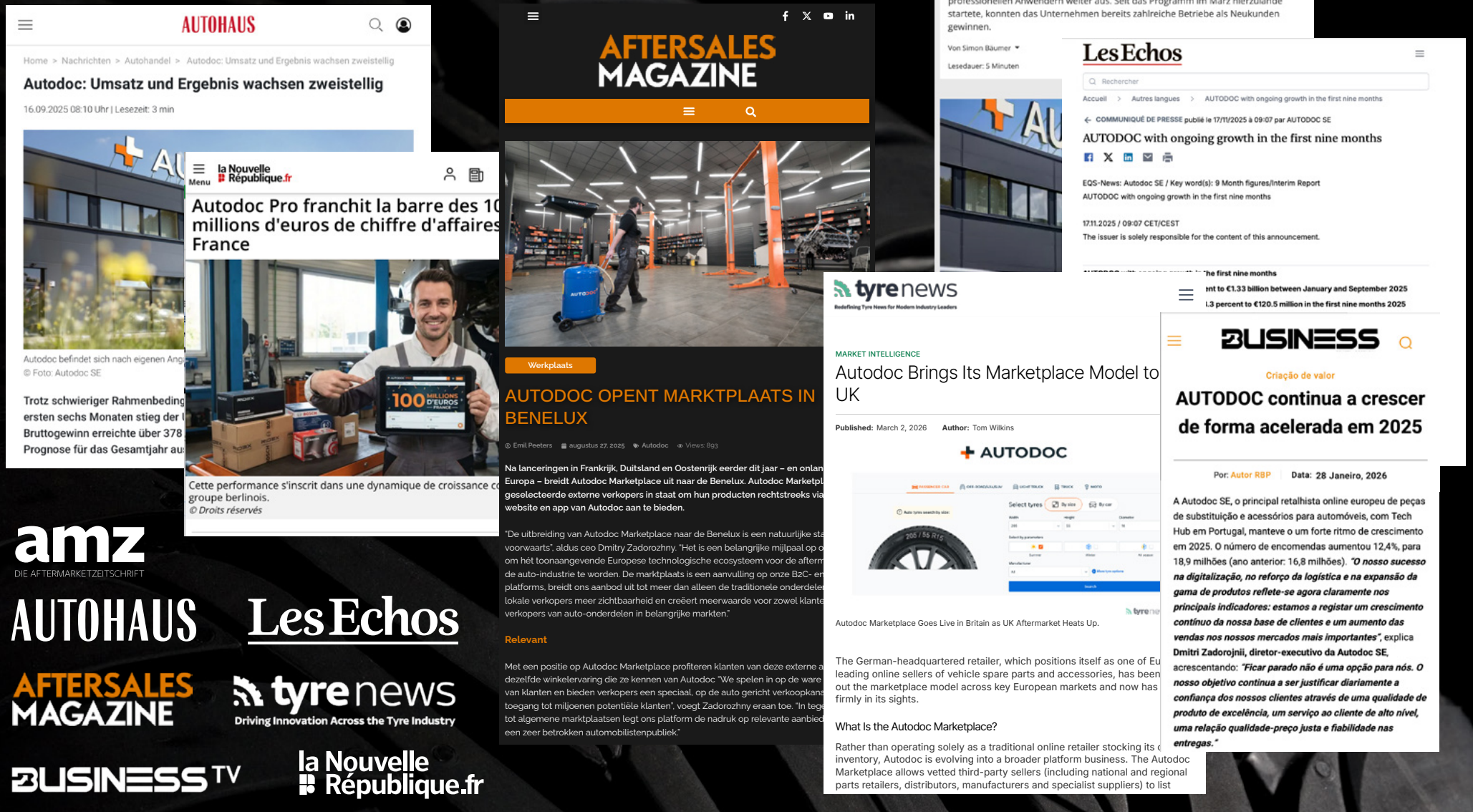
Bringing together colleagues from across the business, this initiative turns ideas into solutions that support collaboration, innovation and long-term progress.



### Anti-harassment training

With the presence of Senior leadership, AUTODOC successfully conducted in-person anti-harassment training for approximately 2,000 warehouse staff members.

# AUTODOC in the media




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AUTOHAUS

Les Echos

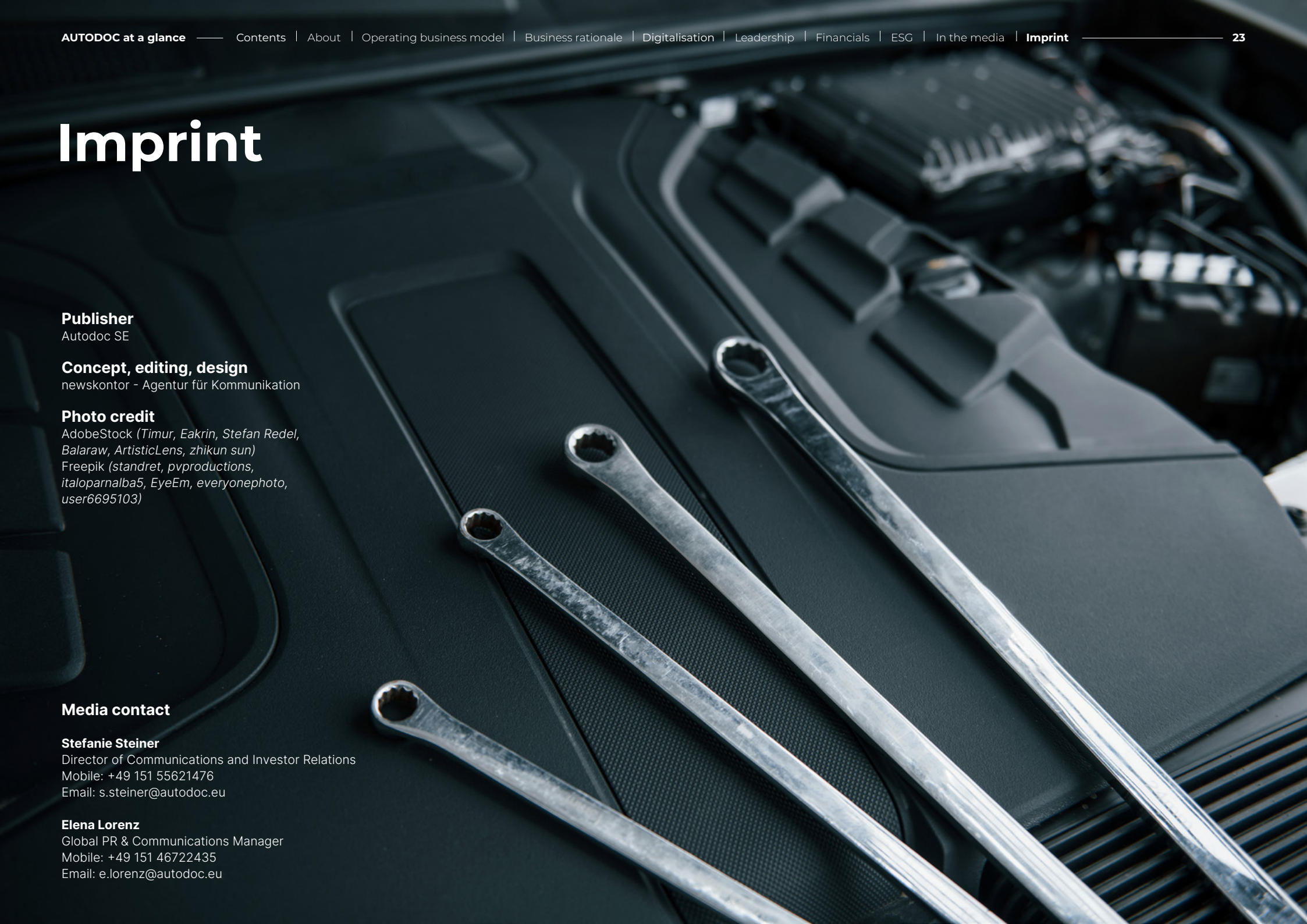
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