

KWD AUTOMOTIVE GROUP INTEGRATED MANAGEMENT POLICY

(Annex 1a - MHb)

KWD Automotive Group is a medium-sized, internationally active group of companies that produces structural components and assemblies for the automotive industry. Our management policy is based on the company's philosophy, the applicable legal framework, and the requirements of our stakeholders. We identify our stakeholders and analyze the internal and external factors that influence the company and each of its locations.

The organizational context is aligned with this management policy. Our goal is the continuous improvement of the organization. By optimizing our quality, environmental, energy, information security, and occupational health and safety systems, we actively promote sustainability. We design our processes efficiently and regularly audit them to adapt and improve, ensuring increased customer satisfaction through ongoing communication. In all operational decisions, we consider in advance the potential impacts of our corporate activities on people and the environment. The Executive Board, together with the management of each plant, is committed to aligning daily activities with this management policy.

Our commitment:

1. Define and pursue goals to improve Integrated Management Systems and decarbonization, supporting our sustainability strategy.
2. Comply with all applicable obligations: environmental, energy, information security, data protection, health & safety, and stakeholder expectations.
3. Continuously evaluate systems through audits, focusing on risk reduction.
4. Provide safe, healthy working conditions (including responsible chemical management), considering employee needs and encouraging participation.
5. Protect the environment: safeguard water, air, soil quality, reduce noise, and apply the 3Rs (Reduce, Reuse, Recycle) to prevent pollution.
6. Promote awareness among employees and stakeholders for sustainable resource use.
7. Combat climate change, pursue carbon neutrality, protect biodiversity, ecosystems, and support animal welfare.
8. Ensure availability of required information and resources.
9. Prioritize acquisition of energy-efficient equipment, products, and services meeting quality, environmental, and safety standards.
10. Develop products and processes that enhance energy and environmental performance, promote renewable energy, reduce material use, and increase efficiency.
11. Eliminate internal and external threats by securing communication channels and protecting the group network in line with ISMS.

A healthy working environment, together with the safety and well-being of our employees, is at the heart of our corporate social responsibility. By providing a high level of service, we strengthen our profitability, which in turn enhances employee and customer satisfaction and enables us to invest in the future growth and development of our company.

This policy has been approved by the Executive Board, shared with all employees, and made accessible to our external stakeholders. It is reviewed annually to ensure it remains meaningful, relevant, and effective.