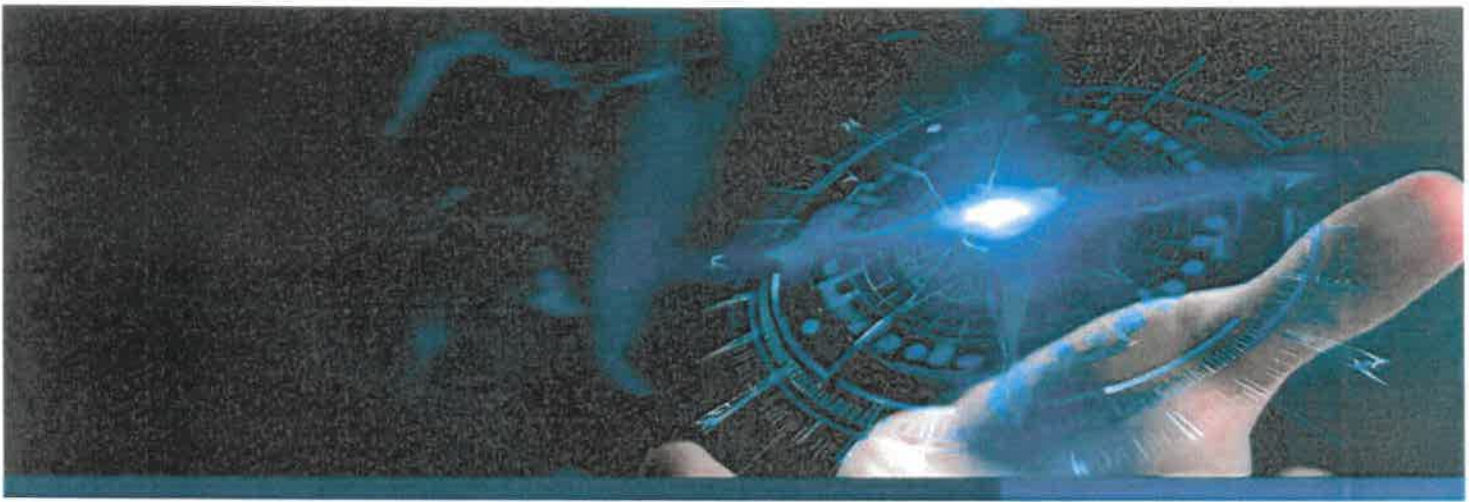




Q-HSE POLICY

QUALITY, HEALTH & SAFETY AND ENVIRONMENTAL POLICY

Vision & mission

- Technologies for mobility
- Technologies for safety
- Passion for both

Quality

- **We** put Quality ahead of delivery date
- **We** strive to achieve zero-defect production processes and maximum customer satisfaction
- **We** encourage and support the pursuit of continual improvement
- **We** pass on our quality expectations to our suppliers
- **We** negotiate not only the price, but also the quality, with our suppliers

Social responsibility

- **We** encourage and support an open, transparent and direct culture
 - **We** respect our employees as our most valuable asset, and we promote their qualification
- We** value all our employees regardless of gender, ethnic origin, nationality, religion, disability, marital status, sexual orientation, or age

Environment and energy

- **We** strive for sustainable development
- **We** analyze and evaluate our processes and work floors with regard to environmental aspects and risks
- **We** comply with the binding obligations that are relevant to us and commit ourselves to constantly improving our environmental performance
- **We** intend to meet today's needs without affecting the life resources of future generations

Health and occupational safety

- **We** regard the protection of human life as the primary objective
- **We** are committed to fulfil legal obligations and other binding obligations and requirements
- **We** analyse and evaluate our processes with regard to hazards and risks
- **We** continually improve the occupational health and safety at our company
- **We** want to guarantee our employees a pleasant and safe working environment
- **We** consult and involve the employees or their representatives

CFO Division Vehicle Systems – Andre Barthel

CEO BU TAC – Eduardo Veen Martinez

CHRO VSE – Thomas Zaborowski

SVP Quality – Marco Scheibner