

KWD AUTOMOTIVE GROUP INTEGRATED MANAGEMENT POLICY

(Annex 1a - MHb)

KWD Automotive Group is a medium-sized, internationally active group of companies, that produces structure 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. Our goal is the continuous improvement of the organization. Through the optimization of quality, environmental, energy, information security, occupational safety and health systems we pursue the Sustainability. 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 People 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 and decarbonisation approach, contributing to our sustainability strategy.
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 (including handling of dangerous goods "chemical management responsible") for our employees, take into account their needs and encouraging their participation.
5. Environment protection, Water quality and consumption, mitigate Noise emissions, Air and Soil quality, (3 R's) **Reduce, Reuse and Recycle waste** to prevent pollution.
6. Raise awareness among our employees, and other stakeholders for a sustainable use of resources.
7. Fight climate change to achieve carbon neutrality and protect biodiversity and ecosystems.
8. Ensure the availability of the necessary information and resources.
9. Prefer the acquisition of energy efficiency equipment's, products and services that meet quality, environmental and safety standards.
10. Development and design of products and activities that consider improving the company's energy and environmental performance, promoting renewable energy usage, reduce materials use and increase our processes efficiency.
11. Elimination of internal and external threats, creating secure communication channels, protecting and ensuring the security of the group network according to ISMS.

A healthy working environment, safety and well-being of employees are central components of our corporate social responsibility." 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 and published to external stakeholders. The policy is reviewed annually for validity.