

KWD AUTOMOTIVE GROUP INTEGRATED MANAGEMENT POLICY

(Annex 1a - MHb)

KWD Automotive Group is a medium-sized, internationally active group of companies, that produces body components and assemblies for automotive industry. Our management policy has been developed based on the company's philosophy, the applicable legal framework and the requirements of our stakeholders. We define the stakeholders for our management systems and analyze the internal and external aspects that affect the company and each of its locations.

Organization Context is in accordance with this management policy and our goal is the continuous improvement of the organization, through the optimization of quality, environmental, energy, occupational safety and health systems. We design our processes in an efficient way, auditing them on a regular basis to adapt them to improve customers satisfaction, with which we maintain a regular communication. In all operating decisions, we consider the possible effects of our Corporate activity on Man and Nature in advance. The board of directors as well as the director of each plant, are committed to aligning daily activities with this management policy

Our commitment translates into the following points:

1. Definition and development of goals to improve the performance of our Integrated Management Systems.
2. Meet all applicable compliance obligations including environmental legislation and the expectations of our interested parties.
3. Continuously evaluate our management systems through audits, with a risk reduction approach.
4. Provide safe and healthy working conditions for our employees, take into account their needs and encouraging their participation.
5. Protection of the environment and prevention of pollution.
6. Raise awareness among our employees, and other stakeholders about the sustainable use of resources.
7. Fight climate change and protect biodiversity and ecosystems.
8. Ensure the availability of the necessary information and resources.
9. Promote the acquisition of energy efficiency equipment's, products and services that meet quality, environmental and safety standards.
10. Development and design activities that consider improving the company's energy and environmental performance.

A high level of service allows us to increase our profitability, which in consequence will have a positive influence on employees and customer satisfaction and allow for future investment in the development of our company.

This policy has been approved by the Board of Directors and is communicated to all employees. The policy is reviewed annually for validity.

CFO Hartmut Wendelken

COO Dr. Thomas Fusch

CSO Lothar Müller

CEO Nicolaus Külps