

Human Rights & Modern Slavery Policy Statement



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We are aware of our corporate responsibility to respect human rights and to work to prevent modern slavery. Hence, we are committed to defending and working towards further protecting human rights and against modern slavery, to preventing negative impacts on human rights and preventing modern slavery in our own operations and in our global supply and value chains, to put an end to any violations and minimize them as far as possible and enable victims of human rights and/or modern slavery violations to obtain redress. We base our business activities on the internationally recognized guiding principles for business and human rights of the United Nations. Furthermore, our understanding and due diligence processes are based on the following human rights, human trafficking and modern slavery benchmarks to which we are committed:

The International Bill of Human Rights, i.e. the United Nations Universal Declaration of Human Rights, the Civil Pact and Social Pact which define civil, political and social rights for all people who have the right to be treated with dignity.

The core labour standards of the International Labor Organization (ILO) with its four basic principles on freedom of association and the right to collective bargaining, the eradication of forced and child labor and the elimination of discrimination in respect of employment and occupation.

We expect our business partners to make the same commitment to respect human rights and to combat modern slavery, undertake to implement appropriate due diligence processes and communicate those expectations to their own suppliers.

The Company

The DRÄXLMAIER Group is an international automobile supplier with about 65 sites in over 20 countries. The success of the company, that was founded in Germany in 1958, is based on the competence and dedication of about 72,000 employees around the world. This shows openness and tolerance towards all people, cultures and religions. In 2021, the DRÄXLMAIER Group achieved a turnover of € 4.5 billion. Customers of this Top 100 automobile supplier include Audi, BMW, Jaguar, LandRover, Maserati, Mercedes-Benz, MINI, Porsche and VW, as well as carmakers in California. For the DRÄXLMAIER Group, responsible, long-term thinking has always been the cornerstone of economic success. An integral part of the strategy is therefore to make the business and production processes as well as the

products sustainable, thus increasing the competitiveness of the company in the long term.

The DRÄXLMAIER Group supplies premium car manufacturers around the world with complex electrical systems, central electrical and electronic components, exclusive interiors and storage systems for electromobility. The combination of core competencies that include interior, electric, electronic and storage systems, makes the DRÄXLMAIER Group unique in the industry. This covers the whole process chain, from the very first idea through the development and production process, right up to the just-in-sequence delivery of products to the production lines of premium automobile manufacturers. As the inventor of the customized wiring harness, the DRÄXLMAIER Group stands for trend-setting innovations in conventional and alternative drive systems, as well as electrical and electronic components made directly in-house. This includes, without limitation, multi-voltage and high-voltage battery systems.

With its solutions for low- and high-voltage storage systems, the DRÄXLMAIER Group actively participates in a future of emission-free mobility. As a market leader for the complete interiors of premium vehicles, the DRÄXLMAIER Group also supplies leading automakers with center consoles, door panels and instrument panels, as well as complete door and cockpit modules.

Corporate Principles

The DRÄXLMAIER Group takes active responsibility for social affairs. Hence, sustainability is also an integral part of the corporate values. The Code of Conduct is based on the corporate vision and the corporate values. As such, it provides an insight into the corporate culture of the DRÄXLMAIER Group and is mandatory for all managers and employees. It is an excerpt of the key points of the policies of the Company and Group and specifies the desired behavior of employees and external stakeholders, such as suppliers, customers, job applicants and major NGOs (non-governmental organizations).

In its social policy, the DRÄXLMAIER Group is committed to the free choice of employment and rejects all forms of human trafficking, modern slavery and forced, compulsory and child labour. Fair, responsible, respectful leadership of employees is also set out in various other policies, like the Leadership and Employee Policy.

The Sustainability Business Partner Code of Conduct also obliges the business partners of the DRÄXLMAIER Group to respect human rights and prohibits modern slavery, human trafficking, child and forced labour. Not only must suppliers respect these social standards and incorporate them into their own corporate policy, they must also make sure that other parties in the supply chain assume their social responsibility. The specification and objective for the establishment of a business relationship is the acceptance of the Sustainability Business Partner Code of Conduct. In conjunction with the corresponding control mechanisms, the Global Terms and Conditions of Purchase of the DRÄXLMAIER Group also require our suppliers to comply with all legal requirements connected with the supply chain, especially with regards to human rights-related anti-modern slavery and environmental requirements. Further information can be found on the DRÄXLMAIER Supplier Portal.

Relevant Human Rights Issues and Potentially Affected Groups of People

We believe in full respect for human rights and focus on our due diligence processes, particularly on issues that we have found to be essential for our company. We have found that the following areas contain the greatest risks of negative impact on people directly or indirectly related to business activities at our sites and in our global supply and value chains:

- Forced and child labour
- Constraints on freedom of assembly and association (including systematic control, suppression and sabotage of employee representatives)
- All forms of discrimination (e.g. by gender, age, ethnic and social origin, nationality, religion or ideology, physical or mental disability, sexual orientation)
- Threat to data protection and privacy
- Risk to health and safety at work
- Precarious employment and work conditions
- Danger to people's lives, freedom or safety
- Threat to the right to rest and free time
- Corruption and bribery
- Threats to consumer protection and lack of product

responsibility

- Restrictions on the rights of local communities and indigenous peoples
- Damage to health, shelter or economic assets required for livelihood, such as water, soil or air pollution or deforestation.
- Restrictions on land rights
- Restricted access to education.

In our efforts to respect human rights and modern slavery laws, we make no distinction as to the political, legal or international status of the country or territory to which a person belongs, whether that country or territory is independent, does not enjoy self-government or is otherwise limited in its sovereignty. Our focus lies on the following groups of people, as their human rights and views on modern slavery could potentially be affected by business activities along our global supply and value chains:

- Our own employees at national and international sites, including trainees
- Employees working in raw material production and processing, as well as in the manufacture of intermediate products, small farmers, the employees of service providers and direct suppliers in our direct and indirect supply chains
- People in informal or precarious employment, local trade union representatives and trade union members, regardless of where they are in the supply and value chains
- People directly associated with the supply and value chain, such as members of local communities, as well as residents near sites, family members or employees in public authorities.

Within this group of people, we have identified individuals who are more likely to be affected by negative impacts on human rights and modern slavery laws. These potentially affected individuals hold a unique position in our due diligence process. They are groups of people who have special needs, are socially ostracized or have a hard time making their concerns heard. This particularly vulnerable group of people includes:

- Women
- Children
- Local communities
- The elderly
- Poor people
- Sick people
- People with disabilities
- People in a weak/unregulated environment
- Ethnic/religious minorities
- Lesbians, gays, bisexuals, transgender people, intersexuals and queers.
- Representatives of the interests of certain groups
- Whistleblowers
- Precariously/informally employed people
- Migrant workers.

Our Approach to Addressing Human Rights and Modern Slavery Issues

For us, respecting human rights and our views on modern slavery are an ongoing process. Implementing our views on human rights, anti-trafficking and modern slavery involves the implementation of due diligence obligations based on changing environmental conditions, types of activity, size and corporate structure, and is constantly being reviewed and improved by us.

In order to ensure respect for human rights, we have established human rights and anti-trafficking and modern slavery due diligence processes as integral parts of our organization and in relationships with our business partners. Our human rights and anti-slavery policy reflects our commitment to acting ethically and with integrity in all our business relationships and enforcing effective systems and controls to ensure human rights are respected, and slavery and human trafficking is not taking place, anywhere in our supply chains.

The business activities of companies and business relationships in supply and value chains are also associated with impacts on the environment, which can

lead directly and indirectly to human rights risks and adverse human rights impacts. Our commitment to respecting human rights therefore includes our environmental due diligence processes.

Risk Analysis

We believe it is part of our due diligence to examine potential and actual negative risks to human rights and impacts of our business activities on people along the supply and value chain in an appropriate way. Thus, we methodically analyze the relevant human rights issues and those potentially affected by our business activities, as well as direct and indirect business relationships.

For this purpose, we have systematically included human rights and modern slavery issues in our corporate-wide Risk and Supplier Management. Outside criticism of human rights and reported incidents are appropriately taken into account.

The analysis of risks and effects is reviewed every year as warranted when significant changes are made to the company profile or the business activities. To that end, we duly involve human rights and modern slavery experts and selected stakeholders, including representatives or potentially affected groups.

The results of the risks and effects are internally communicated to the operating decision-makers and are incorporated into our corporate decision-making processes with regard to supplier selection, business partner management and product responsibility and development. At the same time, the risk analysis and monitoring of the supplier base forms the foundation for identifying appropriate action. Furthermore, we use the results as a basis of compiling and, where necessary, adapting internal regulation processes and training courses in order to meet the changing requirements of our due diligence.

Measures

In order to live up to our responsibilities, we rely on the interaction of various measures. The aim is to improve the situation of (potentially) affected individuals. For that purpose, we have established standardized processes. We involve those who may be directly affected, as well as experts, and are regularly in touch with other companies, including regarding industry initiatives, and co-operation with stakeholders to promote the implementation of human rights and anti-human slavery values. The concerns expressed by those who hold rights or who may be directly affected, and/or their legitimate representatives, local stakeholders, experts and civil society, are appropriately taken into consideration.

Outside our company, our Business Partner Code of Conduct obliges all our relevant direct business partners to comply with national and international laws and regulations, as well as with the ILO's core labour standards, to respect human rights and modern slavery laws, and to appropriately address risks to their own business partners.

Effectiveness Check

At least once a year and as warranted, we make a check to see how effective our measures are in preventing and mitigating adverse human rights and modern slavery effects. Within our company, we also conduct audits, actively pursue information and conduct internal employee surveys. In our supply and value chain, we check the effectiveness of measures by monitoring the results of our ongoing analysis of human rights and modern slavery risks and effects. We also conduct risk-based audits with our direct suppliers as warranted, e.g. in the form of document reviews and online assessments. Where appropriate, we ensure that potentially affected people, or at least their representatives, are involved and that the people potentially most affected by the afore-mentioned audits, are consulted.

Complaints Mechanisms

Appropriate, effective complaints management is an essential part of our due diligence processes to effectively prevent and remedy potential modern slavery and/or human rights impacts caused by our company and our business activities. We have set up complaints management systems which are accessible inside and/or outside the company.

Among other things, we have a digital whistleblowing system that provides internal and external stakeholders and all potentially affected parties worldwide with a confidential communication channel that enables them to report any violations of human rights, modern slavery laws and international agreements. Access to the whistleblower system is communicated to these groups proactively and in the appropriate language in order to allow for differences between target groups. Reports can also be made anonymously. We inform the target groups to be reached about the accessible complaint mechanisms by applying measures adapted to the target group and the local context.

Any indication and justifiable suspicion of possible human rights or modern slavery violations are dealt with in a transparent, balanced, predictable process. We respect the confidentiality and, on request, the anonymity, of whistleblowers. We make sure that whistleblowers are protected against discrimination and penalties related to their complaints. The systematic way

in which we deal with complaints and the resulting findings enable us to continually improve our human rights and modern slavery due diligence processes. To this end, we also check the effectiveness of the existing complaints mechanisms and as warranted when significant changes occur in the risk situation or if there are concrete indications of restrictions in complaints management.

Redress (as part of action)

In the event that we, as a company, have directly caused the violation of human rights or modern slavery laws in our own business area, or if such a violation is imminent, we endeavor to prevent, stop or minimize the extent of the violation and provide redress. Should one of our employees act in a way that is not compatible with human rights, appropriate measures will be initiated according to labour law.

In the event that we contribute or are indirectly linked to potential or actual human rights or modern slavery abuses in the course of our activities, we will strive to have appropriate remediation provided by the responsible entities. We will carefully and consistently follow up on any reasonable suspicions or concrete evidence of potential human rights or modern slavery violations detected in our company or along our upstream and downstream supply or value chain. Depending on the severity of the violation, we reserve the right to act appropriately in connection with our direct suppliers, starting with the request for elimination of the violation, right up to legal action and termination of the business relationship. Regardless of this, we work towards making amends for any such violation.

Reporting

In our annual Sustainability Report, we inform the public of our voluntary commitments, as well as of our due diligence processes and their effectiveness.

Responsibilities for Human Rights Due Diligence in our Company

We have defined clear lines of responsibility for the performance and compliance with our human rights and modern slavery due diligence obligations. At senior management level, our CHRO, Roland Polte, is responsible for the respect for human rights and our anti-modern slavery views in our business activities and in our upstream and downstream supply and value chains. To sensitize our employees' respect for human rights and modern slavery laws, and to impart the expertise necessary for effective implementation of human rights and modern slavery due diligence processes in the relevant business areas, we conduct employee training and continuing education programs in the company, e.g. in the form of training courses.

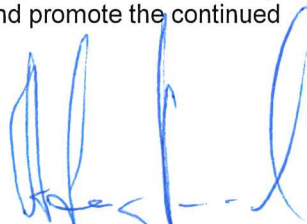
Commitment to Continually Enhancing our Human Rights Due Diligence Processes

For us, respecting our views on human rights and modern slavery, and implementing human rights and modern slavery due diligence obligations in our operational processes, constitutes an important contribution to the improvement of the human rights and modern slavery situation along the global supply and value chains of the German automobile industry. We rise to this challenge and promote the continued

development of our human rights and anti-modern slavery due diligence processes.

We are committed to efficient due diligence processes. Consequently, we will undertake to establish and maintain dialogue with people who are potentially affected by the negative human rights and modern slavery impacts of our business activities and along our upstream and downstream supply and value chains. The purpose of these dialogue formats is to identify human rights and modern slavery risks and to assess the effectiveness of our actions in preventing, reducing and correcting negative impacts on human rights and modern slavery.

This Policy is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and The German Act on Corporate Due Diligence Obligations in Supply Chains and constitutes the Group's human rights, slavery and human trafficking statement for the financial year ending 2023. It was approved by the board of directors in September 2024.



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